



Athena Swan: gender equality at the University of Nottingham

What is Athena Swan?

[AdvanceHE's Athena Swan](#) is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research.

Gender equality – that's just for women?

No, gender equality impacts on all of us and improves everyone's working lives and the opportunities available. Whilst Athena Swan did start as a charter that focused on women in HE, it is now used as a framework to address gender equality more broadly.

What does that mean for the University of Nottingham?

The university is committed to challenging gender inequality at every level in the organisation. As an institution we have worked within the Athena Swan framework winning our first bronze award in 2006, and then achieved silver status in 2012 and 2017. In 2023 we will be looking to submit our next institutional application.

What does this mean to me?

Working at an institution that uses the Athena Swan framework gives you the confidence that we take gender equality seriously. Significant cultural change doesn't happen overnight, but with Athena Swan we are able to identify where there are barriers and what we need to focus on as an organisation.

How do I know Athena Swan has made a difference?

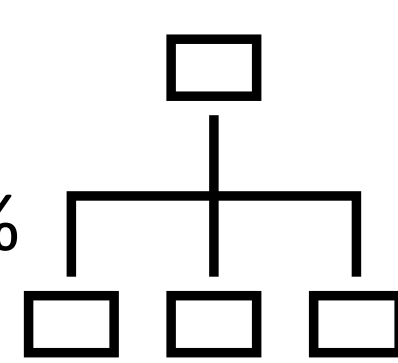
One of the key aspects of Athena Swan is that we have equality, diversity and inclusion data to evidence the impact of the work that we have done through the framework.

These are just some of the key highlights that we know have been achieved through the Athena Swan framework:

1

Senior representation

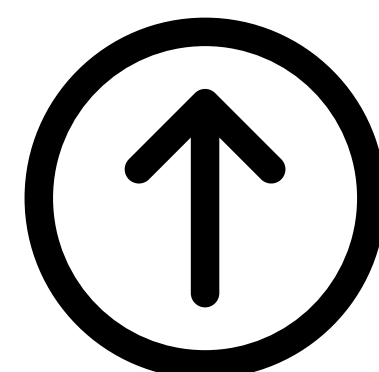
50% of our executive team are now women - up from just 30% in 2012. We have gender parity across our 130 senior leaders, and nearly double the number of women applying for academic promotions.



2

Improved academic pathway/senior banding

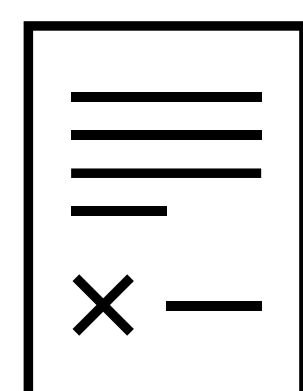
Athena Swan has been instrumental in helping us to develop a clear promotions pathway. The number of female professors has increased significantly, with women now accounting for 40% of Associate Professors, up from 28.5% ten years ago. A review of the senior banding has also increased the number of women now at grade C and D.



3

Technician Commitment

The university was one of the founder signatories of the Technician Commitment to ensure visibility, recognition, and career development for women across our large body of technical staff, which was supported by the framework provided by Athena Swan.



4

Level 1-3 pay and conditions

Work on the gender pay gap identified that men were less likely to be in level 1-3 jobs. Improvements to pay and conditions has encouraged a gender balance in level 1-3 jobs.



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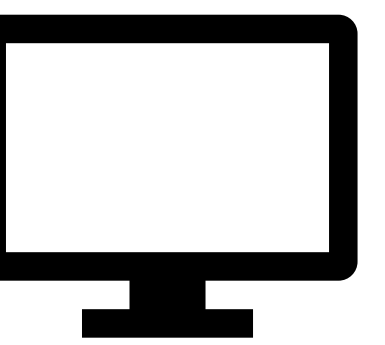
In 2022/23

We will:

1

Prepare the next institutional submission for Athena Swan

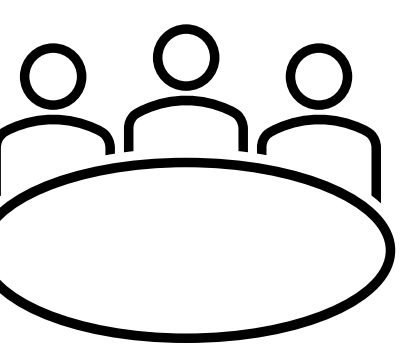
The Athena Swan Institutional Self-Assessment Team will work on preparing the Institutional Submission. The team will review the data, prepare the narrative and agree the next Athena Swan institutional action plan for the next five years.



2

Gender equality as an institutional EDI theme

The new thematic approach to equality, diversity and inclusion will include gender equality with theme group leads and representatives from the Athena Swan Institutional Self-Assessment Team being part of the new Intersectional and Inclusion Oversight Group. This approach will help to ensure greater intersectionality in the Athena Swan institutional submission.

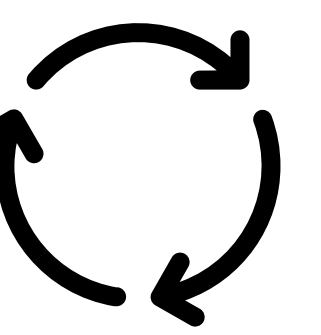


3

Gender equality as an EDI priority for 2022/23

Gender equality is core to the three equality, diversity and inclusion priority areas for 2022/23, which are:

- Priority 1: diversification of the workforce and career development
- Priority 2: awareness raising and education
- Priority 3: support – which includes wellbeing resources, neurodiversity support, and a Stonewall review



Actions in these areas will include consideration of gender equality and how we can integrate lessons learnt into the future Athena Swan action plan. In addition, we will work with colleagues across the university to bring together a clear package of support materials and training opportunities which focuses on health and wellbeing for all staff.