ATHENA SWAN: “MOMENTUM” ACTION PLAN

Enabling

Foster a culture of personal enablement, including:
- Promotion of different modes of flexible working (capture case studies related to flexible working patterns)
- Create a supportive environment for return to work
- Promote ‘output’ rather than ‘hours sat at the bench’–embed this philosophy with new line managers during probation period training
- Appropriately utilise reward and recognition schemes

The University offers all employees, with 26 weeks service, the opportunity to apply for flexible working. A considerable number of employees in NDM work to a flexible pattern, to suit their lifestyle, interests and caring responsibilities. The Department is actively encouraging managers to adopt a flexible approach to managing the work of employees, focusing on output rather than the number of hours researchers and non-researchers spend in the laboratory or at their desks.

This month, the Department has approved excellence awards for 41 employees, in recognition of their contributions to the work of the University and their exceptional individual contributions. Many of these employees have flexible working patterns.

Since the introduction of the University’s monthly recognition scheme, the Department has awarded over 100 one-off recognition payments to employees.