

Athena SWAN Newsletter

5th April 2016

NDM Athena SWAN Newsletter

Your Athena SWAN Newsletter

Welcome to the NDM Athena SWAN Newsletter. The aim of this Newsletter is to keep you advised of any news items under the Athena SWAN initiative. If you have any articles or comments we would be pleased to hear from you: Athena.swan@ndm.ox.ac.uk

Support Services Showcase

On 8th March 2016 NDM hosted the Support Services Showcase event in the Atrium of the ORCRB for all staff and students across NDM and those departments based on the Old Road Campus site.



We were absolutely delighted to welcome so many central service departments to the event. We had stands from OLI, The Careers Service, Equality and Diversity, Research Services, Estates Services, Security Services, The Pensions Office, Occupational Health, IT Services, ISIS Innovation, OxFEST, Personnel Services (Apprenticeships) and the Bodleian Libraries. Attendees felt that it was a fantastic opportunity to talk to representatives from the central departments and find out more about the support and services on offer. The freebies seemed to be well received too! We would like to take this opportunity to thank all those involved and all those who came along on the day.



Silver Award

We are very proud to hold the Silver Athena SWAN award. The award was formally presented to the Department by Professor Dame Julia Higgins at Queen Mary Undercroft, Old Royal Naval College, Greenwich on the 15th June 2015.

The achievement of the Silver Award shows a real commitment by NDM as a whole, and the recognition of a lot of hard work from all those who are involved in the process. We are dedicated to ensuring we now maintain momentum on our commitment to the continuous improvement and the success of our staff and students.

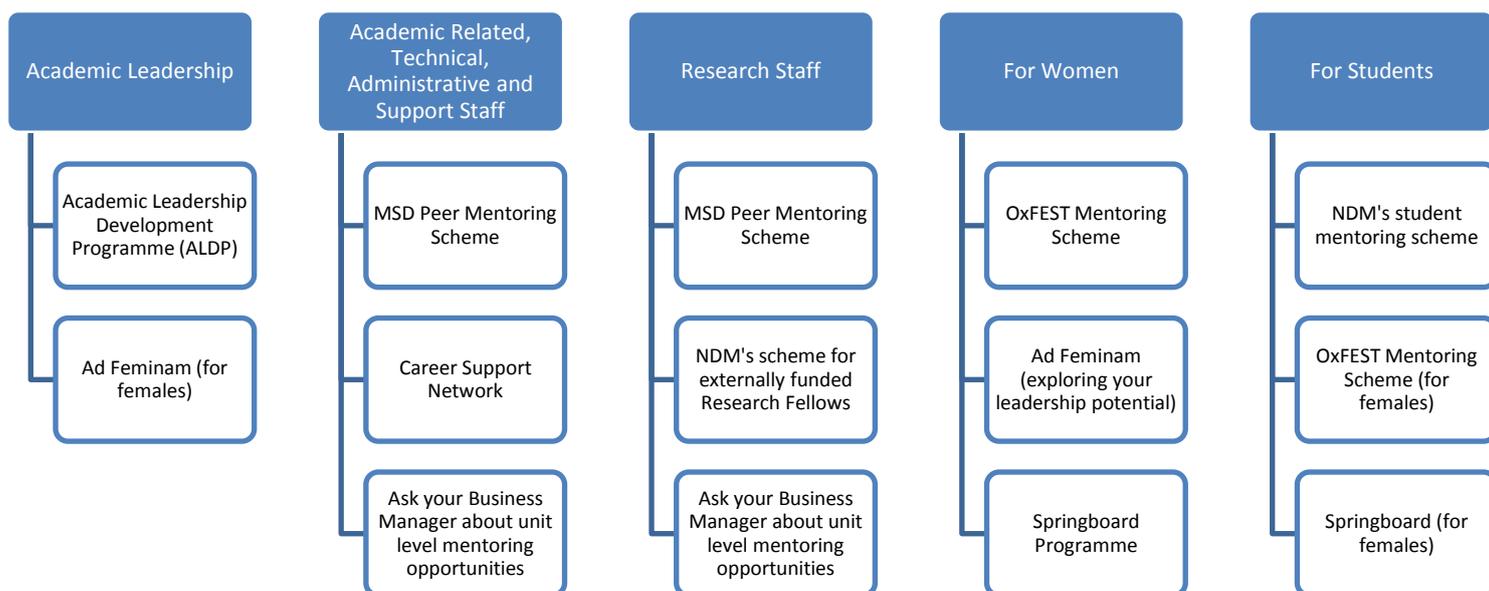
What next?

The Athena SWAN award is granted on a 3 year basis, and so we will be re-submitting an application in November 2017. We are currently working to ensure our current action plan targets are met and we sustain our progress.

Choosing the right mentoring scheme for you!

As part of our Athena SWAN action plan we are focusing our efforts on expanding the opportunities for all staff to benefit from a mentoring scheme. As a result, NDM are participating in a pilot for the MSD mentoring scheme for academic related, technical, administrative and support staff. We are hoping staff within NDM will take this opportunity to participate.

There are a number of mentoring schemes, or programmes that contain a mentoring component, which are available to staff and students within NDM. Follow the links in the below diagram for more information on each of the schemes to help you choose the right one for you or find the links on our NDM website pages: www.ndm.ox.ac.uk/learning-and-development



New: Guide to Staff Development

A new guide to Staff Development can be found at: www.staffdev.ox.ac.uk. Aimed primarily at professional and administrative staff, the guide will be useful to anyone seeking to develop their professional skills.

Returning Carers' Fund

The Returning Carers' Fund will be open for applications in Trinity term. The deadline for applications is **17 June 2016**.

The fund is a small grants scheme which supports employees who have taken a break of at least six months for caring responsibilities, to re-establish their research careers. For full details see: www.admin.ox.ac.uk/eop/inpractice/vc-fund/returning-carers.

Soapbox Science: Call for Speakers

Soapbox Science is a novel public outreach platform for promoting women scientists and the science they do. The events transform public areas into an arena for public learning and scientific debate; they follow the format of London Hyde Park's Speaker's Corner. With Soapbox Science everyone has the opportunity to enjoy, learn from, heckle, question, probe, interact with and be inspired by leading scientists. Or simply hear them talk about what fascinates them, and why they think they have the most fantastic job in the world!

The call for speakers for the 2016 Soapbox Science events is now live www.soapboxscience.org

Institutional Athena SWAN Award Submission

As you may be aware, the University will submit an application for a Silver Institutional Athena SWAN award in April 2017. The central Gender Equality Advisory Group has begun work on the submission and an early draft will be reviewed by the group next term.

University Staff Survey

This year we have been asked to run [The University of Oxford Staff Experience Survey](#), which is a single survey being run across the University by departments and divisions every two years. The survey was launched for NDM during March, and the closing date was set as Monday 4th April. This takes the place of the annual NDM Staff and Student Survey.

The University of Oxford Staff Experience Survey brings together many pre-existing surveys to form a single set of questions. It asks respondents about their experience of the environment and culture where they work, their career development, and perceptions of their jobs.

This survey will provide a single source of information to help the University see where change may be needed in order to ensure the best possible experience for all staff and will be used to support a variety of best practice awards.

During 2017, and prior to our next submission, we will ask for you to complete a more targeted NDM Survey. This will provide us with detailed data to support our application and inform our action plan development by highlighting those areas where further focus may be required.

International Women's Day – 8th March



[Professor Helen McShane](#), Wellcome Trust Senior Clinical Research Fellow at the [Jenner Institute](#) and the interim Deputy Head of the Nuffield Department of Medicine, is interviewed by the [Oxford Science Blog](#) to mark International Women's Day. Professor McShane talks about her successful career as a woman in science.



Find out more about Athena SWAN

What is Athena SWAN?

The [Equality Challenge Unit's Athena SWAN Charter](#) was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

Why is it important?

The Athena SWAN application process enables departments to reflect on, and celebrate, current organisational and cultural practices that promote gender equality. Athena SWAN also offers a valuable framework for introducing cultural changes that create a better working environment for both men and women. Soon, Athena Swan accreditation at Silver award level will be necessary when making funding applications to the NIHR, and it is expected other funding bodies will follow suit.

Want to get involved?

You can contribute ideas and feedback in a number of ways, including by contacting your local Athena SWAN Self-Assessment (ASSA) group, attending focus groups, completing surveys or by simply emailing the [Athena SWAN Coordinator](#).

Find out more

Keep up to date with Athena SWAN news and events, view our career profiles and podcasts, find out more about Athena SWAN, our initiatives, and our Unit [Athena SWAN Self Assessment \(ASSA\) teams](#) by visiting our dedicated [website pages](#).