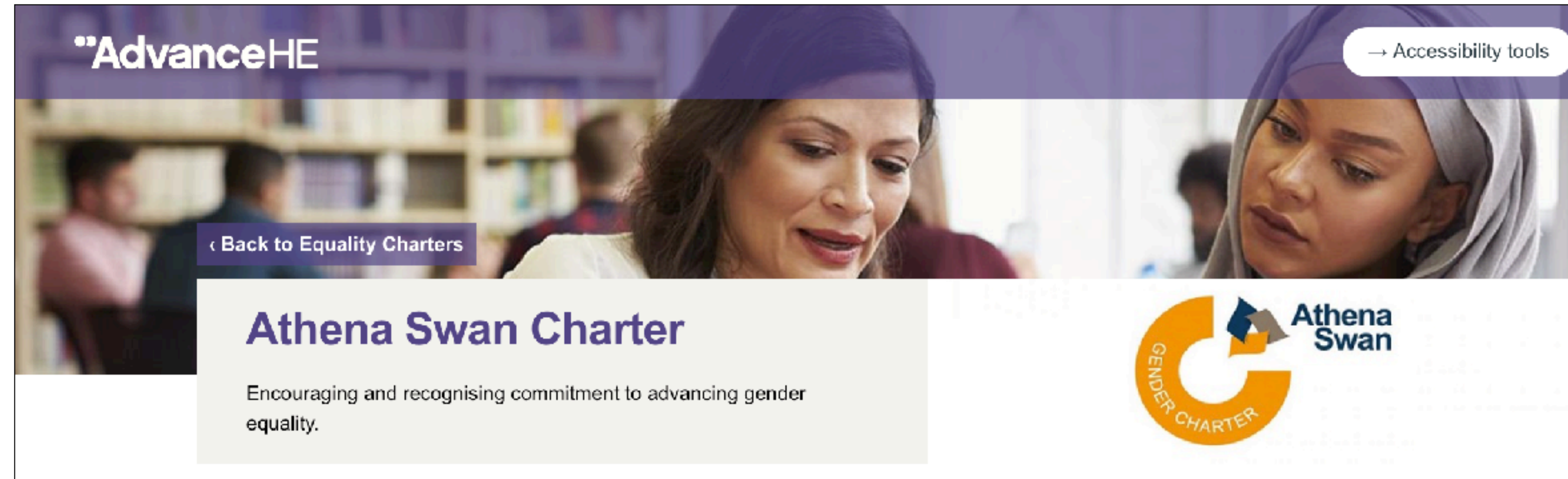


# Gender Equality at Imperial



“a framework which is used across the globe to support and transform gender equality within higher education (HE) and research. Established in 2005 to encourage and recognise commitment to advancing the careers of women in STEMM, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women.”

<https://www.advance-he.ac.uk/equality-charters/athena-swan-charter>

**Stephen Curry**

**Susan Littleson**

Athena Swan Self Assessment Team

November 2021

# Athena Swan at Imperial

Equality, diversity and inclusion

Resources | Support for staff | Support for students | Activities | **Accreditations** | Staff networks | Student groups | Governance | Contact us


Home / Administration and support services / Equality, diversity and inclusion / Accreditations / Athena Swan

## Accreditations

- Athena Swan**
- Disability Confident
- Race Equality Charter
- Stonewall

### Related links

- College Athena Committee
- Women@Imperial Week



News **EDI**

### Imperial wins Silver

## Athena Swan

### What is Athena Swan?

The [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) in higher education and research. Athena SWAN provides a framework for self-assessment and action planning. Through its award system, Athena SWAN aims to recognise, promote, and celebrate good practice.

In May 2015 the Charter expanded to recognise work undertaken in arts, humanities, social sciences, business and law, and now includes staff in professional and support roles, as well as 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.

In 2021, the new transformed Charter further revised the framework, enacting the recommendations on an independent review of the Charter.


### Athena Swan at Imperial

Imperial was a founder member of the Athena Swan Charter in 2005. We achieved a Bronze institutional award in 2009 and have held Silver since 2012.

- [Imperial 2016 Athena Silver application - Letter of Support \(pdf\)](#)
- [Imperial 2016 Athena Silver application - Action Plan \(pdf\)](#)

All departments at Imperial are engaged with Athena Swan. The majority hold awards, as detailed below, and the remaining departments are working on applications.

If you have any questions about Athena Swan or require more information about Imperial's submissions, please [email Rob Bell, the College Athena SWAN Coordinator](#).



Institutional silver award (2016)

All departments but one hold a departmental award

- 1 gold

- 10 silver

- 12 bronze

Application to renew institutional award due by end of March 2022

# College EDI Strategy, Leadership and Governance

## College leadership on equality, diversity and inclusion



**Stephen Curry**

**Assistant Provost (Equality, Diversity and Inclusion), Office of the Provost**

I have been an academic at Imperial for over 20 years, first in Physics and latterly in Life Sciences.

I am interested in the culture of science and universities and am enjoying the challenge of being the academic lead for equality, diversity and inclusion (EDI).

I have a key responsibility for shaping and delivering the [College's strategy on EDI](#). The strategy sets out how we aim to integrate EDI into everything that we do, a remit that includes both students and staff.

If there are any EDI issues that you want to raise, I would encourage you to [email me](#).



**Susan Littleson**

**Deputy Director (Organisational Development and Inclusion), Human Resources and Organisational Change**

My job is to create a positive working environment and culture which enables individuals to excel and the College to maintain its position as a world leader.

I achieve this via the three teams reporting into me: the Equality, Diversity and Inclusion Centre; the Learning and Development Centre; and the Postdoc and Fellows Development Centre.

Part of my role is ensuring equality, diversity and inclusion (EDI) issues are embedded in the people agenda, so I am responsible for the EDI Strategy Group and sit on key College committees.

You can [contact me](#) about EDI and Imperial's working environment and culture.



**Kani Kamara**

**Head of the Equality, Diversity and Inclusion Centre**

I've worked for the College in several roles. I started as an HR Advisor, and became a HR Manager for the Faculty of Natural Sciences.

I then moved into the equality, diversity and inclusion (EDI) team as a manager and am now the Head of the EDI Centre. In this role I provide consultancy services for teams and departments in College.

I lead on harassment support and also provide disability advice for staff.

You can contact me by [email me](#) or drop by the office. I and my team listen and provide staff with help and support in the strictest confidence.

We will:

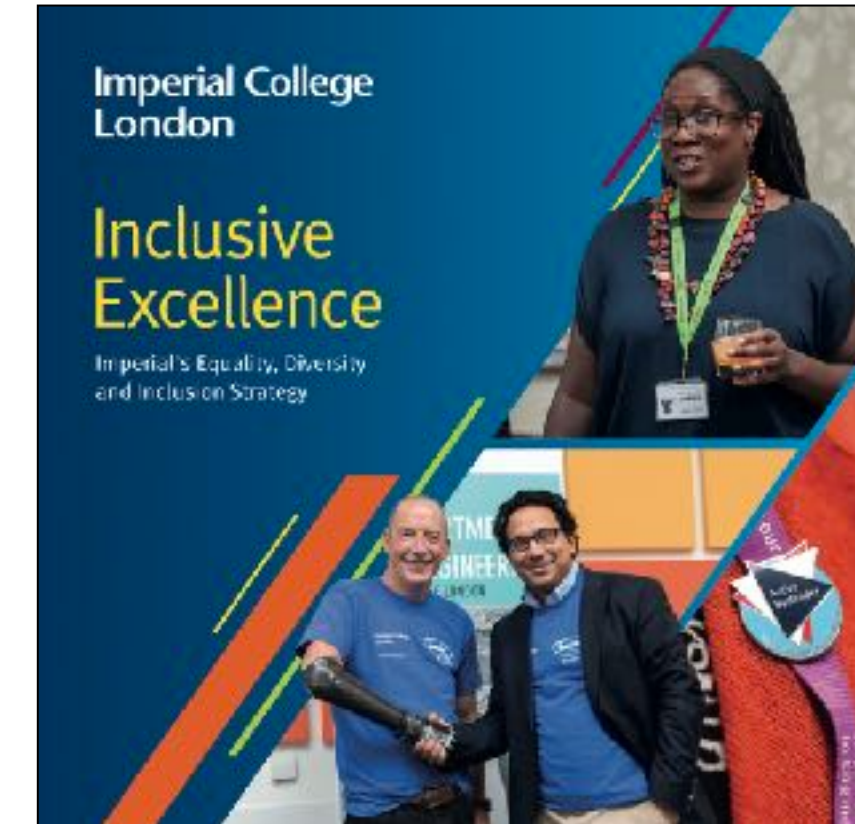
- integrate EDI into all management processes
- integrate EDI into the student experience
- take positive action to improve the opportunities and experiences of under-represented groups
- work to eliminate bullying and harassment
- gather and publish data to monitor our progress
- collaborate internally and externally to develop good practice
- be open to dialogue and challenge on our EDI ambitions

EDI is not an optional extra, or a job that falls only to managers or committees

To succeed, responsibility for promoting equality, diversity and inclusion has to be shared by *everyone* in our community

### Formal oversight:

- EDI Strategy Group (chaired by the Provost)
- EDI Forum (chaired by the Assistance Provost (EDI))



<https://www.imperial.ac.uk/equality/governance/strategy/>

<https://www.imperial.ac.uk/equality/contact/>

# The Athena Swan SAT at Imperial

Stephen Curry - Chair, Assistant Provost (EDI)

Rob Bell - Athena SWAN Coordinator, EDIC

Malinda Davies - ICU Gender Equality Officer

Liz Elvidge, Head of PFDC

Richard Green - Professor of Sustainable Energy Business, Business School

Sian Harding - Former HoD, NHLI

Gareth Hyde - Acting Head of Space Programme, FoM

Susan Littleson - Deputy Director - Organisational Development and Inclusion, HR

Ann Muggeridge - Professor (ESE) and College Consul

Jane Neary - Director of Campus Services

Gbemi Oluleye - Lecturer, Centre for environmental Policy

Christopher Peters - Clinical Senior Lecturer, Dept of Surgery and Cancer

Nathalie Podder - Deputy President (Welfare), ICU

Pedro Rosa Dias - Associate Professor of Health Economics, Business School

Priya Saravanapavan - Senior Strategic Teaching Fellow, Dept of Materials

Nilay Shah - Former HoD, Chem. Eng.

Vahid Shahrezaei - Faculty Diversity Champion, FoNS

Helen Stoneham - Dept Resources Manager, Mech. Eng.

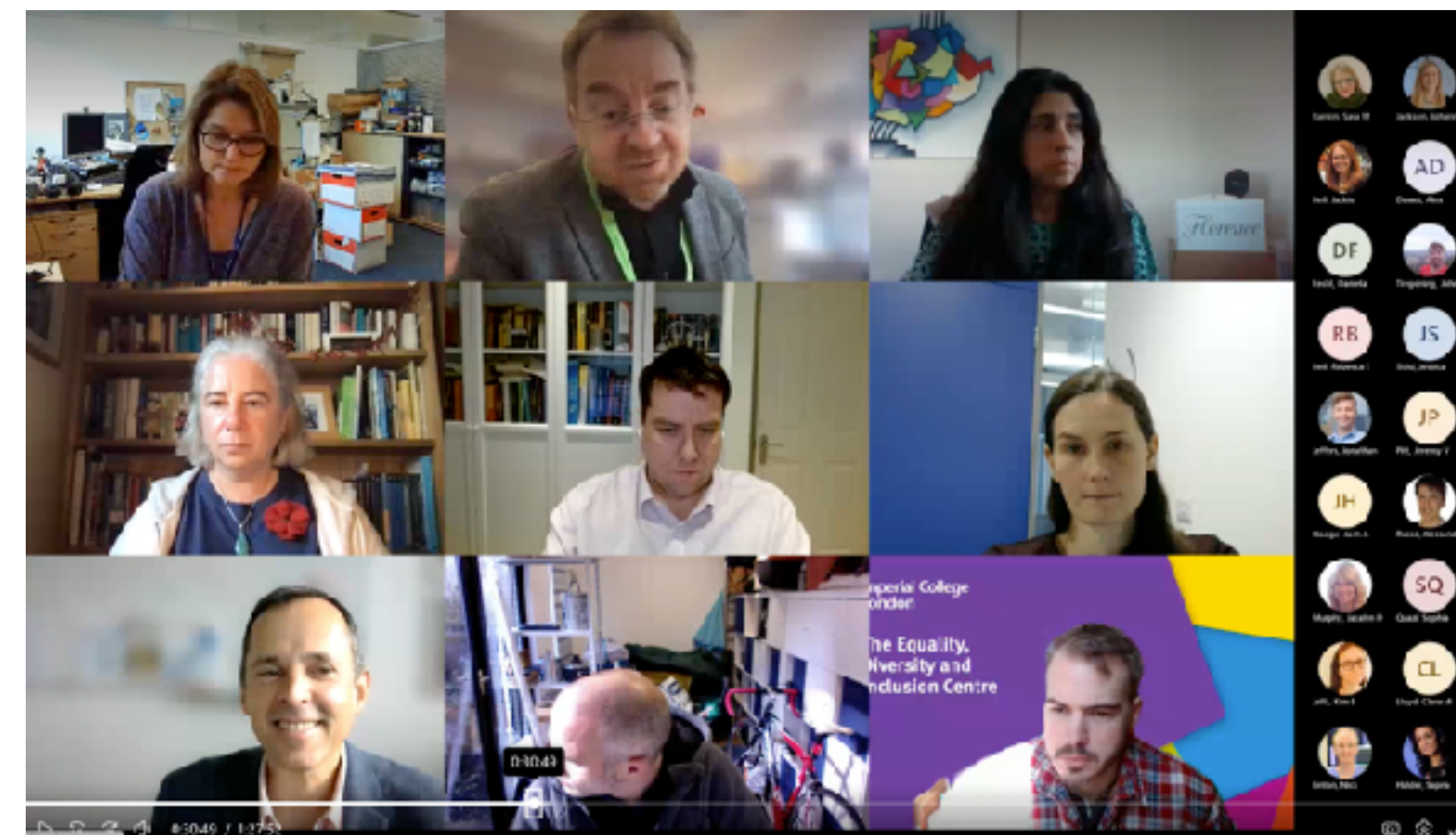
Sharron Stubbs - Senior Laboratory Manager

Jessica Wade - Research Fellow, Dept of Materials

Athena Swan SAT meeting - Oct 2021



The College Athena Swan Committee brings together the departmental leads on Athena Swan



# Athena Swan application form - lots of questions & lots of data

## Section 1: An overview of the university and its approach to gender equality

1. Letter of endorsement from the head of the university
2. Description of the university and its context
3. Athena Swan self-assessment process

## Section 2: An evaluation of the university's progress and issues

1. Evaluating progress against the previous action plan
2. Key priorities for future action

- Data analysed at College and Faculty level
- Selected snapshots presented today

## Section 3: Future action plan

1. Action plan (4-8 priorities)

Appendix 1: Culture survey data

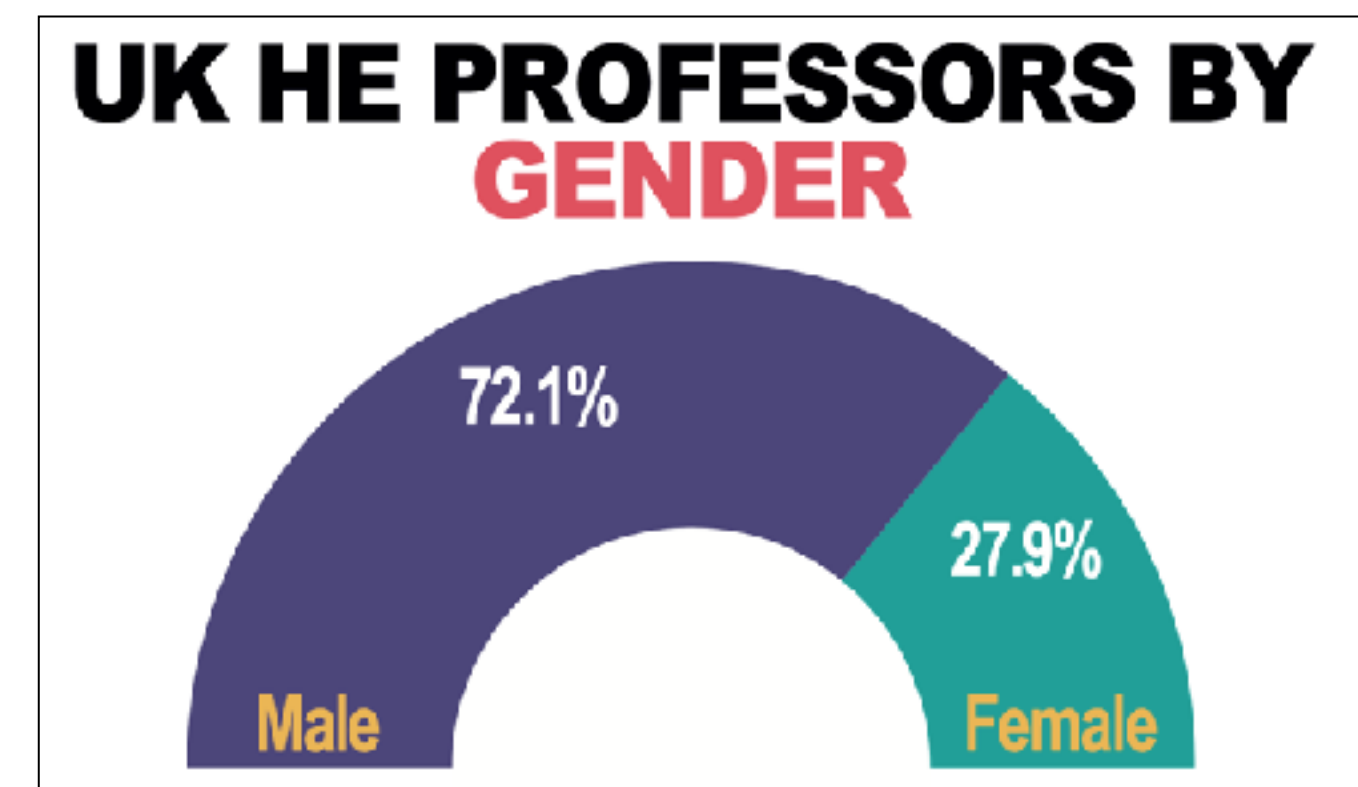
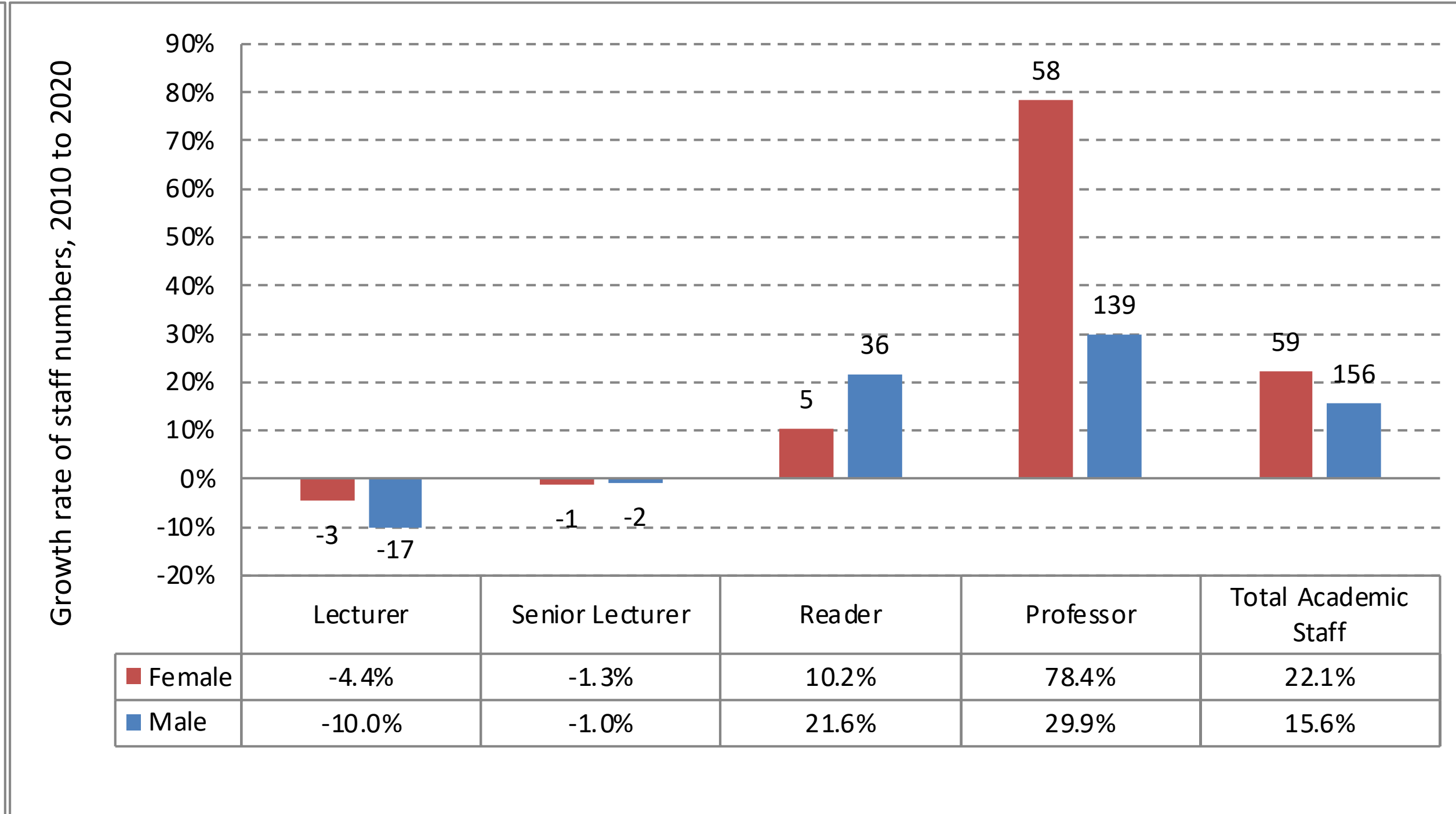
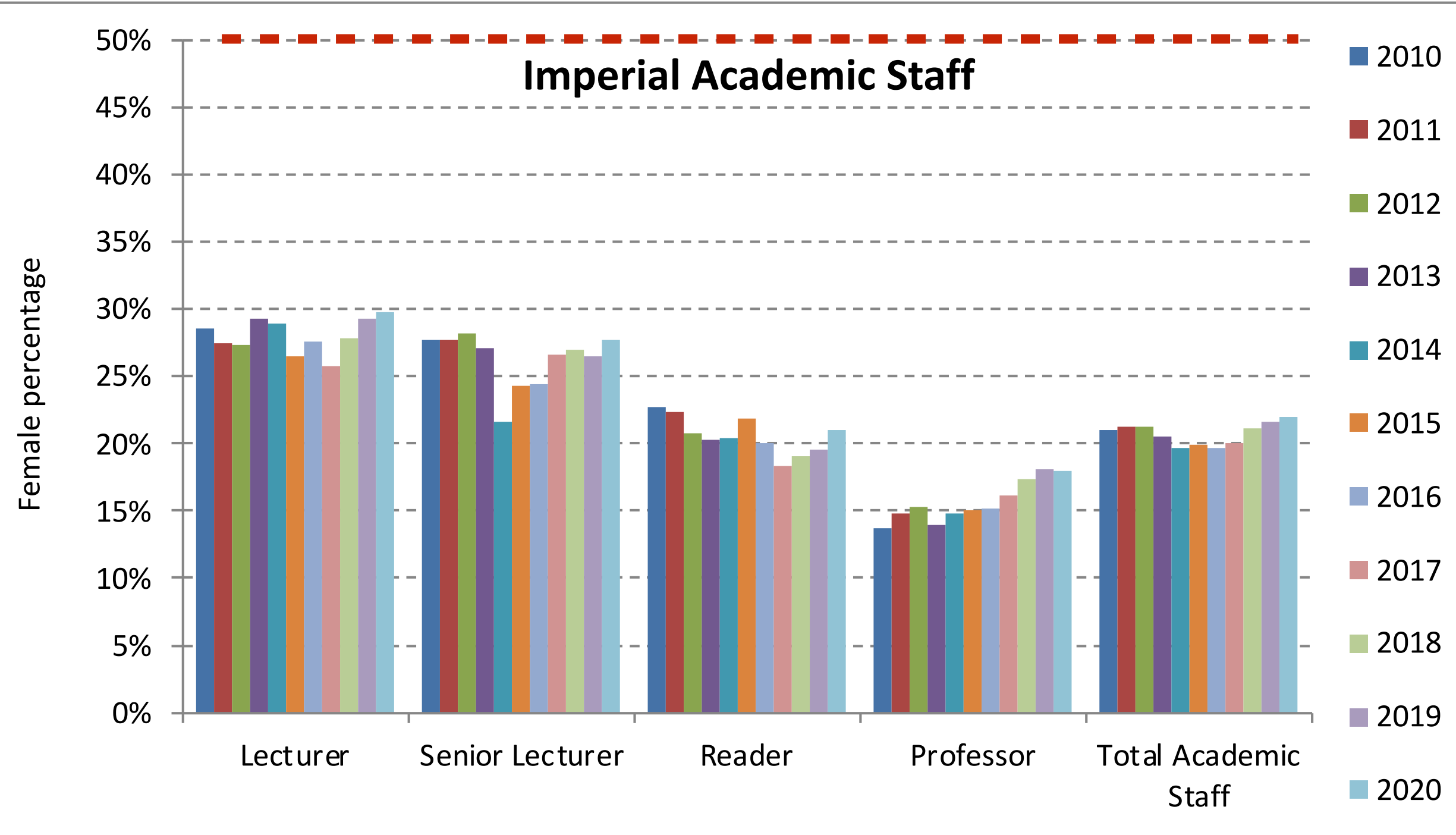
Appendix 2: Data tables

Appendix 3: Glossary

### Data tables

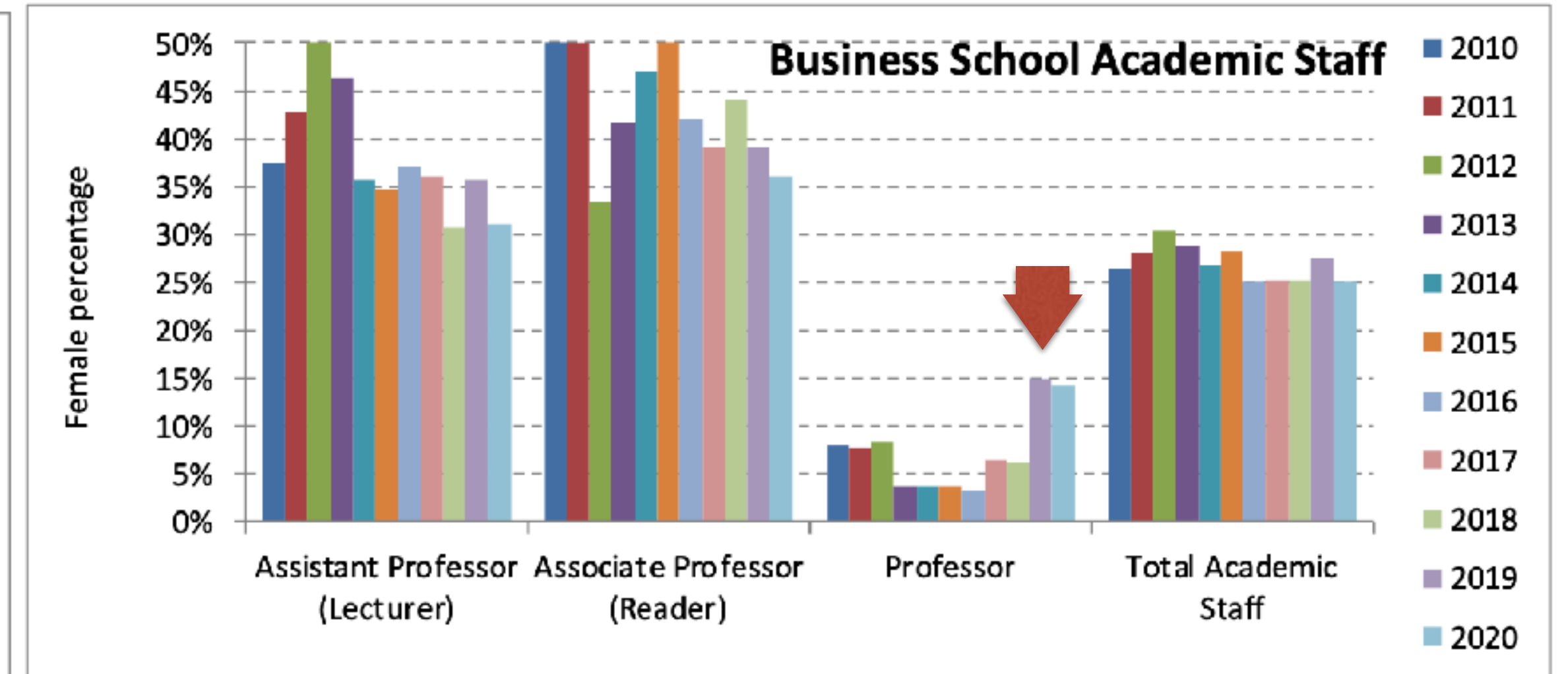
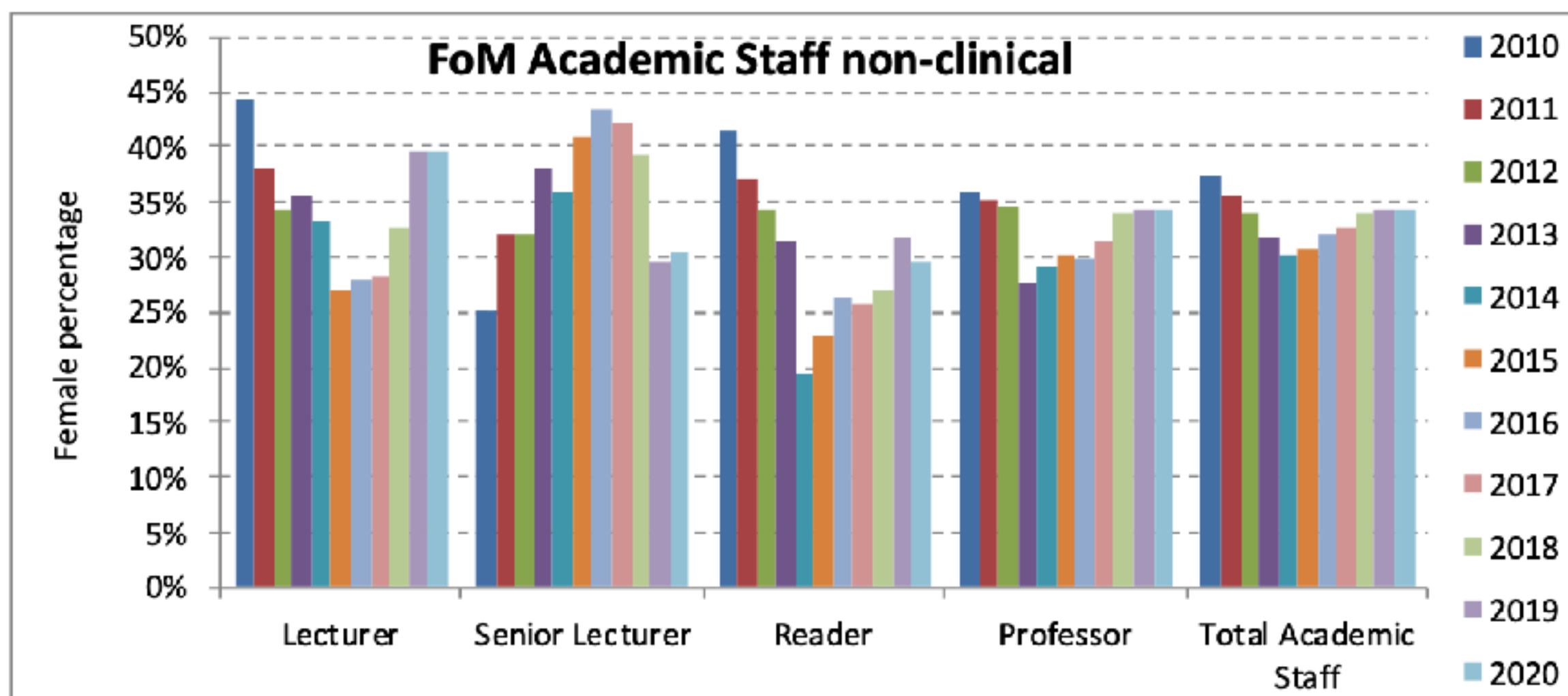
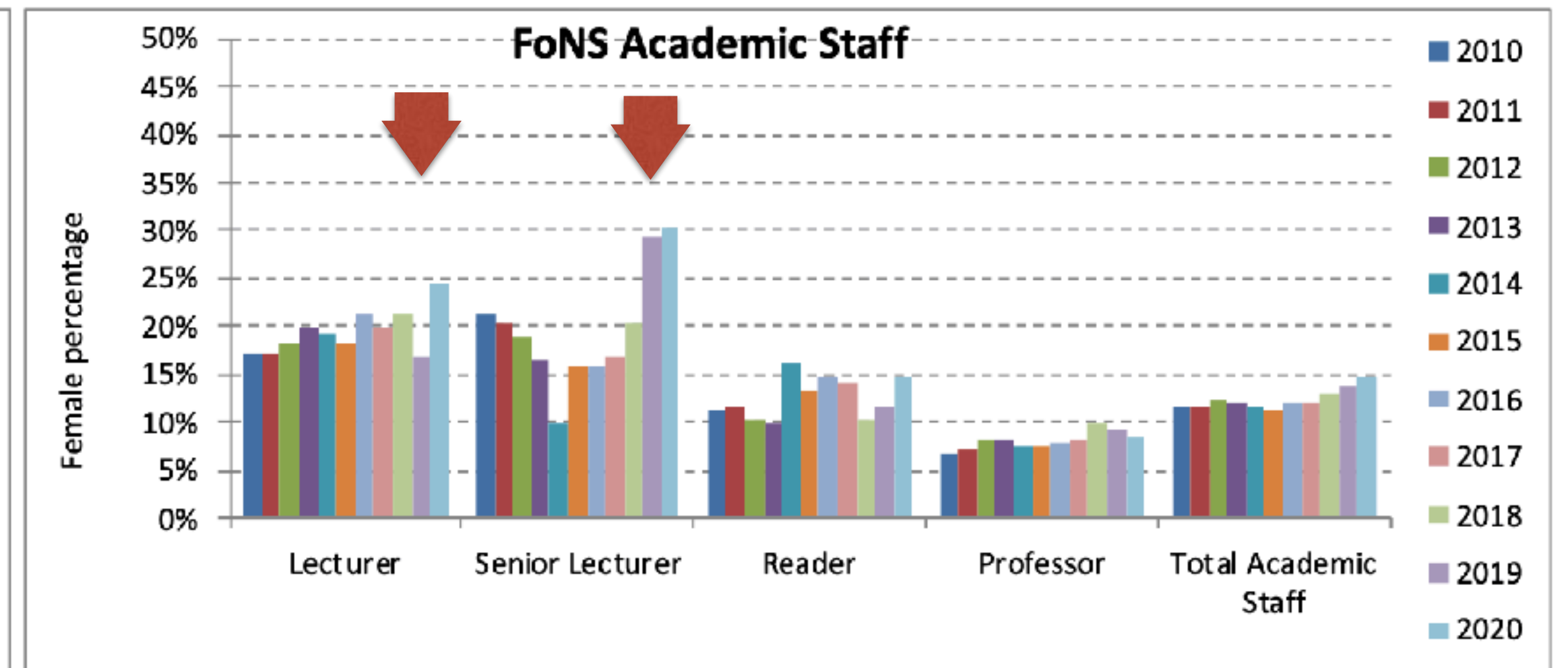
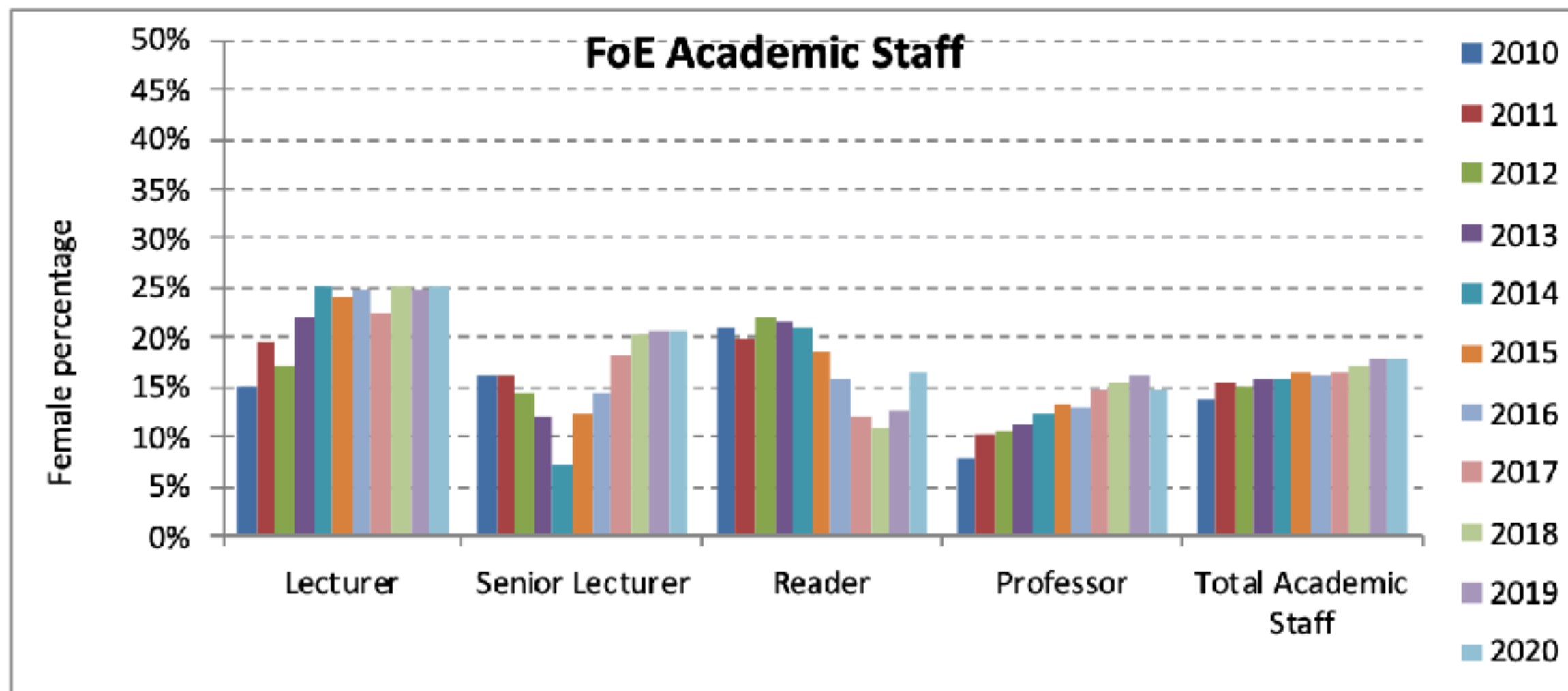
1. Students at foundation, UG, PGT and PGR level
2. Academic staff by contract function
3. Academic staff by contract type
4. Professional, technical and operational (PTO) staff by job family
5. PTO staff by contract type
6. Applications, shortlist and appointments made in recruitment to academic posts
7. Applications, shortlist and appointments made in recruitment to PTO posts
8. Applications and success rates for academic promotion.
9. Applications and success rates for PTO progression

# Academic staff - by grade



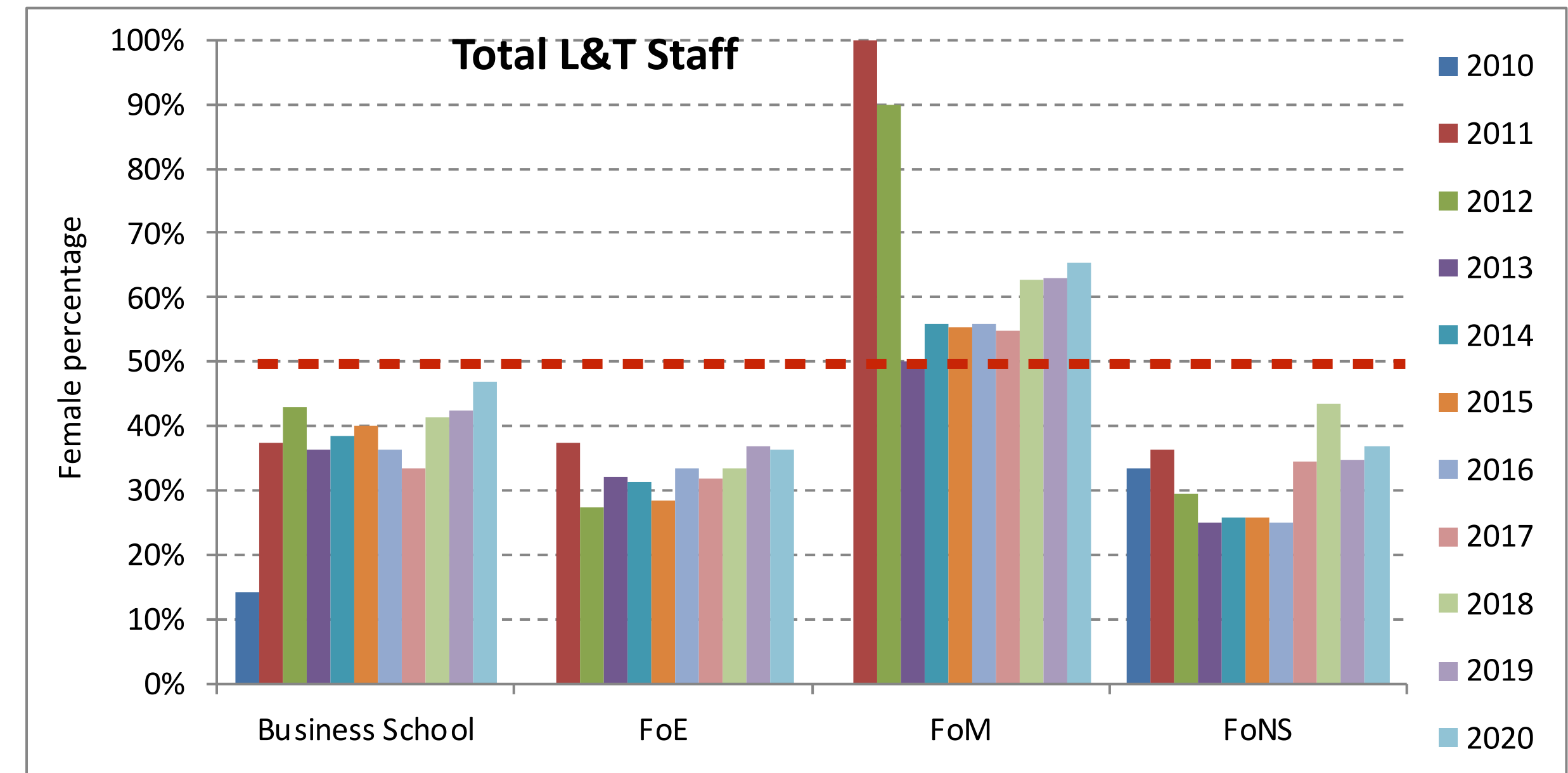
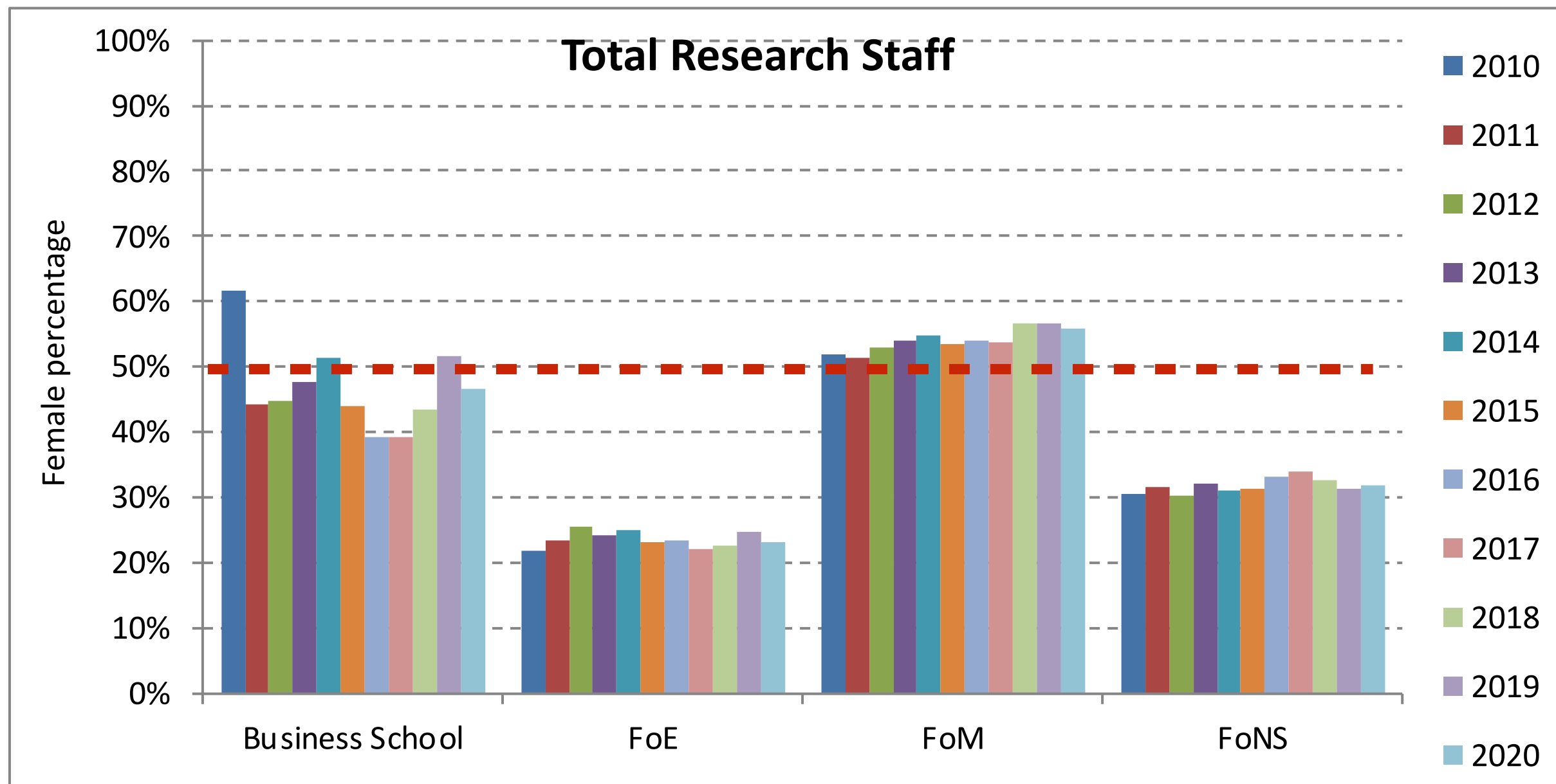
- ▶ Total number of academic staff has grown by 17% since 2010
- ▶ Overall, Imperial has been hiring women academics at a higher rate
- ▶ Most progress at professorial level

# Academic staff - by faculty



- ▶ Lowest %F in FoE and FoNS, but trends there are positive
- ▶ Business school - recent success in recruiting/promoting female professors

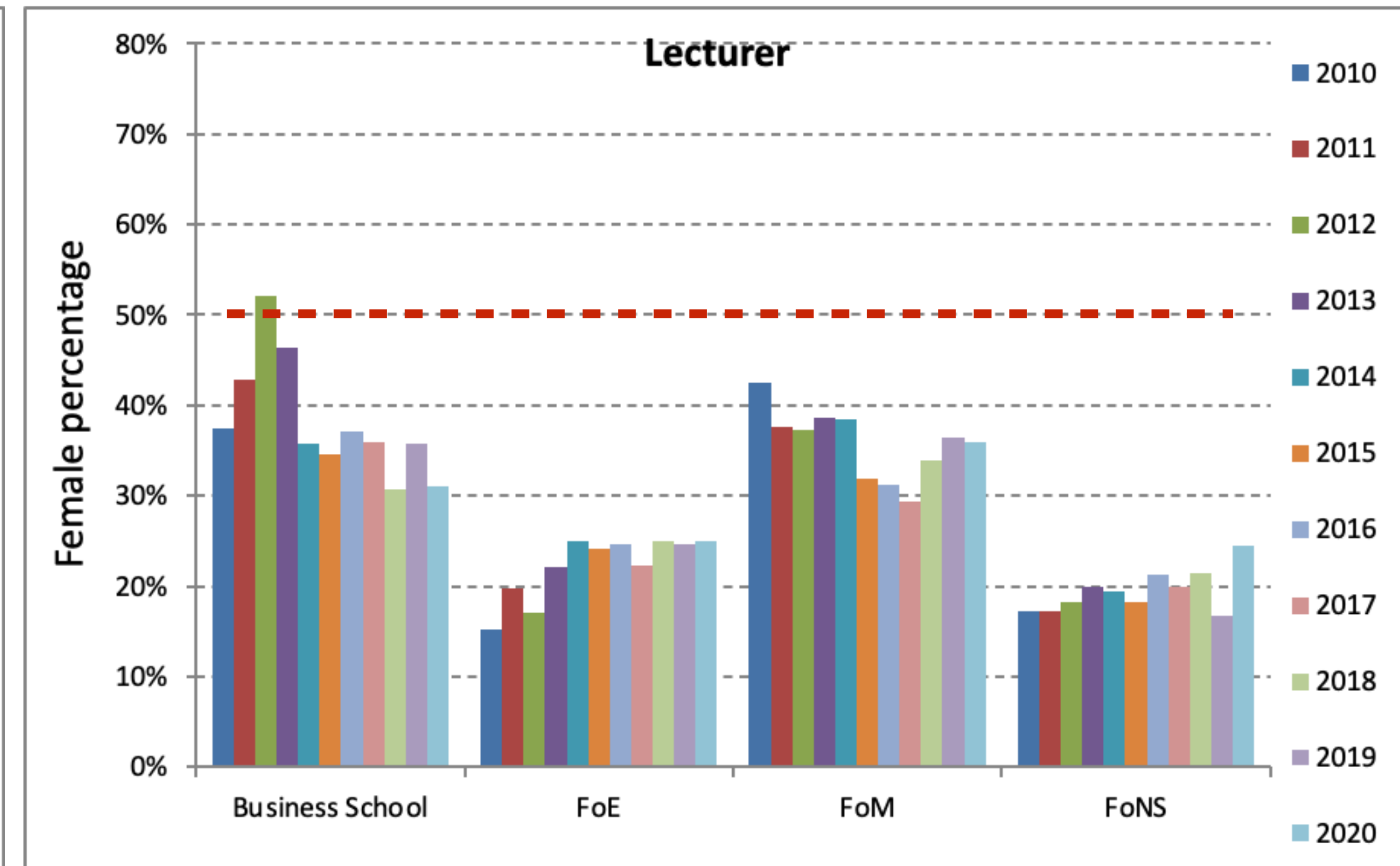
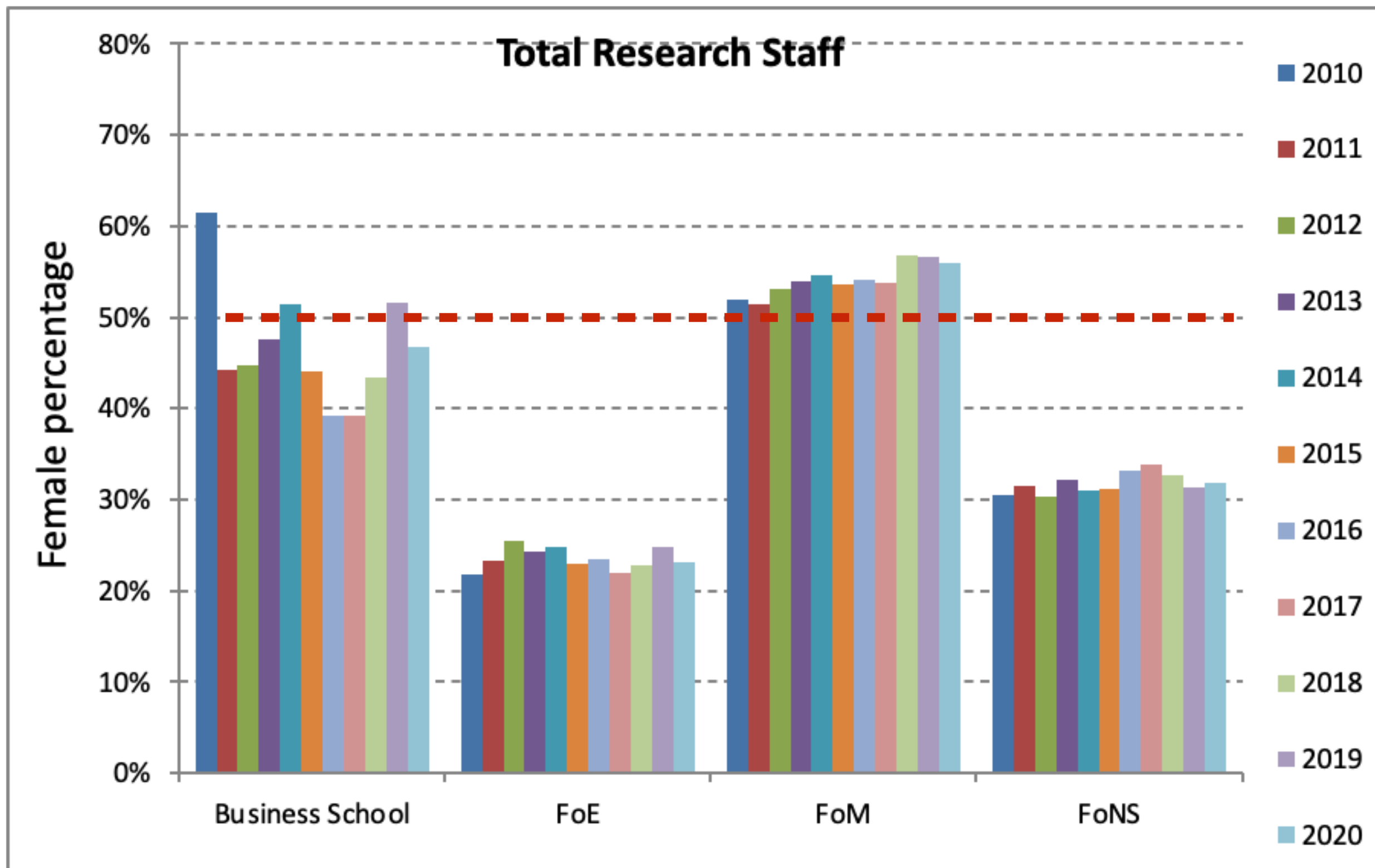
# Research staff and Learning and Teaching Staff - by faculty



- ▶ Numbers fairly static
- ▶ Close to gender parity in the Business School and FoM

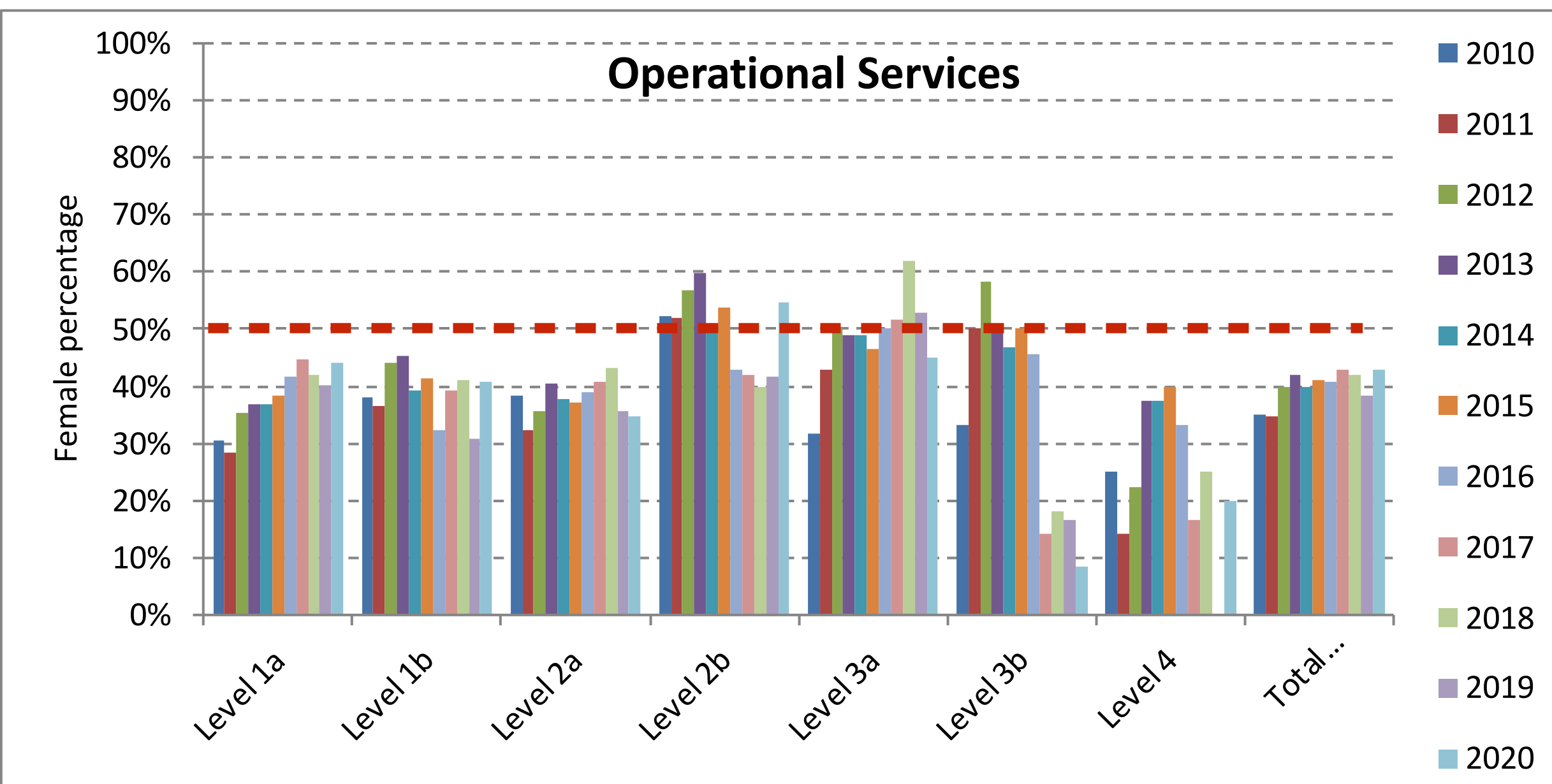
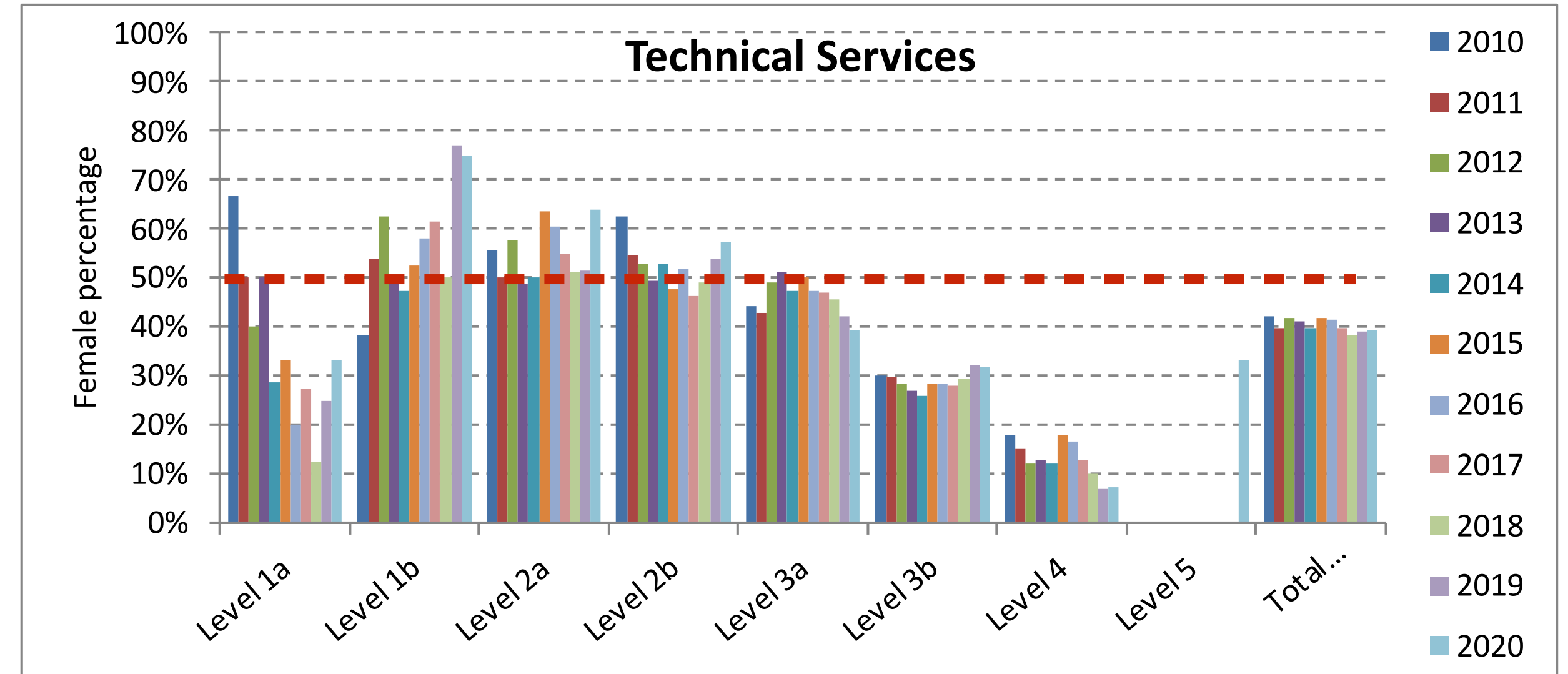
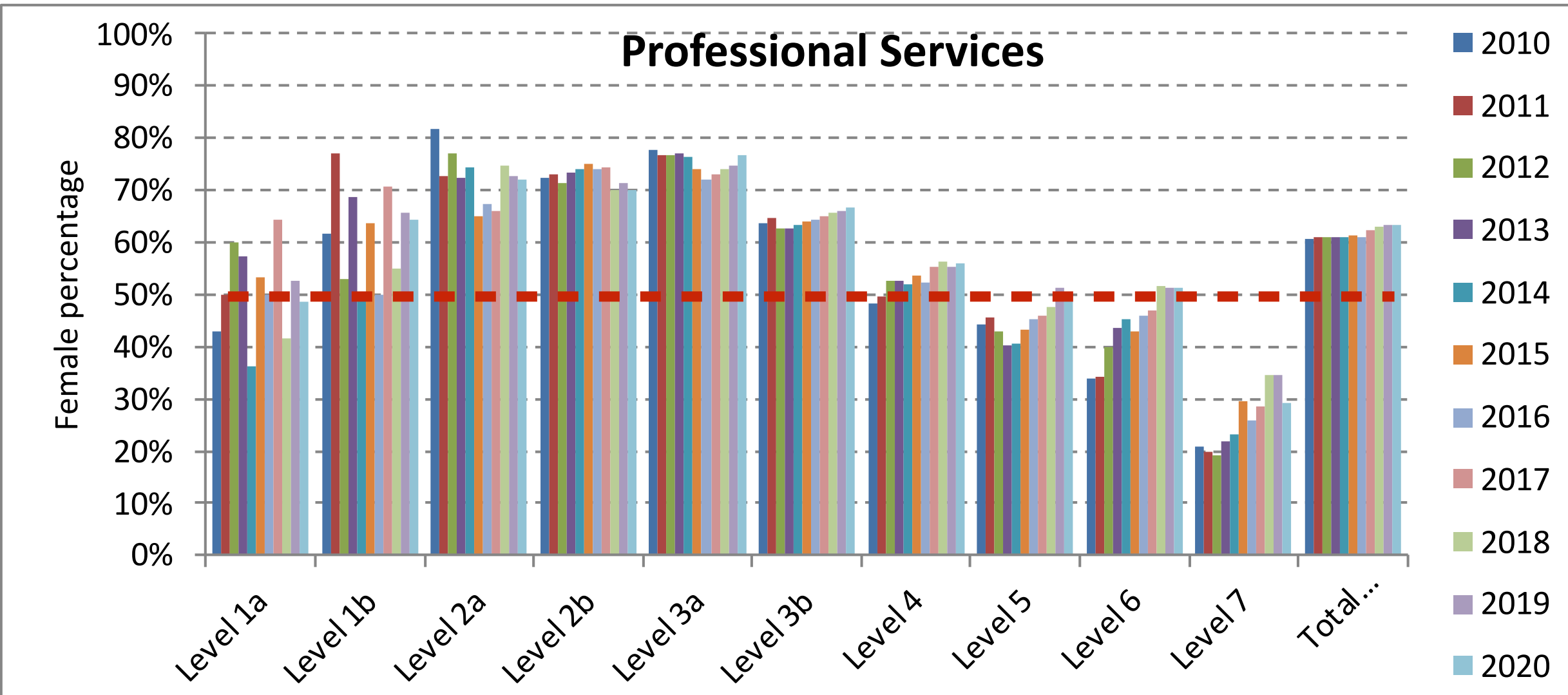


# Issues with progression/recruitment?



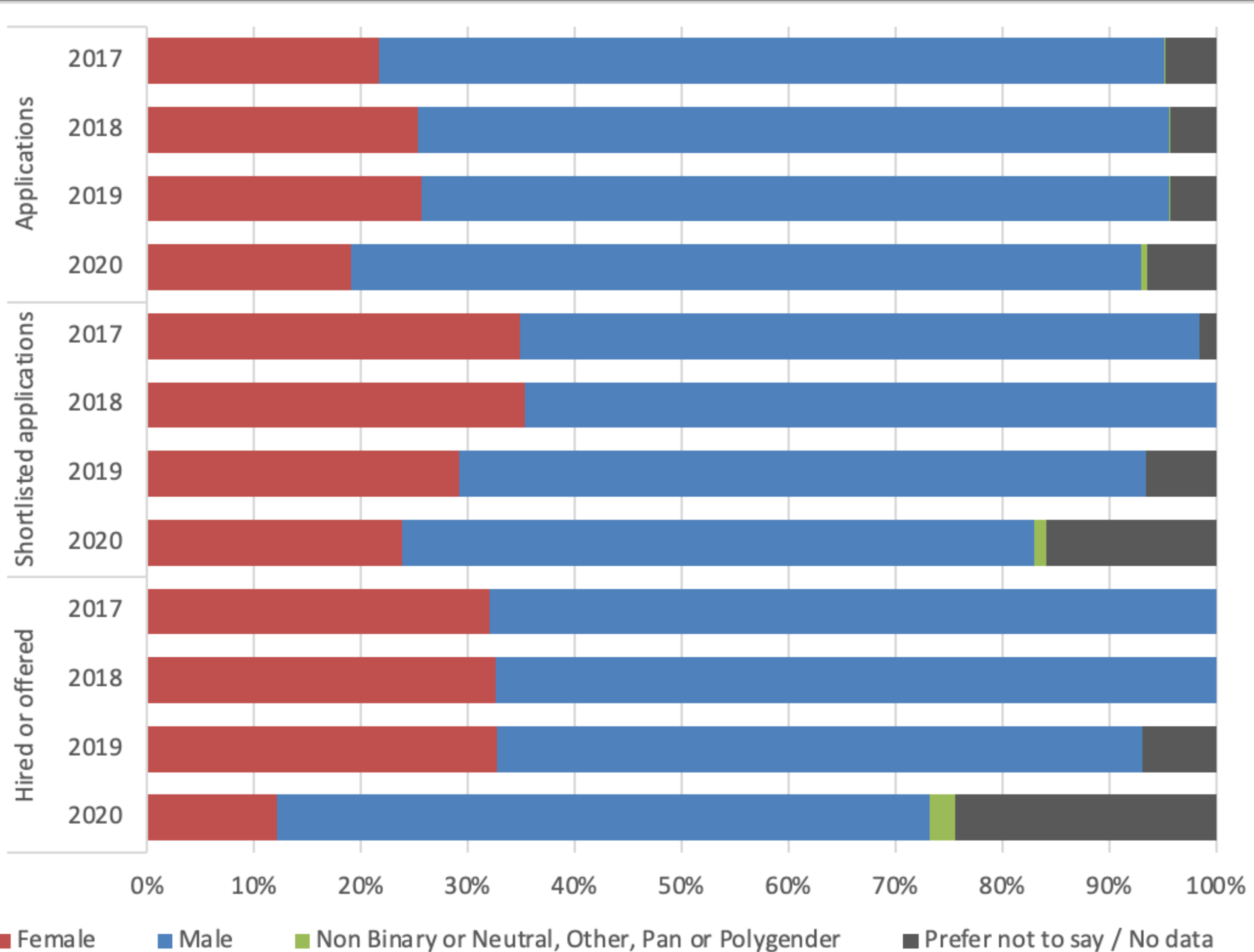
▸ In all faculties, except FoE, there is a lower %F at lecturer level than in the (local) recruitment pool

# PTO Staff by grade



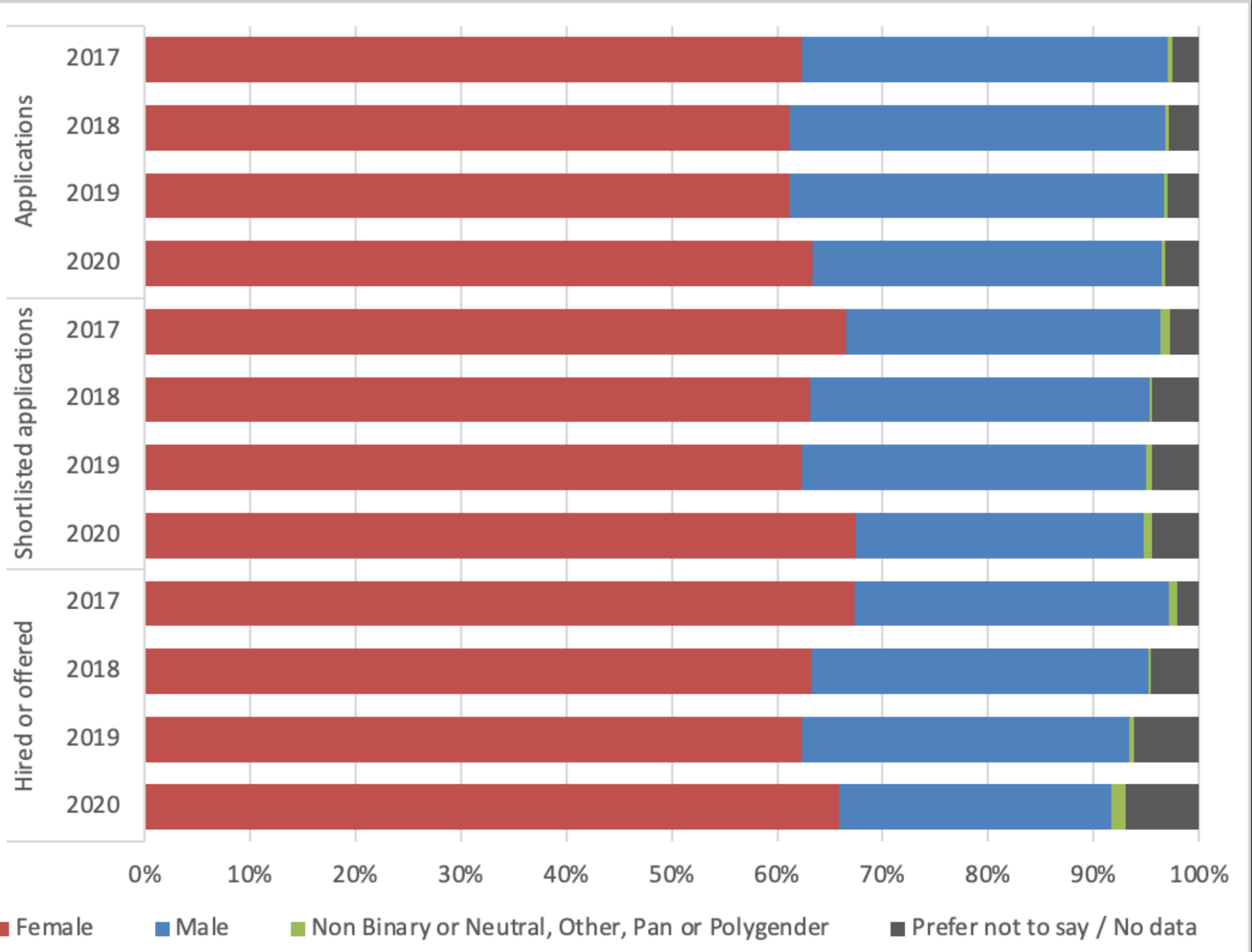
- ▶ Majority of professional staff are women
- ▶ %F in Professional services declines beyond level 3a, but trends show increasing representation at higher grades
- ▶ Numbers fairly static in Technical and Operational roles
- ▶ Numbers of technicians at levels 4 & 5 are v. small

# Academic Recruitment



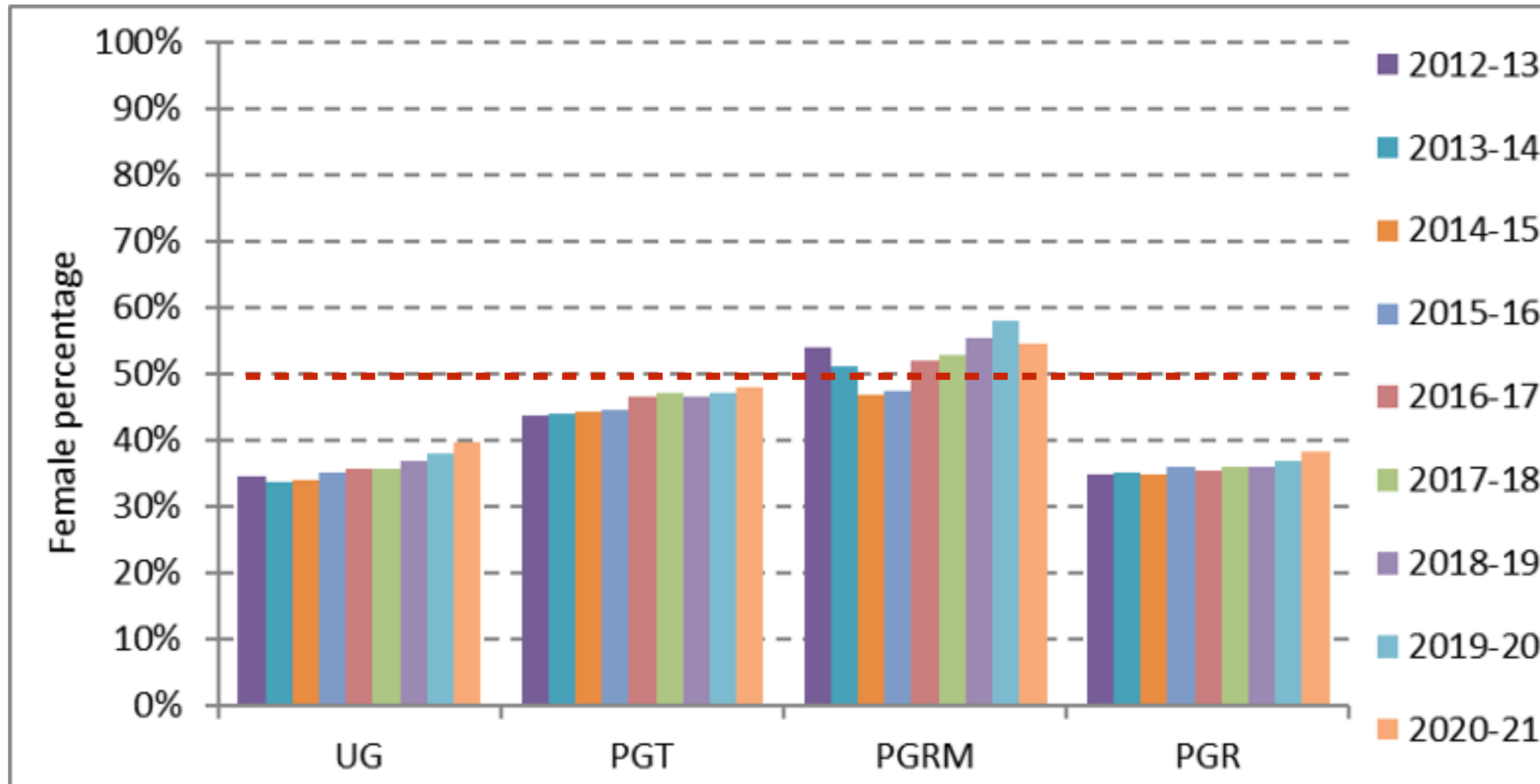
- ▶ A higher %F is shortlisted than applies – quality of applications?
- ▶ A notable drop-off in %F applicants in 2020 – Covid-19 effects?

# PTO Recruitment



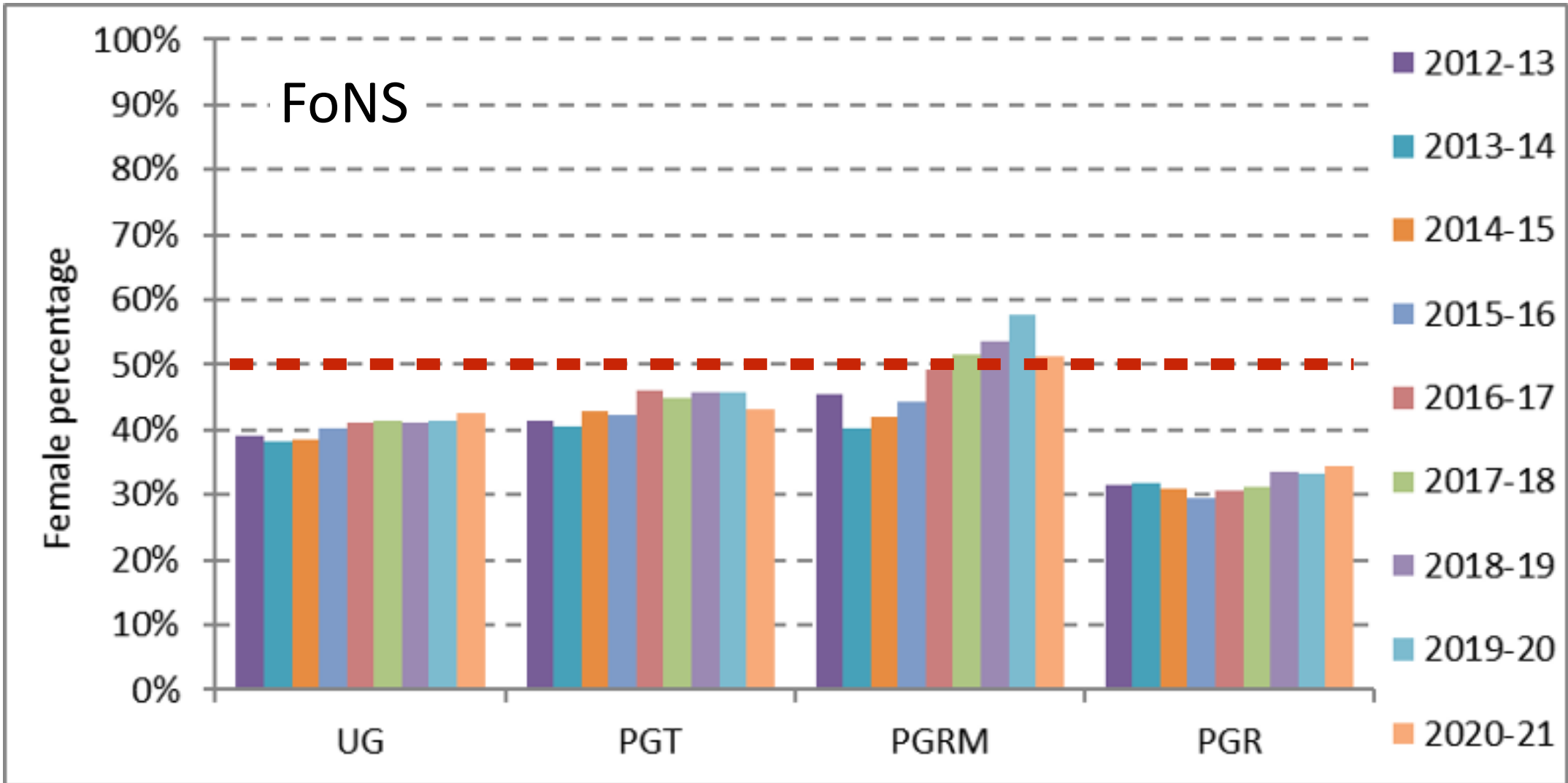
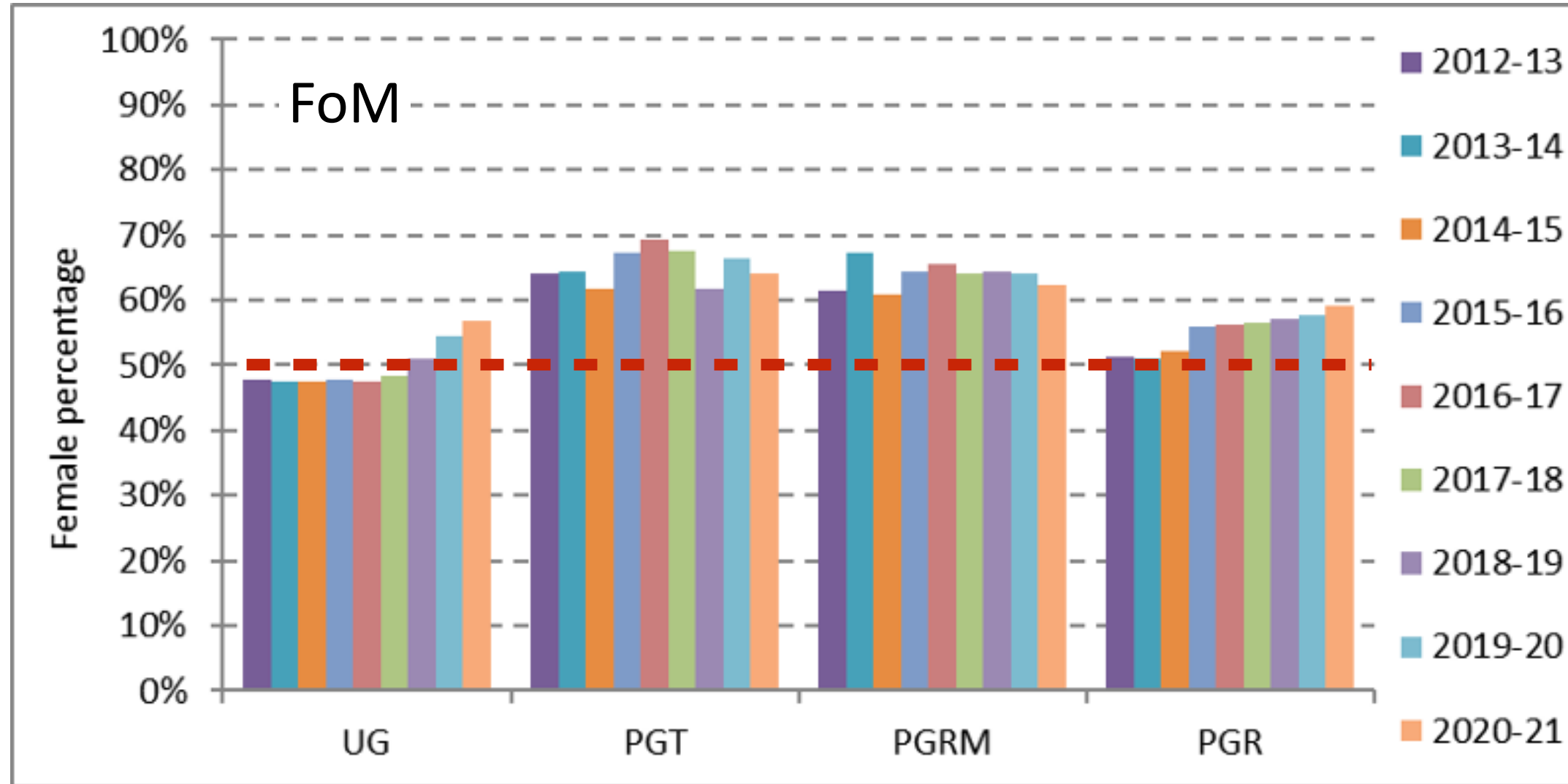
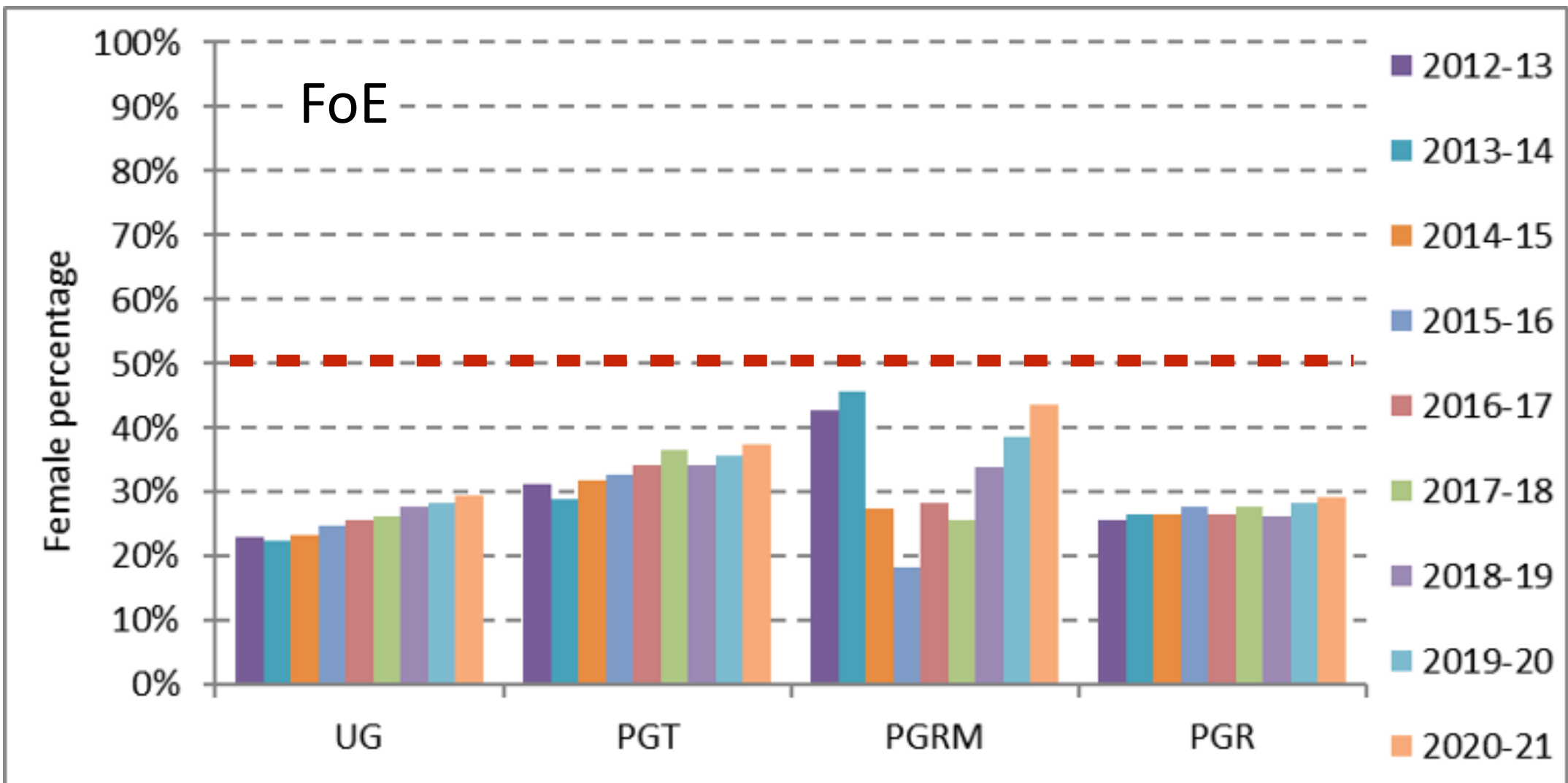
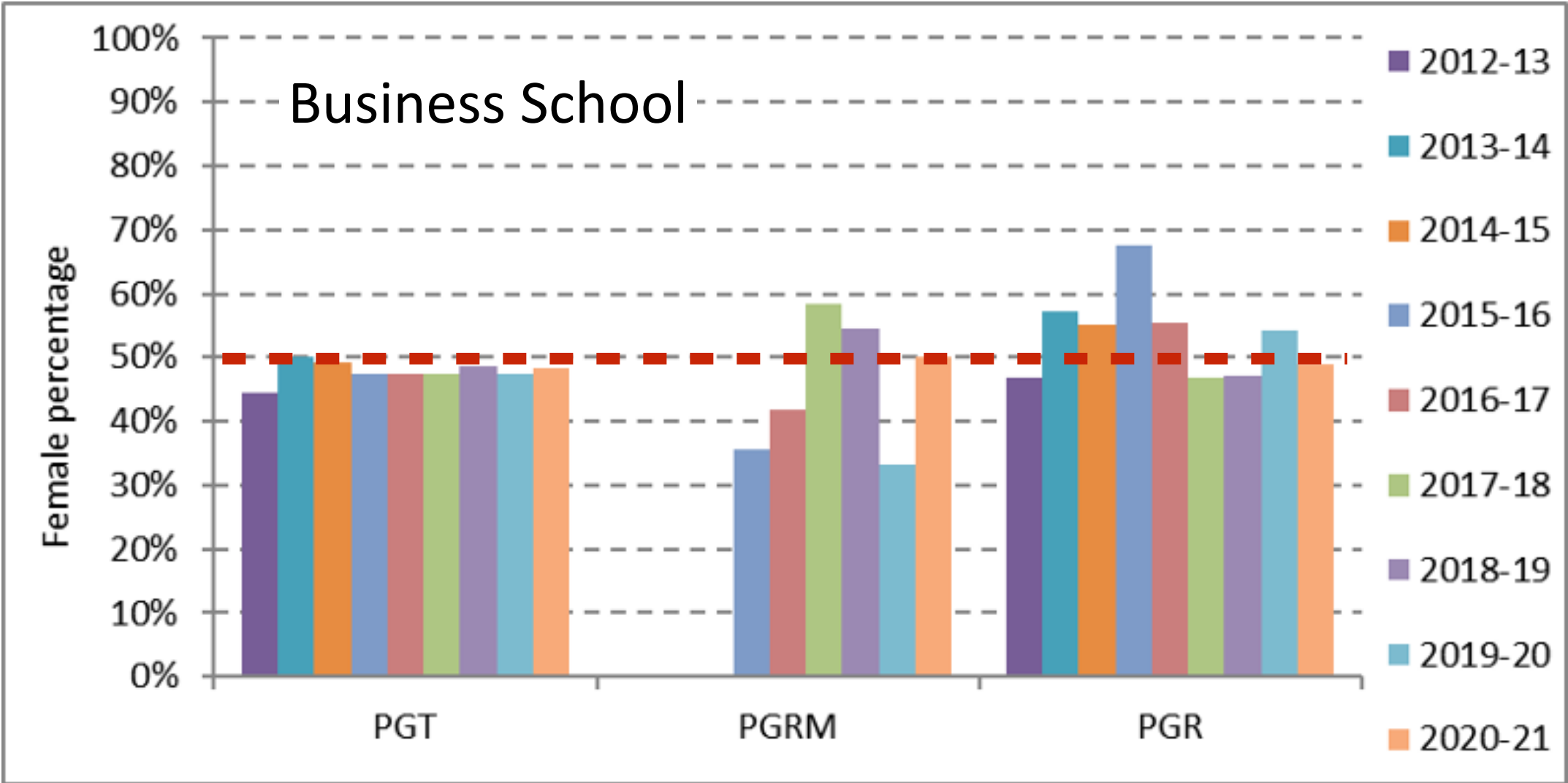
▶ No evidence of bias at shortlisting or interview stages

# Student numbers



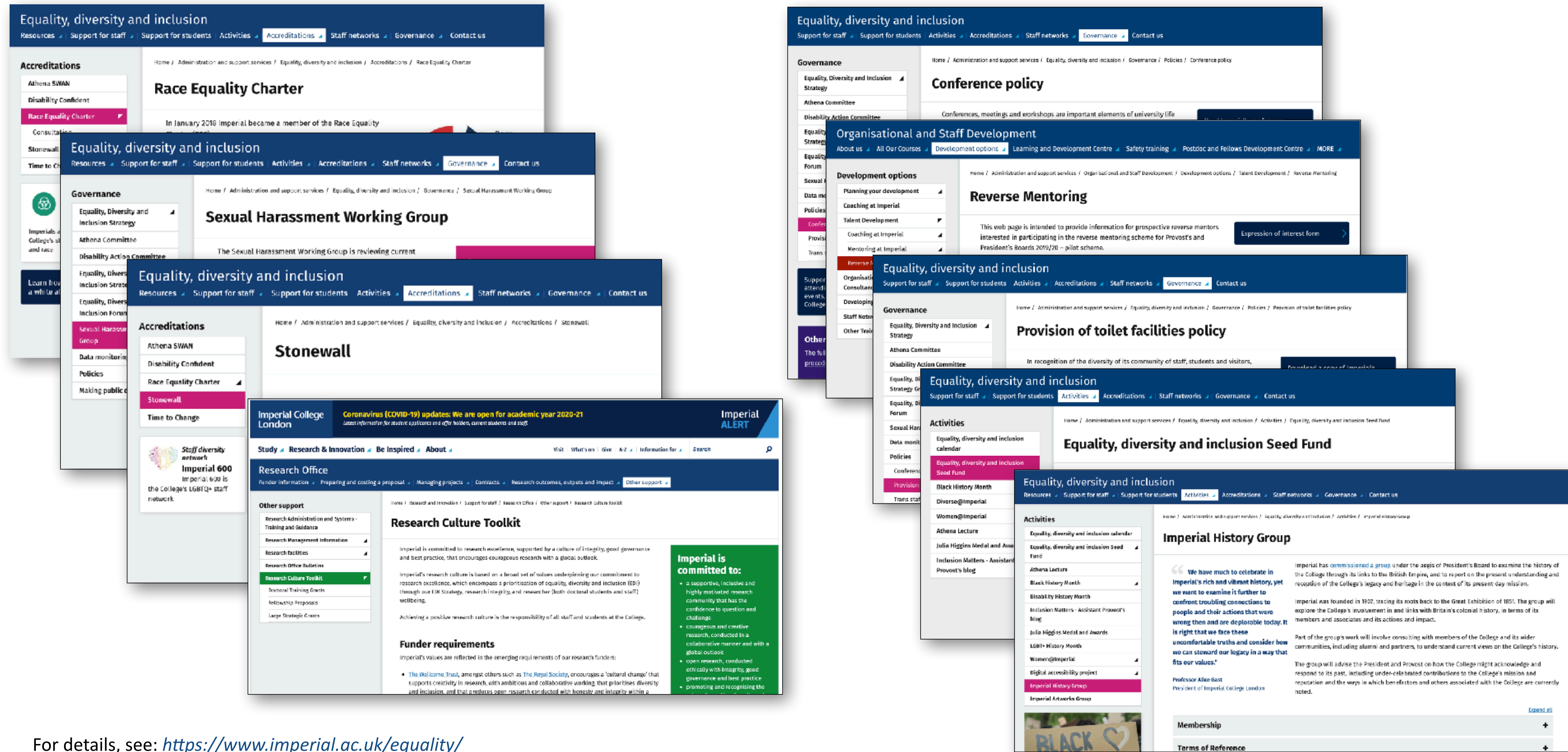
- ▶ General upward trend
- ▶ Closest to gender parity at PGT (e.g. MSc/MBA) and PGRM (e.g. MRes) level
- ▶ Significant drop-off in %F at PGR (PhD) level

# Student numbers by Faculty



- ▶ Notable differences between faculties (e.g. compare BS & FoM with FoE and FoNS)
- ▶ Significant drop off in %F on PhD programmes in FoE and FoNS

# Actions started in the past 2-3 years



For details, see: <https://www.imperial.ac.uk/equality/>

# Recent initiatives

## **Athena SWAN Town Hall Event**

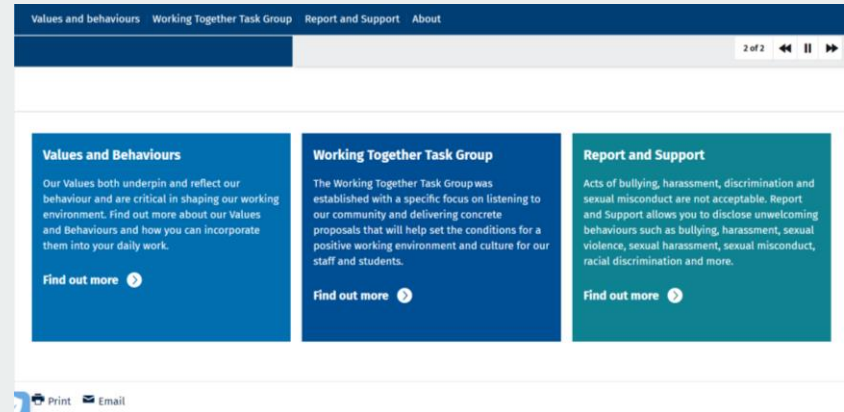
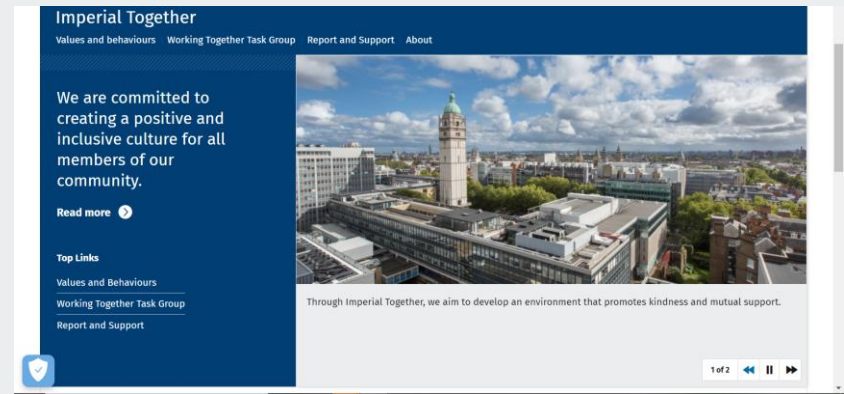
Susan Littleson, Deputy Director of Organisational Development and Inclusion

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# Imperial Together

- Umbrella campaign aligning culture change initiatives.
- The website sits under the About section.
- Links to culture campaigns contained within it - Values, Report and Support, Working Together Task Group.



# People Strategy

Imperial People 2022+



## Finding and Developing Diverse Talent

We will reach the best candidates and find new talent to fill a wide range of roles with a diverse range of background and skills

We will ensure that we remain an attractive employer and ensure that achievement and contribution is recognised and rewarded

We will provide high-quality data and insight to support planning at department, faculty and College level, enhancing career progression and reducing equality pay gaps

We will ensure all staff are supported to perform at their best.

We will provide support for individual, group and organisational learning for all stages of Imperial careers

We will embed common values and positive behaviours across the organisation. We will strive to eliminate bullying and harassment



## Inclusive Leadership and Culture

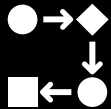


## A Resilient Workplace

We will create policies and support to ensure that the organisation are prepared in a more flexible and dispersed environment whilst maintaining community cohesion and our culture.

We will work to ensure our staff are able to remain healthy whilst dealing with the pressures of life and work.

We will listen and respond to staff, support all areas of College to do the same and implement practical approaches to measure and improve staff engagement.



Clearer, more concise policies with clear governance arrangements underpinning all we do



ERP, Service Management and Case Management solutions delivered to support HR service performance



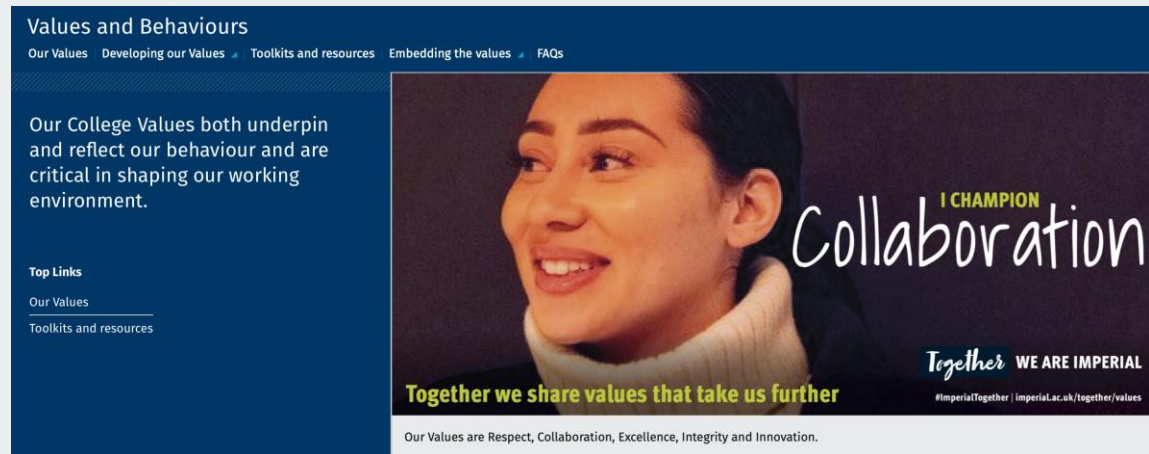
Operational performance must continue to improve – Service Levels continually reviewed and shared with our stakeholders.



Our systems and processes must generate high quality, accessible data and insight that drives decision making

## Foundations

# College Values



- Developed via Focus Groups, survey and wider discussions
- Designed to improve culture and help build a positive environment
- Enable the community to
  - be clear about what is expected
  - recognise and reward positive behaviour
  - address poor conduct

## College Values

Respect

Collaboration

Excellence

Integrity

Innovation

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## Report and Support



### Staff support

Find further information around bullying and harassment and where staff can seek support.



### Student support

Find further information around bullying and harassment and where students can seek support.

## Support for those with caring responsibilities

Elsie Widdowson  
Fellowship

Parental Leave portal

Parents and Carers Networks and  
Workshops

White City Nursery

Carers  
support fund

Partnerships with My Family  
Care, Working Families and  
Employers for Carers

Shared  
Parental Leave



**Thank You**

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