Newcastle University and Athena SWAN

Prof. Judith Rankin
Dean of Diversity

ECU Athena SWAN Awards Ceremony
30th June 2016, University of Sheffield

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Outline

• Newcastle University
• Journey to Athena SWAN silver status
• Initiatives and their impact
• Extended charter
• Considerations
• Next steps
Newcastle University

‘decouple circumstance from destiny’ Prof Chris Brink, VC
Figure 27: Percentage of males and females from Undergraduate to Professor 2010/11 and 2014/15
Newcastle University’s journey

• VC think-tank on Gender Balance in Academic Careers 2008
• Athena SWAN member in January 2009
• Awarded Bronze in September 2009
• First academic unit gains a silver award in 2011
• Bronze Award renewed in November 2012
• VC sets target of engaging all SET units with AS by 2015
• Silver status awarded April 2016

• Gender think-tank ‘Going for Gold’ 2016!
Current status

5 dept. silver
12 dept. bronze

Faculty of Medical Sciences (FMS) Schools and Institutes
- Institute of Health & Society (IHS)
  SILVER since 2011, renewal due 2017
- Institute of Cellular Medicine (ICM)
  SILVER since 2013, renewal due 2016
- Institute of Neuroscience (ION)
  SILVER since 2015, renewal due 2018
- Northern Institute for Cancer Research (NICR)
  SILVER since 2015, renewal due 2018
- Institute of Genetic Medicine (IGM)
  SILVER since 2015, renewal due 2018
- School of Biomedical Sciences (BMS)
  BRONZE since 2015, renewal due 2018
- School of Dental Sciences (SDS)
  BRONZE since 2015, renewal due 2018
- School of Medical Education (SME)
  BRONZE since 2015, renewal due 2018
- Institute of Cell & Molecular Bioscience (ICaMB)
  BRONZE since 2015, renewal due 2018
- School of Psychology
  Preparing submission for 2016/17

Faculty of Science, Agriculture & Engineering (SAGE) Schools
- Agriculture, Food & Rural Development (AFRD)
  BRONZE since 2014, renewal due 2017
- Civil Engineering & Geosciences (CEGiS)
  BRONZE since 2014, renewal due 2017
- Biology (BIOI)
  BRONZE since 2015, renewal due 2018
- Computing Science
  BRONZE since 2015, renewal due 2018
- Chemical Engineering & Advanced Materials (CEAM)
  BRONZE since 2015, renewal due 2018
- Chemistry
  BRONZE since 2015, renewal due 2018
- Electrical & Electronic Engineering (EEE)
  BRONZE since 2015, renewal due 2018
- Marine Science & Technology (MaST)
  BRONZE since 2015, renewal due 2018
- Mathematics & Statistics (MATHS)
  Unsuccessful in 2015
- Mechanical & Systems Engineering (MSe)
  BRONZE submitted November 2015
Equality and Diversity Progress at NU

Equality and Diversity Team

Flexible Working Options

Newcastle University Employee Opinion Survey – Diversity Analysis

NU Parents' Network

Transgender Guidance for Managers and Staff

Aspergers and Autism Support Network (AASN)

NU Women

Voucher Services

Computershare

Equality Analysis

justask

talk to us about stress

Student Parent Bursary
Leading culture change

• Target set in 2008: 30% professoriate to be women by 2021

Russell group average=20.8%
Women into Leadership

• Developed range of leadership development programmes; won the THELMA which praised innovative development programmes aimed at increasing diversity in senior teams
• Leadership development programmes – pipeline
• Women into Leadership Working Group; make leadership roles more attractive to women
• Signed up to 30% Club; increased diversity in senior management; 3/4 Univ decision-making committees have achieved this
Career progression

• Promotion criteria reviewed; periods of leave or PT working accounted for

• Annual analysis of promotion success rates by gender; women are more successful although fewer apply

• Senior Women in Academia Coaching and Mentoring Programme with Durham University
Initiatives

• Flexible working and support for parents
  • Guidance for managers to support planning maternity leave
  • Implemented Shared parental leave with enhanced pay
  • Launched a Parent’s network

• Recruitment
  • Unconscious bias training
  • Guidance on recruitment panels – should reflect more diversity
Supporting students and outreach

• Engage with outreach initiatives aimed at girls
• Graduate and student ambassadors (66% female) work with schools
• Supported Students’ Union Inspiring Women conference
• Student parent working group
Communication

• New NU website with AS link from homepage
• Video blogs posted by UEB members
Considerations

• Ensuring all staff see the relevance to them
• Broadening the discussions
• Prepared to think differently
• Investment
Extended charter

• Engage staff working in AHSSBL
• Professional support staff
• Support international diversity
Recognition

THE AWARDS 2015
OUTSTANDING LEADERSHIP AND MANAGEMENT TEAM
Newcastle University
What will the next 3 years bring?
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