Athena SWAN

Important Athena SWAN News: The Athena SWAN Charter has been expanded to recognise the work undertaken by professional and support staff, including transitional staff and students, in addition to the previously acknowledged research staff groups. The scope of the Charter has been broadened to include the work undertaken in arts, humanities, social sciences, business and law (AHSSBL). In line with these changes, the principles underlying Athena SWAN have been adjusted to ensure consistency and the application form templates have been adapted. Current award holders are expected to review their action plans in line with the new requirements to ensure our strength of position for any future renewals. NDM has always taken an inclusive approach. However, as well as reviewing our action plan targets and adapting our initiatives where appropriate in line with the changes, we will need to amend our current data gathering, analysis and reporting practices.

### A taster of the 2015 survey results

The analysis of the 2015 survey is currently being conducted. The below is intended to give you an indication of some of the key results.

- The numbers of respondents to the survey have increased, up to 725 (2015 survey) from 521 (2012 survey) and 667 (2013 survey).
- There has been an increase in the number of staff who report to have heard of Athena SWAN, from 85% (2013 survey) to 97% of respondents (2015 survey). Student reported awareness of Athena SWAN has increased from 74% in the 2013 survey to 90% in the 2015 survey.
- Overall, there has been an increase in awareness and uptake of Athena SWAN sessions such as Women In Sciences talks, Work-life Balance talks, career development workshops and family friendly events.
- There has been an increase in the percentage of staff respondents who report that they have benefited from family leave policies (from 16% to 19%), flexible working policies (from 12% to 23%) and re-grading policies (from 9% to 13%) from the 2013 survey to the current 2015 survey.
- Our two most successful initiatives out of those we asked about seem to have been the NDM jobs pages (with 52% finding it useful) and the NDMS flexible working website pages (with 34% finding it useful).
- 60% of respondents who answered the question about a parent’s network felt that they would currently benefit from one. Only 1% of respondents didn’t feel it was necessary. The survey results have provided us with information about how the network could be designed to be most useful.
- 20% of respondents (122) reported having taken maternity, paternity or adoption leave whilst being part of NDM.
- Positive responses about line managers have remained fairly stable from the 2015 survey. For example 94% of respondents report feeling that their line manager values their contribution (up from 93%). The least favourable response remains ‘My line manager is an effective performance manager’ with 79% of
55% of respondents feel that the unit’s structures for management and decision-making are clear and transparent. 52% feel that processes to implement decisions are clear and transparent.

35% of respondents knew what committees there are in their units, 31% knew where to find information on their memberships, 29% knew the type of issues discussed, 12% knew what committees there are in NDM, 21% knew where to find information on their memberships and 19% knew the types of issues discussed at Department committees.

48% of respondents report that they have informal arrangements to work their standard hours at flexible times.

There has been an improvement from the last survey of perceived fairness based on characteristics such as gender (88% up from 83%), flexible working arrangements (83% up from 76%) and caring responsibilities (81% up from 75%)

Staff are more aware of how to contact the NDM Harassment Officers, with an increase in a positive response to 60% (2015 survey) from 46% in the last survey.

78% of respondents (equal percentage of the male and female totals) felt they benefited from their PDR.

12% of respondents reported that they have participated in the mentoring scheme.

73% of staff have said they would like to know more about the career options open to them.

97% of respondents would recommend working in NDM (up from 94% in the 2013 survey).

It is anticipated that a full analysis of the staff and student survey results will be made available to ASSA teams at the end of July. Key points from the surveys will be added to the NDM Athena SWAN webpages.