ATHENA SWAN: “MOMENTUM” ACTION PLAN

Message

Athena SWAN self-assessment (ASSA) groups are taking positive action to:

- Reinforce the Athena SWAN principles.
- Communicate the reasons behind the initiative and its importance.
- State our goals.
- Publicise our achievements.

The Department is committed to ensuring our staff and students are aware of the importance of the Athena SWAN initiative, and that we highlight the good practices which are already in place and, through engagement, identify further areas of work. Our bronze and silver Athena SWAN applications and associated action plans are available on the NDM website and we regularly post action plan progress updates. Through the use of posters, podcasts, websites and payslip attachments, we showcase the achievements of staff and students and the support structures which are available in the Department, Division and University.

Appointent

Promote the Department’s recruitment strategy.

Measuring

Continue to assess the impact of our initiatives.

Enabling

Foster a culture of personal enablement.

Transparency

Establish a culture of openness, by publicising governance structures and ensuring transparency of decision making criteria and processes.

Opportunity

Provide opportunities for professional and personal development for staff and students.

Outreach

Change thinking to increase participation by currently underrepresented groups in science.

Engagement

Encourage participation in events to ensure sustainability and embed cultural change.