

School of Divinity Equality and Diversity Annual Report

Naomi Appleton, October 2017

Athena SWAN application

The major work of the Equality and Diversity Director and the Equality and Diversity Committee during 2016/17 was the completion and submission of a Silver Athena SWAN application in April 2017. We were disappointed to hear this month that our application was unsuccessful; however, we have been encouraged to reapply for a Silver award in April 2018 with an edited application and stronger action plan. Meanwhile our Bronze award has been extended.

Key achievements and activities 2016/17

PG initiatives:

- PGR **mentoring** scheme is ongoing.
- **Welcome Week** session on “Postgraduate Work and the Academic Community” was repeated and informal feedback was positive.
- E&D sessions were included in **tutor training** for both new and experienced tutors, with a discussion of inclusive teaching for the latter.
- PG committee elected an Equality and Diversity representative.
- New “**First Friday PG Conversations**” were launched and held six times during the year, addressing themes relating to the PG experience and the E&D agenda, such as work-life balance, mental health, and dealing with peer-review. Feedback was elicited in summer 2017 and this was positive. The events will continue in 2017/18.

Gender-neutral toilets clearly signposted and **trans-inclusive** statement drafted and added to webpages.

Induction process for new staff reviewed and improved, with **mentors** allocated to all new arrivals. **Staff handbook** revised to better meet the needs of our diverse staff body, and circulated to new staff.

Review of **career support** given to guaranteed-hours, research-only, teaching-only, part-time and fixed-term staff; actions in Athena SWAN action plan.

Unconscious Bias training session at Staff Away Day, May 2017.

Plans for 2017/18

Revise and resubmit Athena SWAN application; run staff and PG surveys; follow through with Athena SWAN action plan; events to celebrate our diverse community.