

Ten reasons to join the SWAN Charter

- To be recognised as an employer of choice, attracting and retaining talent
- To enhance the organisation's external reputation, including the public relations and marketing opportunities offered by gaining an award
- To help fulfil statutory equal opportunities responsibilities, eg the Gender Equality Duty
- To identify and publicise initiatives that exist but are not known about outside the department concerned
- To stimulate change at organisational and departmental levels
- To receive individual, expert feedback when submitting annual reports and recognition award submissions
- To have the university's achievements profiled positively on the Athena SWAN website
- To gain access to the Charter's network of contacts and events
- To demonstrate commitment to gender equality to students, funders, research councils and industry
- There is no charge for Charter membership.

Becoming a Charter member

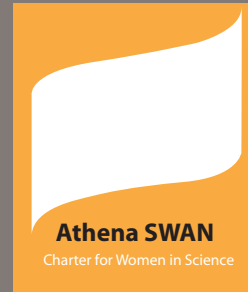
- 1** The Vice Chancellor, or a senior university officer, should write to the Charter Coordinator acknowledging the University's acceptance of the Charter Principles.
- 2** Appoint a single designated Charter contact within the University to be responsible for ensuring that the University promotes and implements the Principles of the Charter.

For further information about the Athena SWAN Charter or becoming a member, including a model Vice Chancellor letter, visit the Athena SWAN website www.athenaswan.org.uk or email athenaswan@ecu.ac.uk



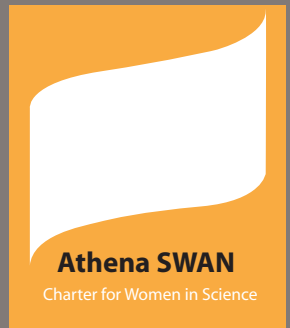
Athena SWAN

Charter for Women in Science



Athena SWAN Charter
Equality Challenge Unit
7th Floor Queen House
55/56 Lincoln's Inn Fields
London WC2A 3LJ

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What is the Athena SWAN Charter?

- The Athena SWAN Charter is a scheme for the recognition of excellence in science, engineering and technology (SET) in women's employment in higher education.
- The Charter was launched in June 2005. Any university which is committed to the advancement and promotion of the careers of women in SET in higher education and research can apply for membership.

The underpinning beliefs of the Charter are that

- The advancement of science, engineering and technology (SET) is fundamental to quality of life across the globe
- It is vitally important that women are adequately represented in what has traditionally been, and is still, a male-dominated area
- Science cannot reach its full potential unless it can benefit from the talents of the whole population, and until women and men can benefit equally from the opportunities it affords

Charter Principles

The six principles which Charter members are asked to accept and incorporate into their action plans are:

- To address gender inequalities requires commitment and action from everyone, at all levels of the organisation
- To tackle the unequal representation of women in science requires changing cultures and attitudes across the organisation
- The absence of diversity at management and policy-making levels has broad implications which the organisation will examine
- The high loss rate of women in science is an urgent concern which the organisation will address
- The system of short-term contracts has particularly negative consequences for the retention and progression of women in science, which the university recognises
- There are both personal and structural obstacles to women making the transition from PhD into a sustainable academic career in science, which require the active consideration of the organisation

SWAN Recognition Awards

Charter signatories are encouraged to apply for a SWAN recognition award. The assessment covers the following key areas:

- Knowing the base-line and the SET academic profile
- Providing positive support for women at key career transition points
- Changing the culture and gender balance in decision making
- Work-life balance practices, their introduction and uptake
- Champions, responsibilities and accountabilities

There are 3 levels of award:

Bronze SWAN awards recognise achievement in the first three key areas.

Silver SWAN awards recognise achievement in four key areas.

Gold SWAN awards recognise achievement in all five key areas.

Awards are judged every June by a panel of experts.