



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

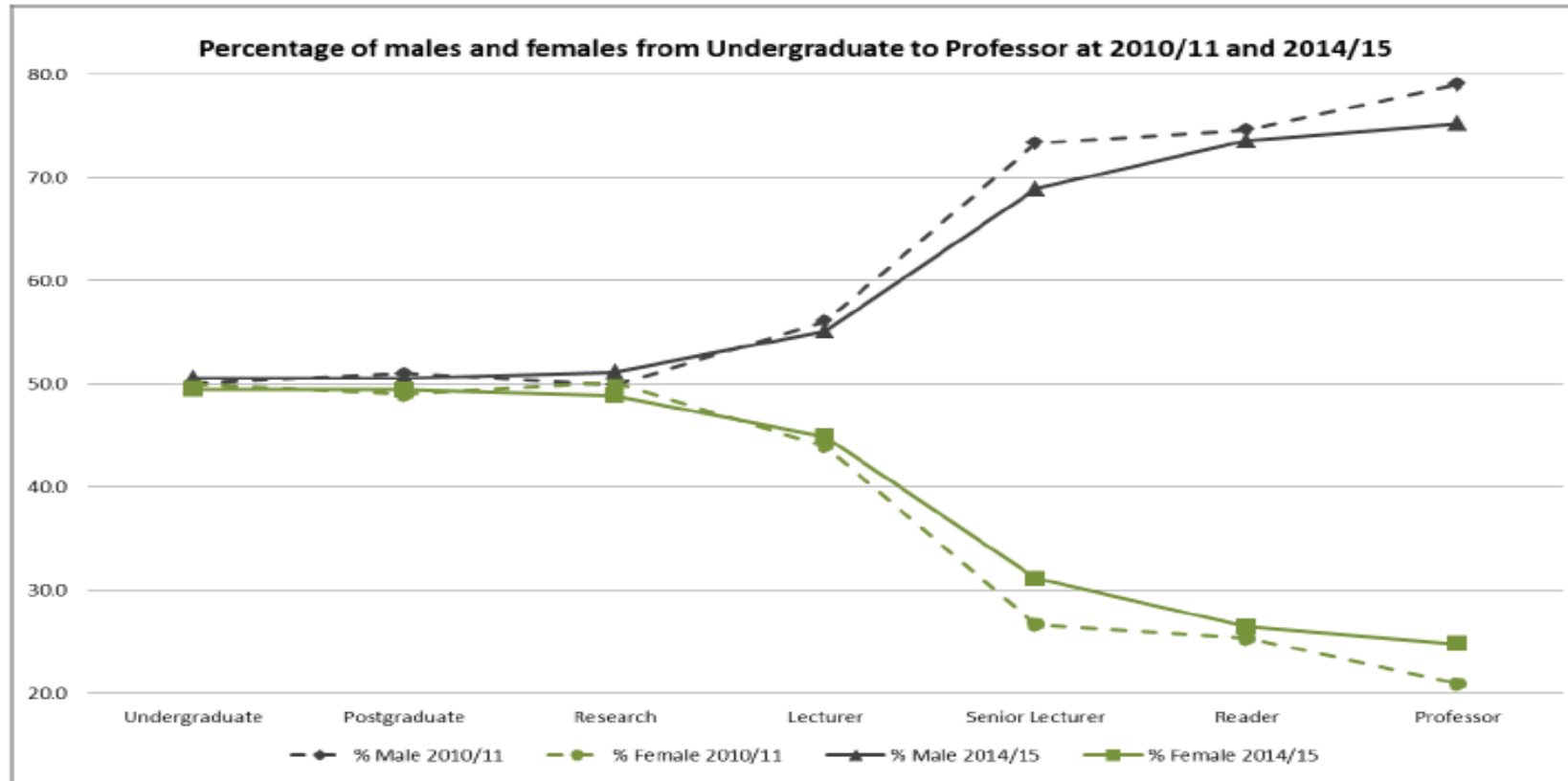
Newcastle University



'decouple circumstance from destiny' Prof Chris Brink, VC

Staff gender split

Figure 27: Percentage of males and females from Undergraduate to Professor 2010/11 and 2014/15

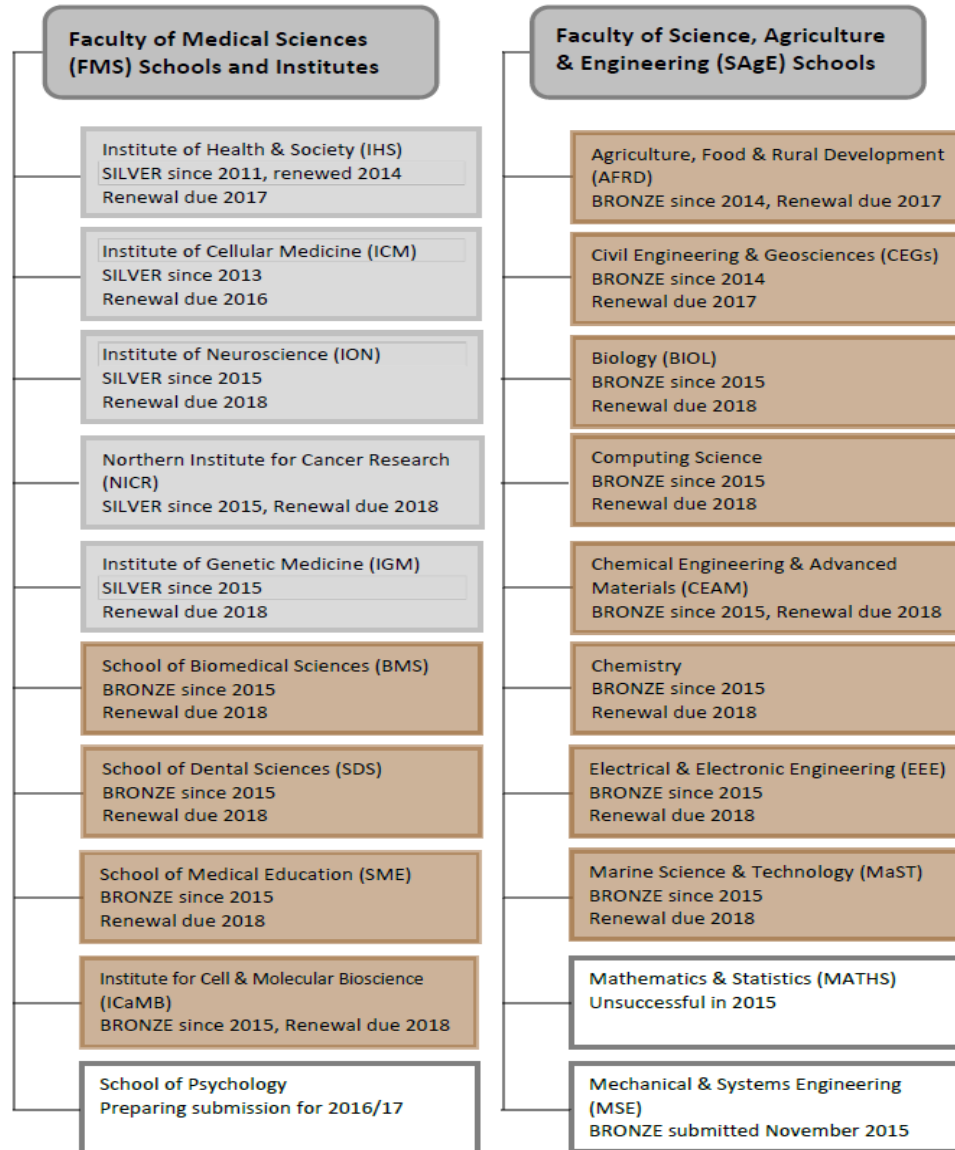


Newcastle University's journey

- 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

Equality and Diversity Progress at NU



Flexible Working Options



Aspergers and Autism Support Network
(AASN)

NU Women

 **Computershare**
Voucher Services

Equality and Diversity Team



Newcastle University Employee Opinion Survey –
Diversity Analysis



NU Parents' Network

Equality Analysis

Transgender Guidance for Managers and Staff

Student Parent Bursary

Leading culture change

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

Figure 21: Percentage and numbers of Female Professors in the University, SET and Units with and without awards 2010/11 - 2014/15

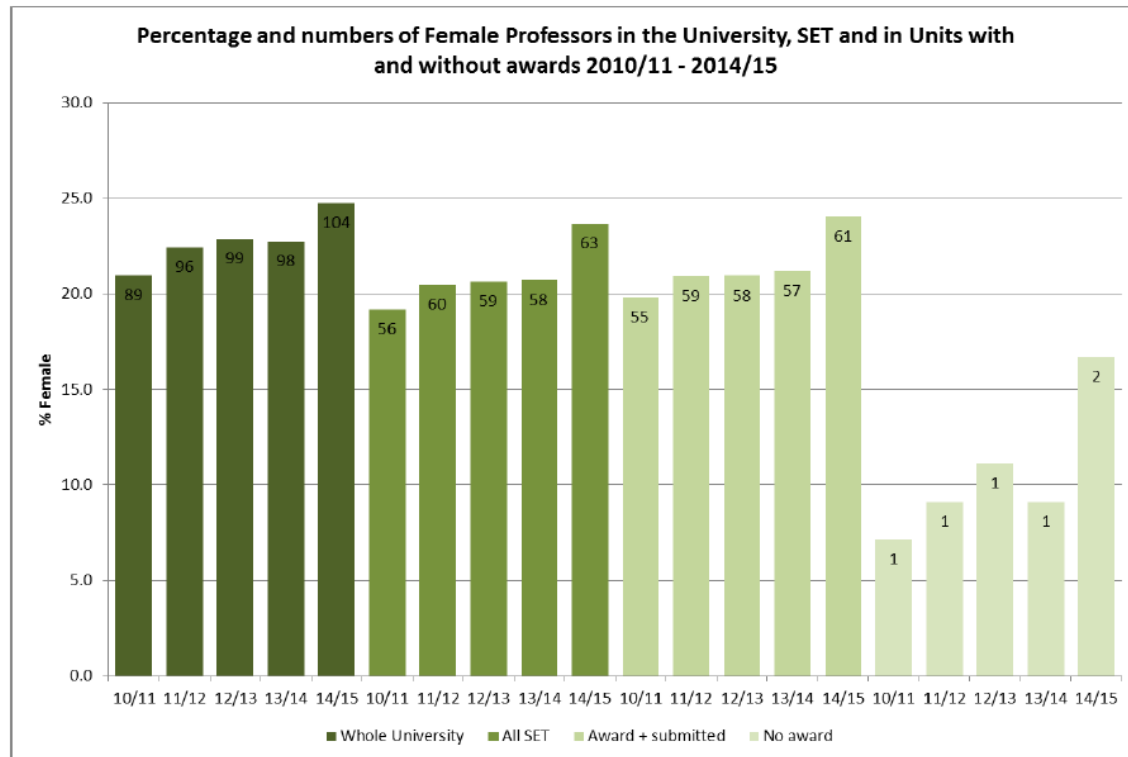
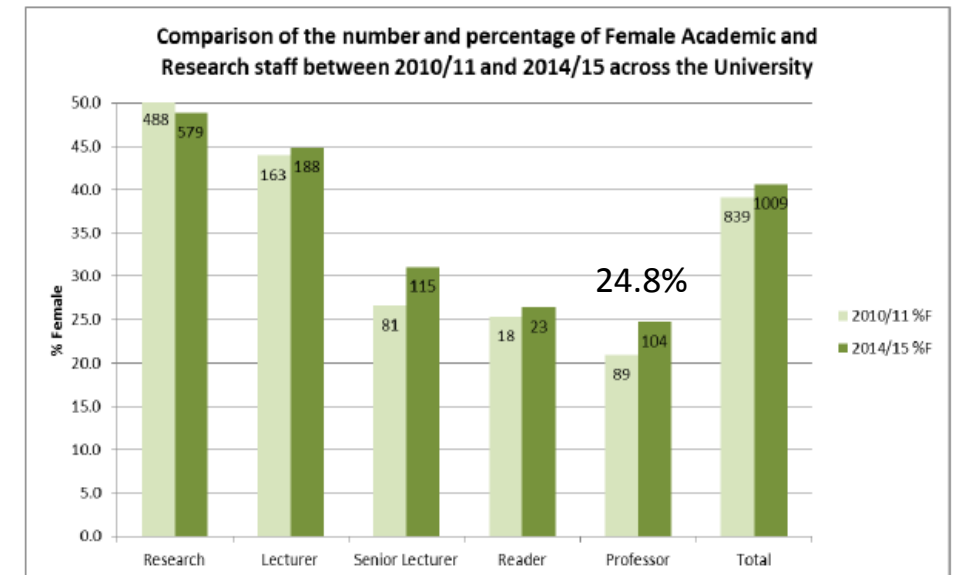


Figure 19: Comparison of the number and percentage of female academic and research staff between 2010/11 and 2014/15 across the University



Russell group average=20.8%

Women into Leadership



THE AWARDS 2015 OUTSTANDING
LEADERSHIP AND MANAGEMENT
TEAM
Newcastle University

- 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

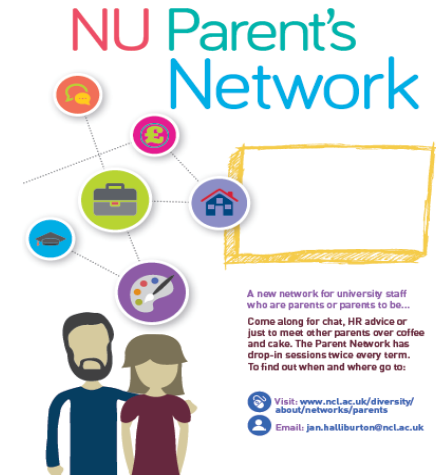
Career progression



- 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 mat 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



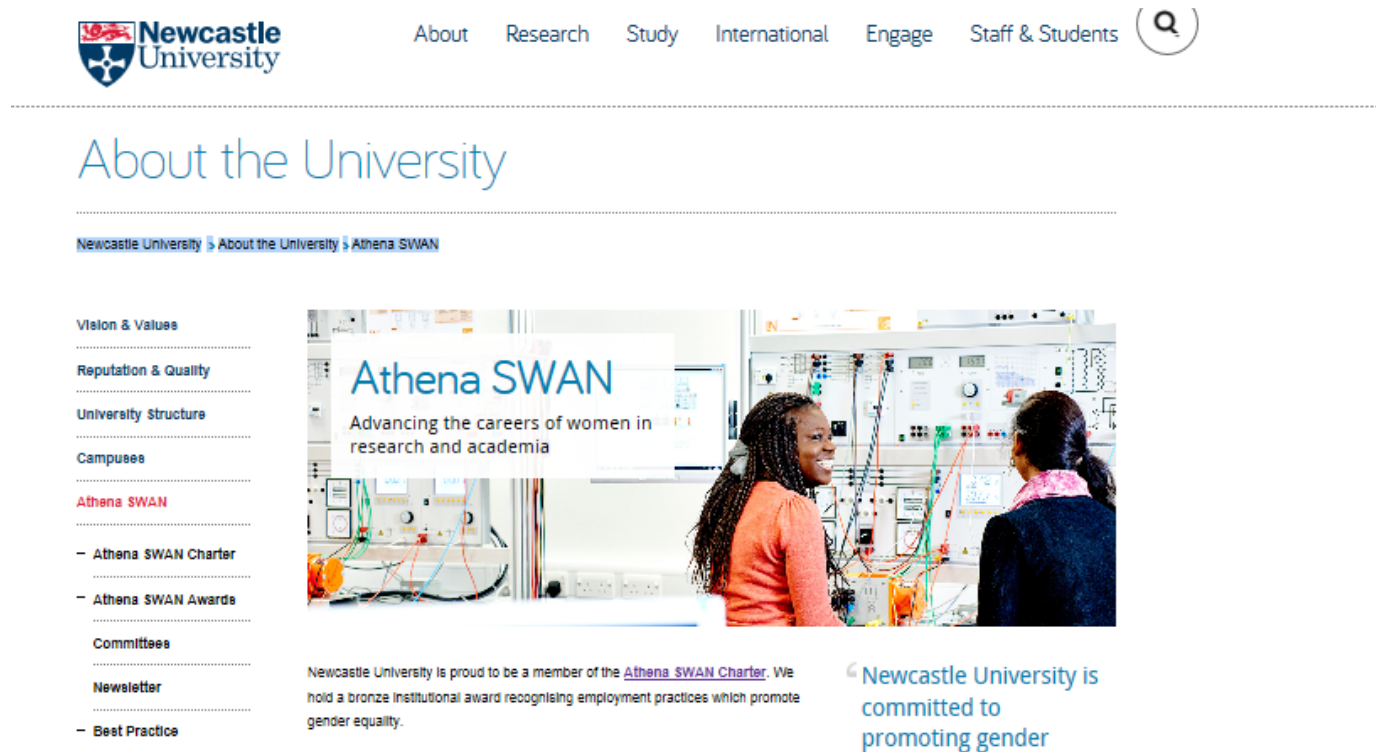
Supporting students and outreach



- 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



The screenshot displays the Newcastle University website. At the top, the university's logo is on the left, and navigation links for 'About', 'Research', 'Study', 'International', 'Engage', and 'Staff & Students' are on the right, accompanied by a search icon. Below the navigation bar, the heading 'About the University' is centered. A breadcrumb trail reads 'Newcastle University > About the University > Athena SWAN'. On the left side, a vertical menu lists various university sections, with 'Athena SWAN' highlighted in red. The main content area features a large image of two women in a laboratory setting, with a text overlay that reads 'Athena SWAN Advancing the careers of women in research and academia'. Below this image, a paragraph states: 'Newcastle University is proud to be a member of the [Athena SWAN Charter](#). We hold a bronze institutional award recognising employment practices which promote gender equality.' To the right of this text, a quote from the university reads: 'Newcastle University is committed to promoting gender'.

Newcastle University

About Research Study International Engage Staff & Students

About the University

Newcastle University > About the University > Athena SWAN

Vision & Values
Reputation & Quality
University Structure
Campuses
Athena SWAN
- Athena SWAN Charter
- Athena SWAN Awards
Committees
Newsletter
- Best Practice

Athena SWAN

Advancing the careers of women in research and academia

Newcastle University is proud to be a member of the [Athena SWAN Charter](#). We hold a bronze institutional award recognising employment practices which promote gender equality.

Newcastle University is committed to promoting gender

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

School of
English Literature, Language & Linguistics



SEARCH

[About](#) | [Staff](#) | [Study With Us](#) | [For Current Students](#) | [Research](#) | [For Alumni](#) | [Careers & Employability](#) | [Partners](#)

News, Events and Conferences:

Thinkers of our time: Mary Wollstonecraft
British Academy podcast featuring
SELL's Dr Laura Kirkley

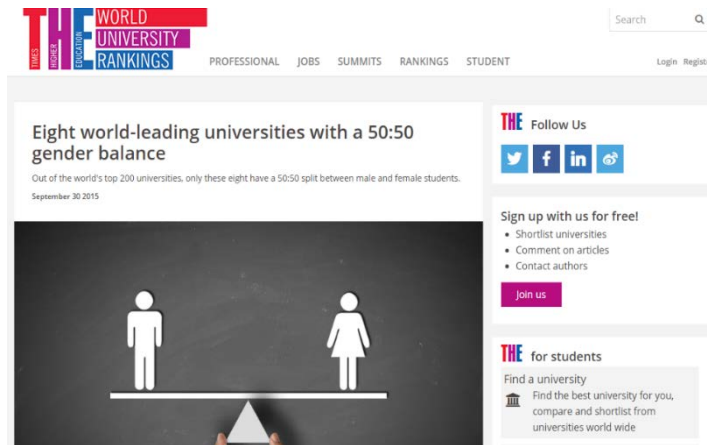
Animating Texts at NU
Large grant awarded by NU to
develop new field of study: Digital
Technology and the Humanities

Dr Katie Cooper - AHRC BBC

LATEST: Thinkers of our time: Mary Wollstonecraft



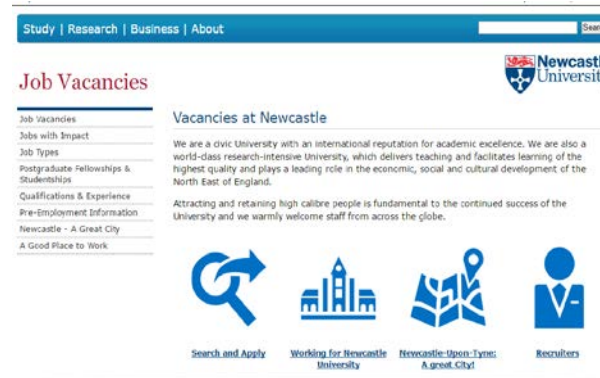
Recognition



THE AWARDS 2015
OUTSTANDING
LEADERSHIP AND
MANAGEMENT TEAM
Newcastle University



What will the next 3 years bring?



"The University internal review system is excellent. We gained a lot from our formal review. The system also facilitates sharing of good practice."
Athena SWAN Academic Lead

NU Women

Newcastle University's network for women staff

Search



NU Women @NU_Women - Jun 23

Fantastic NCL event showing yr 9/10s how strong, successful women use maths everyday for their careers #WomeninMaths



NCLMathsStats @NCLMathsStats

Our first WISDOM event took place yesterday and we hope that all of the participants enjoyed it as much as we did!

NU Connections

Fortnightly news, views and discussion for staff across Newcastle University

Woman of the Year award for NCR academic

Professor Ruth Plummer from our Northern Institute for Cancer Research (NCR) won the STEM category of the North East Woman Entrepreneur of the Year.

The North East Woman Entrepreneur of the Year Awards recognise, reward and promote the achievement of women in business in the North East and have been running for 16 years. There are twelve different categories such as best small business, best sole trader, best creative business woman. This was the first year for the STEM category, which recognises exceptional women in the fields of Science, Technology, Engineering and Mathematics who have pioneered new discoveries and/or been instrumental in bringing the benefits of those discoveries to market for economic and social impact.



Acknowledgements



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