



Appendix 2: Athena SWAN Bronze award renewal

The University of Edinburgh Athena SWAN Action Plan

Diversity and equality have been priorities for the University for some time and included in successive strategic plans. A number of actions are already underway or planned, which are part of the Gender, Disability and Race Equality Schemes. This Athena SWAN Action Plan draws together the actions that are of particular importance to promoting good employment practice for women working in science, engineering and technology in the University, which is a key pillar of the University's commitment to the promotion of gender equality, and excellence in research and education.

Professor Lorraine Waterhouse, Vice-Principal (Equality and Diversity)

Aim	Action	Timeline	Lead Responsibility	Progress
To promote Gender Equality, through inspirational women with international recognition.	Delivery of International Women's Day Lecture.	Spring 2010 and annually	VP for E&D with Lecture steering group	Steering group, Principal's support and resources established. List of prominent speakers agreed. Initial contact made in April 2009.
To embed the Athena SWAN learning into our operations and across the institution.	Ensure that at least one School in Medicine and Veterinary Medicine and another three Schools in Science and Engineering apply for Athena Swan Silver Awards by July 2012.	By August 2012	VP for E&D with relevant Heads of School and Athena Swan Steering Group/GESIG.	Already in discussion with a number of Schools.

To ensure that women's careers are not disadvantaged by maternity leave or caring responsibilities.	Develop improved guidance on dealing with maternity leave in promotions processes.	By October 2010	Corporate HR with College HR.	
To ensure appropriate recognition of less traditional career paths and academic roles.	Review promotion processes and criteria to ensure that all areas of academic work are recognised.	By October 2010	Corporate HR with College HR.	
To improve the gender balance of academic staff in the University.	Increase the proportion of female academic staff appointed and promoted to the lecturer, senior lecturer, reader and professor levels, year on year.	Annually	VP E&D with Director of HR and Staff Committee	One of the E&D targets in our Strategic Plan. Already being reviewed annually through Staff Committee and Court.
To understand reasons for staff leaving and identify barriers or possible unfairness.	Analysis of exit questionnaires by research staff in SET areas, by gender.	By Autumn 2011	Director of Researcher Development Programme with HR & Equality Adviser, reporting to GESIG and E&D Mgmt. Brd	The online survey is in place at < www.researcherdevelopment.ed.ac.uk/Exitsurvey.html >
To promote gender equality through career and professional development, via good management practice	85% of all staff to have received Performance and Development Reviews (appraisal).	By August 2012	Director of HR	This is a key target within the Quality People Enabler in the Strategic Plan; which aims to support the Strategic Goals of Excellence in education, research and knowledge exchange and commercialisation and is already being progressed through the Quality People Agenda reported through Staff Committee.

To support the promotion of gender equality through career, professional and personal development.	Introduce a Career & Personal Development Information System for research staff, which will support recording and reporting of P&DR and promote the maintenance and development of professional and personal development records.	By Autumn 2011	Director of Researcher Development Programme	Resources have been identified and the system specification is being developed.
To ensure regular review of the University's pay practices in relation to Equal Pay.	Undertake a further Equal Pay Audit in 2010/11 for grades 1-9 and annual Equal Pay Audits for professorial and equivalent staff	By August 2011 and annually for grade 10	Corporate HR	
To provide comprehensive, high quality data on E&D that ensures the University is able to identify and investigate possible areas of inequality and recommend action and to promote transparency and understanding of these data.	Annual EDMARC report and dissemination seminar.	Annually	Convenor of EDMARC	
To promote Athena SWAN's values and principles, raise the profile of the charter and encourage further submissions for awards	Promote Athena SWAN best practice and award recognition on new E&D website alongside other core Gender Equalities projects and commitments.	By December 2009	E&D Manager	A new E&D website is in the process of design and development.
To promote the Athena SWAN values and principles and encourage further submissions for awards by Schools	Hold an Athena SWAN seminar for Schools considering working towards an award, to share good practice and network.	By Autumn 2010	E&D Manager, with Heads of HR in SET areas	

This Action Plan will be reviewed annually by the Gender Equality Scheme Implementation Group, reporting to the Equality and Diversity Management Board

