



Athena SWAN activity in the School of Chemistry

Prof John R Helliwell DSc

john.helliwell@manchester.ac.uk

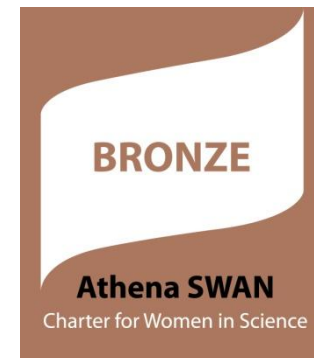


- See <http://www.athenaswan.org.uk/html/athenaswan/>
- **The aims of the Athena Project:-**
- ...‘the advancement and promotion of the careers of women in science, engineering and technology in higher education and research, and to achieve a significant increase in the number of women recruited to top posts’.

SWAN= Science Women’s Academic Network;

Patron: Prof Dame Julia Higgins FRS

Summary of our activities



- A School of Chemistry Athena Swan website has been set up featuring career profiles of some of our staff including F and M, highlighting the University's workplace practice re flexible working and family friendly;
- We also place our Working Group Meeting Minutes and School of Chemistry Board presentations there and which are open access;
- The School of Chemistry's application for a Silver Award in April this year led to a Bronze Award thus formally recognising our activities and progress;

School of Chemistry Athena Swan website:-

Athena SWAN



Athena SWAN

Charter for Women in Science

What is Athena SWAN?



The Athena SWAN Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research.

Men too!



Our Athena SWAN policies have a positive side effect for male staff too; for example, male staff with young families may benefit from flexible working hours.

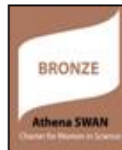
Introduction: Athena SWAN at the School of Chemistry



The School of Chemistry's commitment to addressing gender inequalities, to tackling the unequal representation of women in science and to improving career progression for female academics has been recognised in 2011 by an **Athena SWAN Bronze Award**. Athena SWAN is a project for the advancement and promotion of the careers of women in science, engineering and technology in higher education and research, and to achieve a significant increase in the number of women recruited to top posts. Athena SWAN is run by the Equality Challenge Unit, which is a registered charity, funded by grants from the UK higher education sector funding bodies, with

contributions from Universities UK and GuildHE.

People



Chemistry Department awarded Athena Swan Bronze award.



Staff enjoy considerable work-life balance. Flexibility allows staff

- [Anna Valota](#)
- [Cinzia Casiraghi](#)
- [Claire Evers](#)
- [Eric McInnes](#)
- [Sabine Flitsch](#)
- [Sarah Heath](#)

Web Links

- [Manchester University - Athena SWAN](#)
- [Manchester University - Family Friendly Policies](#)
- [EPS Faculty - Women in Science, Engineering and Technology](#)
- [Athena SWAN website](#)

Document Downloads

- [ERC - Gender Equality Plan \[pdf file\]](#)
- [Athena SWAN Report & Update \(Nov 2010\) \[pdf file\]](#)
- [Athena SWAN Report & Update \(Mar 2011\) \[pdf file\]](#)
- **School of Chemistry Athena Swan - Meeting Minutes [Word Documents]:**
 - [Meeting 1 \(29 Nov 2010\)](#)
 - [Meeting 2 \(18 Jan 2011\)](#)
 - [Meeting 3 \(1 Mar 2011\)](#)
 - [Meeting 4 \(14 Mar 2011\)](#)
 - [Meeting 5 \(28 Mar 2011\)](#)
 - [Meeting 6 \(8 Apr 2011\)](#)
 - [Meeting 7 \(26 May 2011\)](#)
 - [Meeting 8 \(18 July 2011\)](#)
 - [Meeting 9 \(10 Aug 2011\)](#)

School of Chemistry, University of Manchester Bronze Award; present



- One way to create a positive spiral for change for women in science is at the school to university interface. To assist with this our School of Chemistry has a major outreach programme
- Our family friendly practices, documented on our Athena SWAN website, include sensitive structuring of work around family caring requirements
- Mentoring and personal development reviews are now embedded in our School culture, allowing female specific issues to be raised and addressed
- Our contract research and early career staff are two key staff-groups, with their own PostDocs' Forum, and in which female staff representation has shown a significant increase

School of Chemistry, University of Manchester Bronze Award; existing plans



- Continue to pursue policies that enhance the role of women in science and engineering. We now have females at all levels of the academic staff up to and including Professor
- Nevertheless we need to improve on the F/M academic staffing ratio and are pursuing a more active Equality and Diversity Training programme aimed at our recruitment processes
- We will also further develop our Outreach Programme, with two new Teaching Fellow appointees made earlier this year
- We will also build on our excellent PostDocs' Forum activities this has recently included training of mentors so as to initiate mentoring for female students

Positive Action options for UoM

- The University can train employees for work in which they are under-represented
- The University can encourage under-represented groups to apply for posts
- With our current staff gender balance the above two approaches can be applied

School of Chemistry Athena Swan Working Group and Self-Assessment Team Members

- Prof John R Helliwell (Chair)
- Dr David Berresford
- Dr Cinzia Casiraghi
- Dr Susannah Coote (Chair of the School of Chemistry Post Docs Forum)
- Dr Claire Eyers
- Ms Sue Field (Head of HR, Faculty of Engineering and Physical Sciences)
- Dr Sarah Heath
- Mrs Christine Taylor
- External Advisors: Katharine Perera; Patrick Johnson, the University's Head of Equality and Diversity.



Lots of support re gathering data:-

- Karen Charters, Dr Peter Gorry, Christine Martynuik and Lorraine Onabanjo for provided School of Chemistry data of numbers of UCAS applicants, undergraduate and postgraduate taught and research students (analysed F/M);



The School of Chemistry is as ambitious
as the UoM with its 2015 agenda:-



- The School is very aware of the important F talent pool in chemistry, notably in the excellent success of its F chemistry graduates, and which needs to translate into a yet further improved F to M academic staff % split if the School is to compete with other leading chemistry Departments in the future
- Basically we need to do much better at tapping this talent pool than previously (as well as being fairer to the F staff group obviously)

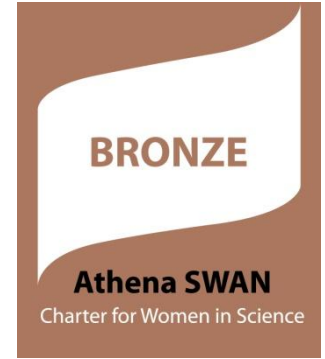
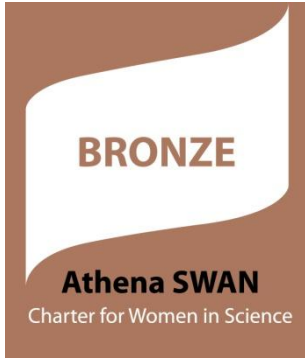
Thus...



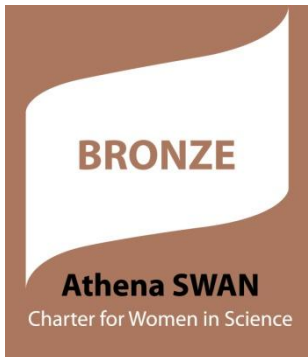
- The School of Chemistry has actively encouraged Equality and Diversity Training; thank you to those staff who have completed the on-line training
- Athena Swan is keen for us to implement an Exit Questionnaire for leaving staff; Nicky Snook has led this and Questionnaire is now ready
- JRH is a member of the University Panel preparing its Bronze Award renewal
- JRH will take part in January 2012 in an Athena SWAN Charter Awards Evaluation Panel
- The School's Athena Swan Self Assessment Team will next meet 12th December 2011 at 10am to review the new '90 point Action Plan' recently released by Athena Swan HQ

National news

- ***NIHR (National Institute for Health Research) led by Dame Sally Davies, announced in July 2011, that future applications for research funding could only be from Departments (largely Clinical and Medical) that had been approved as Athena Swan Silver Award holders.***



Questions?



UK University picture for Chemistry staff

Table 3 Percentage female staff by grade in chemistry

Grade	% Female Staff					
	All Institutions		Pre-1992 Universities		Post-1992 Universities	
	02/03	06/07	02/03	06/07	02/03	06/07
Professor	4%	6%	4%	5%	7%	18%
Senior Lecturer	10%	14%	8%	11%	24%	25%
Lecturer	18%	26%	17%	25%	21%	28%
Researcher	28%	30%	28%	30%	34%	43%
Other staff	27%	33%	25%	31%	34%	37%
All	21%	24%	21%	23%	25%	31%

Two examples from
Our School's
Athena SWAN website

Dr Anna Valota



Dr Anna Valota is a PDRA in the School of Chemistry. In 2005 she completed her academic studies (BSc, MSc) in Materials Engineering at "Politecnico di Milano", Italy. She then worked for a year in a leading microelectronic company as Process Integration Engineer. In 2007 she commenced her PhD studies at the Corrosion and Protection Centre of the University of Manchester. In November 2010 she celebrated the first birthday of her daughter along with the beginning of her three years contract. Her research areas, varying from growth of anodic films to exploitation of titanium oxide nanotubes in dye-sensitized solar cells, are now widening into the electrochemistry of graphene and carbon nanostructures.

"I was positively surprised to discover that there are nurseries operated directly by the University of Manchester and opened to staff and students. I'm now taking advantage of one of them and I believe it's an excellent benefit for my family and for many others."

Dr Anna Valota

Prof Eric McInnes



Prof Eric McInnes is the Head of Inorganic Chemistry and co-Director of the EPSRC funded National Facility for EPR Spectroscopy; his research interests are in coordination chemistry and spectroscopy, focussing on the magnetic properties of molecule-based materials. He was appointed to a lectureship in 2000, was promoted to a personal chair in 2007 and took on the role of Head of Inorganic Chemistry in 2008. He has two children under the age of 10 who keep him very busy and tired.

"The early stages of your independent academic career are really important in building your research group and reputation and involve a great deal of hard work. Like many people I was attempting to do this at the same time as starting and raising a family, and also balancing this with my wife's career. We've always shared the responsibilities for the school run, holidays, etc and the ability to work flexibly was (and still is) really important. Getting the balance right is still difficult, but it would have been impossible without the active support of the School senior management through the years."

Prof Eric McInnes