

# MACS Athena SWAN News

MACS Athena SWAN Team

June 2019

Edition 2

Welcome to the second edition of the MACS Athena SWAN Newsletter. We hope to keep you updated bi-monthly with information in relation to HWU & MACS Athena SWAN. Your feedback is always welcome!!

The Athena SWAN Charter recognises commitment to advancing women's careers in science, technology, engineering, maths and medicine employment in higher education. The School of Mathematical and Computer Sciences first achieved the Athena SWAN Bronze Award in October 2015. The MACS Athena SWAN Self-Assessment Team (SAT) is responsible for monitoring implementation of our Action Plan and measures of success, as well as working towards our next submission.

## Result of 2018 MACS Submission

In November 2018, MACS submitted our first application for Silver award. Although we were not successful at Silver level, the panel agreed that the submission had clearly reached the required standard for a Bronze award (see feedback below), valid until November 2022. Applying at Silver level was always an ambitious strategy, and this is a very positive result. Thanks to everybody involved.

## MACS Athena SWAN funding

SAT has an annual budget from the School to support new Equality & Diversity activities. If you have an idea that could benefit from (a small amount of) funding to get a new initiative off the ground, please get in touch.

## MACS Athena Swan information

MACS Athena SWAN Lead: Damian Clancy, CMS.02, ext 3208, [d.clancy@hw.ac.uk](mailto:d.clancy@hw.ac.uk)

MACS Equality Charter website:

<https://www.hw.ac.uk/schools/mathematical-computer-sciences/about/athena-swan.htm>

MACS Athena SWAN information on SharePoint:

<https://intranet.hw.ac.uk/schools/macs/ss/Pages/default.aspx>

MACS Athena Swan submission 2018:

<https://intranet.hw.ac.uk/schools/macs/ss/Document%20Library/MACS%20submission%202018.pdf>

## Focus on Action Points

The MACS Athena SWAN 2018 action plan consists of 31 Action Points. Each edition of this newsletter will focus on a few of these Action Points.

**AP5:** Further enhance sense of community for PGR students. Set up a School PGR Society to co-ordinate social events, with funding provided by the School [in progress]. Review PGR intranet pages, and publicise them to students more actively [in progress]. Encourage PGR students to add content to PGR intranet pages [in progress]. Ensure that PGR-organised social events are included in the School's online events calendar [from 2020].

**AP 9:** Increase pool of female applicants for academic posts. Encourage seminar organisers to invite Early Career women, including PGRs, as well as mid-career women [annual, prior to start of academic year]. When posts become available, contact these individuals directly to encourage them either to apply themselves or help publicise the position via their academic contact networks [from 2020].

## Feedback on 2018 MACS submission

On 31 May we received detailed feedback from the panel on our 2018 submission, including the following Overall Comments.

“The panel commends the school and self-assessment team (SAT) on an embedded work programme, with enhancements delivered and further progression considered through a generally thoughtful self-assessment. Work delivered is clearly articulated throughout the submission and the school is evidently on a positive trajectory. However, the methods through which data have been positively affected are not always very clear, e.g. how the improved representation of female staff in Maths has been achieved. Further, evaluation of provision is not very well developed, which may reflect the relative recency of implementation. The expanded remit of Athena SWAN since the school achieved its previous award has enabled highlighting of some considerable issues felt by professional and support staff (PSS), and the panel considers there scope to focus much more on their career development and broader experience through further development of the action plan. That said, such issues are identified and PSS are represented on the SAT (although only 3/27). The panel unanimously agrees that the Bronze criteria are met well, with some discussion necessary to determine whether the Silver criteria are met. There is evidence of improved gender equality in relation to staff (as commended in the feedback below) and the case studies are particularly commended, but impact is limited in relation to students. ‘women@CS’ is positive and shows great potential, and the new PGT programmes have a good gender balance, which gives the panel confidence. If impact can be more clearly articulated (linked to specific action undertaken) and shown in the student body, the school will be in a much better position to successfully apply for a Silver award. The panel considers this a relatively borderline case that is near to meeting the Silver criteria, and the panel encourages the school to continue with its overall approach.”

Date of next MACS SAT meeting: Tuesday 25 June

