



School of Biological Sciences holds a Silver Award in Athena SWAN But what is Athena SWAN?

'The Athena SWAN Charter is based on ten key principles. By being part of Athena SWAN, **institutions are committing to a progressive charter; adopting these principles within their policies, practices, action plans and culture.**

- 1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.**
- 2. We commit to advancing gender equality in academia, in particular, addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.**
- 3. We commit to addressing unequal gender representation** across academic disciplines and professional and support functions. In this we recognise disciplinary differences including:
 - the relative underrepresentation of women in senior roles in arts, humanities, social sciences, business and law (AHSSBL)
 - the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM)
- 4. We commit to tackling the gender pay gap.**
- 5. We commit to removing the obstacles faced by women**, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.
- 6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia**, particularly women.
- 7. We commit to tackling the discriminatory treatment often experienced by trans people.**
- 8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.**
- 9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality**, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.
- 10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.'**

Source: Advance HE website, 22 August 2019

<https://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/>