

ATHENA SWAN STRATEGY – 2019-2022

1. Where are we now?

- Hold Bronze institutional award
- Bronze self-assessment highlights areas of good practice and a positive institutional approach to gender equality and inclusion
- Some understanding of areas of challenge but further work required to address some strategic issues
- Discrete/core group of staff engaged in Athena SWAN, rather than whole institution engagement

2. Where do we want to be?

- To ensure maintenance of the bronze award
- To work towards becoming a silver institution by 2022
- To be sector leading and in a position to evidence demonstrable impact
- Athena SWAN to be a key element of the University's inclusivity agenda and regarded as the cultural norm for the institution
- Influencing and supporting external partners

3. Strategically, how will we get there?

- Establish Athena SWAN as a key strand of TU's social impact charter, (public, community, economic and environmental engagement) and ultimately embed within the UN sustainable development goals
- Embed AS targets and actions in the annual plans of Schools and Directorates
- Deliver departmental submissions

4. Practically, what do we need to do?

- Raise awareness and understanding of Athena SWAN across the University
- Develop a clear inclusive campus communication strategy/key messages that enhances visibility (and includes an Athena SWAN delivery plan)
- Ensure the champions lead the delivery of key elements of the current action plan
- Develop a strong data methodology to drive understanding and actions
- Develop and submit departmental submissions
- Embed Athena SWAN activity in the academic workload
- Create graduate intern role(s) to support co-ordination of Athena SWAN activity
- Deliver coaching sessions/good practice workshops to support Athena SWAN champions/ambassadors
- Share best practice and key findings internally
- Undertake external benchmarking, and the embedding of best practice
- Deliver the mentoring pilot
- Review representations on committees
- Develop an environment that enables staff to engage (through projects, focus groups etc.)
- Identify and support ambassadorial role models to engage with staff

5. Key enablers...

- Articulate commitment to Athena SWAN in all career pathways
- Communication strategy and key messages
- Celebrate beacon activity/good practice
- Increased number of Athena SWAN ambassadors

6. How will we measure success?

- Bronze submission action plan delivered
- Departmental awards achieved
- Sector benchmarking
- Data analysis to determine distance travelled
- Silver award achieved

7. Key Milestones

- SSSHLL submission (Nov 20)
- SHLS & MIMA submissions (Apr 21)
- SCEDT & TUBS submissions (Nov 21)
- Data reports provide twice yearly (Nov & March)
- Annual review of internal data/action plan (Nov)
- Annual benchmarking review (March)
- Annual planning/priority setting (June)

8. Next steps ...

Develop annual delivery plan to establish key priorities and actions for 2019/20