School of Pharmacy Workshop
Putting ATHENA SWAN Principles into Practice
Preparing for a Silver Swan Award application

Thursday 26th September 2013
QUB Executive Education Centre, Riddel Hall (Conference Rooms 1 and 2)
185 Stranmillis Road (car parking available on site)

Coffee available 9.00-9.30am

Programme

9.30 am  WELCOME
Aims and Objectives of Workshop: David Woolfson

9.40 am  ATHENA-SWAN PRINCIPLES
Introduction and Background: Marie Migaud
BREAKOUT GROUPS/FEEDBACK (1)

10.20 am  SWAN PRINCIPLES IN ACTION
Experiences from a Gold SWAN Award Holder: Chris Maggs (Head of School, Biological Sciences)

10.40 am  COFFEE

11.00 am  SCHOOL OF PHARMACY GENDER EQUALITY SURVEY
Key Outcomes: Lezley-Anne Hanna
BREAKOUT GROUPS/FEEDBACK (2)

11.40 am  SCHOOL OF PHARMACY STAFF CHARTER
Implications and Implementation: David Woolfson
Research Staff Concordat: Marie Migaud
BREAKOUT GROUPS/FEEDBACK (3A and 3B)

12.20 pm  APPLICATION FOR SILVER SWAN AWARD
School of Pharmacy Action Plan: Marie Migaud/Tracy Robson
BREAKOUT GROUPS/FEEDBACK (4)

12.55 pm  SUMMARY followed by LUNCH
ATHENA-SWAN PRINCIPLES
Athena SWAN Charter

• Launched in June 2005 to advance the representation of women in SET

• From ‘SET’ to ‘STEMM’
  – includes, dentistry and ‘subjects allied to medicine’
    (e.g. pharmacy, nursing, psychology)

• 92 Charter members (Sept 2013)

• Co-owned by ECU and UKRC

Scientific Women’s Academic Network
What is the Athena SWAN Charter?

In addressing *gender inequalities* Charter signatories are committed to 6 principles:

1. Commitment and action from everyone, at all levels of the organisation
2. Change cultures and attitudes across the organisation
3. Examine the absence of diversity at management and policy-making levels
4. Address the high loss rate of women in science
5. Recognise the consequences of short-term contracts for retention and progression of women
6. Active consideration of personal and structural obstacles to making the transition from PhD to a sustainable academic career
What use is an Athena SWAN award?
## Athena SWAN Impact report - 2011

<table>
<thead>
<tr>
<th>Org. structure &amp; processes</th>
<th>Culture</th>
<th>Individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Get a better understanding of staff</td>
<td>• Increases visibility of senior women</td>
<td>• Staff receive better/more encouragement</td>
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<tr>
<td>• Better communication</td>
<td>• Can be a catalyst for change</td>
<td>• Helps establish good practice activities</td>
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<td>• Formalises processes – more transparent</td>
<td>• Challenges gender (in)equality</td>
<td>• Helps retain women in science/academia</td>
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Discussion

ATHENA SWAN 6 principles:

1. Commitment and action from everyone, at all levels of the organisation
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WS3

RESEARCH STAFF CONCORDAT
Concordat to Support the Career Development of Researchers

The Concordat is an agreement between the funders and employers of researchers in the UK, setting out the expectations and responsibilities of each stakeholder in researcher careers – researchers themselves, their managers, employers and funders.

It aims to increase the attractiveness and sustainability of research careers in the UK and to improve the quantity, quality and impact of research for the benefit of UK society and the economy.
Key principles of the Concordat

The Concordat sets out seven key principles for funders and employers of researchers in the UK.

• Recognition of the importance of recruiting, selecting and retaining researchers with the highest potential to achieve excellence in research
• Researchers are recognised and valued by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world-class research
• Researchers are equipped and supported to be adaptable and flexible in an increasingly diverse, mobile, global research environment
• The importance of researchers' personal and career development, and lifelong learning, is clearly recognised and promoted at all stages of their career
• Individual researchers share the responsibility for and need to pro-actively engage in their own personal and career development, and lifelong learning
• Diversity and equality must be promoted in all aspects of the recruitment and career management of researchers
• The sector and all stakeholders will undertake regular and collective review of their progress in strengthening the attractiveness and sustainability of research careers in the UK

http://www.qub.ac.uk/research-centres/crs/
How is it working?

• Implementation - monitor of progress towards implementation of the Concordat's principles-

• Measures of progress - signatories of the Concordat have agreed the importance of regular collective review

• Alignment with the European charter for researchers and code of conduct for the recruitment of researchers - institutions who have prepared a Concordat implementation plan may apply for the EC HR Excellence in Research Award

• Alignment with the 2014 Research Excellence Framework

• Equality and diversity - the Concordat supports researcher careers by promoting an equality and diversity focus
NOV 2013: APPLICATION FOR SILVER SWAN AWARD

WS4

PHARMACY 2013: BRONZE AWARD APPLICATION FOR SILVER SWAN AWARD
QUB Pharmacy: a brief overview

1. UG and PG picture: 61% undergraduates and postgraduates are female

3.vi. Degree classification awarded to female UG (a) and to male UG (b)

2. Staff data:

(vii) Female: male ratio of academic staff and research staff

45% academic staff are women; as off Sept 2013: 18% Prof; 44% SL/Reader; 72% Lecturer
3. Staff turn over:

![Graph 3.viii: Turnover of academic staff by grade and gender](image)

Graph 3.viii: Turnover of academic staff by grade and gender

4. Success rates of external recruitment:

![Figure 4.i Success rates from external recruitment exercises for academic posts within the School of Pharmacy (2010-2013)](image)
5. Promotion:

![Table 4.1: Academic promotions within the School of Pharmacy 2010-2013](image)

6. Membership to School’s committee:

![Table 6.a.i. Female representation on committees.](image)
Applying for SWAN

**Silver department**

– have significant record of activity and achievement
– demonstrate impact of implemented activities

Develop a SMART action plan
Working towards “GEESE”

• TACKLING RECRUITMENT
• TACKLING PROMOTION
• TACKLING RETENTION
• ENSURING THAT THE QUB FAMILY FRIENDLY POLICIES ARE IMPLEMENTED

Gender Equality to Enable Scientific Excellence
(copyright: Lezley-Anne Hanna)
**GEESE:**

Genderless action points

- Monitor our numbers
- Mentor our people and make sure the best are applying
- Create a workplace that supports everyone and allows flexibility

[http://www.bbc.co.uk/news/uk-scotland-23567476](http://www.bbc.co.uk/news/uk-scotland-23567476)

[http://chemicalimbalance.co.uk/](http://chemicalimbalance.co.uk/)