

King's College London: Athena SWAN Bronze Award May 2008

The context

Based in London, King's College London's activities span nine Schools, six of which operate in SET areas: the School of Biomedical and Health Sciences, the Florence Nightingale School of Nursing and Midwifery (FNSNM), the School of Medicine, the Dental Institute, the School of Physical Sciences and Engineering and the Institute of Psychiatry.

In 2007 King's employed 2,822 academic and research staff. Of these, 2,191 were working in SET disciplines and 49% were women. King's had 19,713 enrolled students at all levels of study, 11,489 of which were studying in SET areas and 63% of which were women.

What the data indicates

- The proportion of women in Non-Clinical academic roles tends to decline with increasing seniority
- In the School of Nursing and Midwifery there are high proportions of women in all grades
- Generally the number of women being promoted is equivalent to their representation in the eligible pool.

Support for women at key career transition points

- The College academic promotion procedures now more fully recognise innovations in teaching as relevant criteria for promotion as well as research achievements.
- The concept of Teaching Fellowships, is also being explored, providing the possibility of a teaching only based career within the College
- A dedicated Childcare and Work-life Balance Adviser has been recruited to provide specialist guidance to staff and students to help them find appropriate childcare solutions or working practices to suit their individual family circumstances.
- Development of an innovative Pilot Mentoring Scheme for women academics at the Institute of Psychiatry (IOP) which, if successful, will be rolled out more widely and evaluated with a randomised controlled trial.

Changing the culture and gender balance in decision making

- Criteria for membership of the 11 most senior committees will be assessed so that clear explanations of the selection processes for each type of membership are produced and women are encouraged to apply.