



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/>