

Athena SWAN Charter for Women in STEMM



The Athena SWAN Charter aims to advance representation of women in science, engineering and technology. It promotes and rewards good employment practice in the recruitment, retention and progression of female academics.

To find more about the principles of the Charter:

[Athena SWAN Website \(http://www.ecu.ac.uk/equality-charter-marks/athena-swan/\)](http://www.ecu.ac.uk/equality-charter-marks/athena-swan/)

To find more about the University Bronze Award,

- [Athena SWAN Charter \(/university/about/equality/athena-swan-charter.aspx\)](/university/about/equality/athena-swan-charter.aspx)
- [intranet.birmingham.ac.uk/collaboration/equality/staff/athena-swan-charter \(https://intranet.birmingham.ac.uk/collaboration/equality/staff/athena-swan-charter/index.aspx\)](http://intranet.birmingham.ac.uk/collaboration/equality/staff/athena-swan-charter/index.aspx)

Athena SWAN Bronze Award Application:

- [Our Athena SWAN Bronze Award Application \(April 2013\) can be downloaded \(pdf file 475 KB\) here. \(/Documents/college-eps/chemistry/athena-swan/ChemistryAthenaTrimmedALL.pdf\)](#)

Recent Athena Swan Events

- 30 June 2014 **School Seminar** Prof. Eileen Ingham, University of Leeds "Research, translation and commercialisation of acellular biological scaffolds"
- 24 June 2014, **3rd RSC Younger Member Symposium (YMS2014)** Professor Lesley Yellowlees, President of the Royal Society of Chemistry "Identity, Impact and Voice or 'How did I get here?'"
- 9 October 2013, **Athena-Swan Seminar** Prof. Dame Athene Donald, University of Cambridge "Facilitating Women's Progression to the Top"

Previous Athena Swan Events

- 13 September 2012, **Athena Swan Information Event**, School of Chemistry
- 13 September 2012, **Women in Science Network Evening**, RSC Birmingham and West Midlands, Winterbourne Gardens, UoB
- 2 November 2012, **Athena Swan Seminar** Professor Robin Perutz, FRS, "Activities at York" Chemistry College of Engineering and Physical Sciences, Staff house
- 28 January 2012, **Athena Swan Information Event: Data and Activities in Chemistry.**

Outreach

- 27 June 2014 - Dr Zoe Schnepf was one of this year's **Soap Box Science (http://soapboxscience.org/)** female scientists presenting to the general public on London's South Bank. Click here for [videos \(https://www.youtube.com/watch?v=eqC2DIB5Ccw\)](https://www.youtube.com/watch?v=eqC2DIB5Ccw), [photos \(https://andytylerphotography.wordpress.com/2013/07/09/a-sunny-day-for-some-science-on-a-southbank-soapbox/\)](https://andytylerphotography.wordpress.com/2013/07/09/a-sunny-day-for-some-science-on-a-southbank-soapbox/) and [press coverage \(http://www.theguardian.com/science/blog/2014/jun/27/women-scientists-soapboxes-london-south-bank-soapbox-science\)](http://www.theguardian.com/science/blog/2014/jun/27/women-scientists-soapboxes-london-south-bank-soapbox-science) of the event.
- 2 May 2014 – Dr Zoe Schnepf talks to Chemistry World about her work and career. [Click here to read the article. \(http://www.rsc.org/chemistryworld/2014/05/interview-zoe-schnepf-jelly-fuel-green-collaboration\)](http://www.rsc.org/chemistryworld/2014/05/interview-zoe-schnepf-jelly-fuel-green-collaboration)
- 19 August 2013 – Dr Zoe Schnepf features in the Independent as one of their Women in Science. [Click here to read the article. \(http://blogs.independent.co.uk/2013/08/25/women-in-science-superconducting-seaweed-adventures-in-green-nanotechnology/\)](http://blogs.independent.co.uk/2013/08/25/women-in-science-superconducting-seaweed-adventures-in-green-nanotechnology/)
- Nuffield Summer Student gets to the final of **NSEC (http://www.nsecuk.org/)** - Janie at the Big Bang fair presenting the work that she did in the Schnepf lab. [Click here to find out more. \(/schools/chemistry/news/archive/NSEC.aspx\)](/schools/chemistry/news/archive/NSEC.aspx)
- A group of students with the alginate molecule they built at a recent Girls in STEM Day.
- Emily Doyle, a 2nd Year Undergraduate, represented the Chemical Sciences at the RSC Three Counties Show.



The Equality and Diversity Committee

The group is set up to assess data involving gender information, policies and procedures in the School and work towards the recognition of the Athena Swan Bronze Award.

- [Zoe Pikramenou \(/staff/profiles/chemistry/pikramenou-zoe.aspx\)](/staff/profiles/chemistry/pikramenou-zoe.aspx) (Chair, Professor)

- Shani Osborne (PhD student)
- Greg O'Callaghan (PhD student)
- Holly Roberts (PhD student)
- [Louise Male \(/staff/profiles/chemistry/male-louise.aspx\)](/staff/profiles/chemistry/male-louise.aspx) (X-ray diffraction Facility Officer)
- [Anna Peacock \(/staff/profiles/chemistry/peacock-anna.aspx\)](/staff/profiles/chemistry/peacock-anna.aspx) (Lecturer)
- [Liam Cox \(/staff/profiles/chemistry/cox-liam.aspx\)](/staff/profiles/chemistry/cox-liam.aspx) (Senior Lecturer)
- [Richard Grainger \(/staff/profiles/chemistry/granger-richard.aspx\)](/staff/profiles/chemistry/granger-richard.aspx) (Senior Lecturer)
- [Roy Johnston \(/staff/profiles/chemistry/johnston-roy.aspx\)](/staff/profiles/chemistry/johnston-roy.aspx) (Professor)
- [Peter Slater \(/staff/profiles/chemistry/slater-peter.aspx\)](/staff/profiles/chemistry/slater-peter.aspx) (Professor)
- [Jon Preece \(/staff/profiles/chemistry/preece-jon.aspx\)](/staff/profiles/chemistry/preece-jon.aspx) (Head of School, Professor)
- Sheena Griffiths (HR Diversity Adviser)
- Heather Clancy (HR Adviser)

How to get involved

Please contact one of the members of the group.

Useful Links

Equality and diversity

- [University of Birmingham Equality and Diversity webpages \(/university/about/equality/index.aspx\)](/university/about/equality/index.aspx)
- [Why work here? Our commitment to equality \(/staff/why-work-here/equality.aspx\)](/staff/why-work-here/equality.aspx)
- EPS College [Female faces of engineering and physical sciences: celebrating Birmingham's success \(/university/colleges/eps/Female-faces-of-engineering.aspx\)](/university/colleges/eps/Female-faces-of-engineering.aspx)
- [The L'Oréal-UNESCO For Women in Science programme \(http://www.womeninscience.co.uk/index.php\)](http://www.womeninscience.co.uk/index.php)
- [The RSC and Diversity \(http://www.rsc.org/campaigning-outreach/connecting-with-chemistry/diversity/\)](http://www.rsc.org/campaigning-outreach/connecting-with-chemistry/diversity/)
- [Women in to Science and Engineering \(WISE\) \(http://www.wisecampaign.org.uk/about-us\)](http://www.wisecampaign.org.uk/about-us)
- [RCUK Diversity \(http://www.rcuk.ac.uk/funding/diversity/\)](http://www.rcuk.ac.uk/funding/diversity/)

Careers Network

- [intranet.birmingham.ac.uk/as/employability/careers \(https://intranet.birmingham.ac.uk/as/employability/careers/index.aspx\)](https://intranet.birmingham.ac.uk/as/employability/careers)

Personal Skills Award

- [intranet.birmingham.ac.uk/as/employability/psa \(https://intranet.birmingham.ac.uk/as/employability/psa/index.aspx\)](https://intranet.birmingham.ac.uk/as/employability/psa)

Childcare

- [Nursery and childcare facilities within the University \(/community/university-campus/facilities/nursery.aspx\)](/community/university-campus/facilities/nursery.aspx)
Note the Oaks nursery has a holiday club for children aged 4-8 years
Nursery fees can be taken from pay before tax via salary sacrifice: contact [Tony McKinley \(mailto:a.p.mckinley@bham.ac.uk\)](mailto:a.p.mckinley@bham.ac.uk) for details.

Guild of students

Volunteering activities that the students run include:

- **Selly Oak Play Scheme (SOPS)**
SOPS meet in The Underground in the Guild every Sunday morning, and offer activities to the children in the local community, promoting good relationships between the University and people from the local area. All the children are between 7 and 11 years old. Email: [sops@guild.bham.ac.uk \(mailto:sops@guild.bham.ac.uk\)](mailto:sops@guild.bham.ac.uk)
- **Saturday Morning Play Scheme (SMPS)**
Double award winning SMPS caters for children with behavioural problems and learning difficulties. The group organises a whole host of trip and activities for the children, who are all between the ages of 9 and 12.
Email: [smps@guild.bham.ac.uk \(mailto:smps@guild.bham.ac.uk\)](mailto:smps@guild.bham.ac.uk)

For staff

- [Childcare vouchers \(https://intranet.birmingham.ac.uk/hr/benefits/offers/childcare-vouchers.aspx\)](https://intranet.birmingham.ac.uk/hr/benefits/offers/childcare-vouchers.aspx)
- [Flexible working and family support \(/staff/why-work-here/benefits/index.aspx\)](/staff/why-work-here/benefits/index.aspx)
- [Family leave guidance \(https://intranet.birmingham.ac.uk/hr/leave/family/index.aspx\)](https://intranet.birmingham.ac.uk/hr/leave/family/index.aspx)
- [Leave and attendance \(https://intranet.birmingham.ac.uk/hr/leave/index.aspx\)](https://intranet.birmingham.ac.uk/hr/leave/index.aspx)
- [Pay and benefits \(https://intranet.birmingham.ac.uk/hr/leave/family/index.aspx\)](https://intranet.birmingham.ac.uk/hr/leave/family/index.aspx)

Student parent/carer resources

- [Funding for students with children, carers and disabled students \(/undergraduate/fees/funding/parents.aspx\)](/undergraduate/fees/funding/parents.aspx)
- [UB Student support \(/undergraduate/support/index.aspx\)](/undergraduate/support/index.aspx)
- [UB Childcare facilities \(/undergraduate/support/nursery.aspx\)](/undergraduate/support/nursery.aspx)

Children's holiday activities and sport

- [UB Sport - Children's Activities \(http://www.sport.bham.ac.uk/page.aspx?sitesectionid=205&sitesectiontitle=Childrens%27+activities\)](http://www.sport.bham.ac.uk/page.aspx?sitesectionid=205&sitesectiontitle=Childrens%27+activities)
- [Active kids camps \(http://www.sport.bham.ac.uk/page.aspx?sitesectionid=294&sitesectiontitle=Active+kids+camps\)](http://www.sport.bham.ac.uk/page.aspx?sitesectionid=294&sitesectiontitle=Active+kids+camps)
- [School holiday childcare \(King's Camps\) \(http://www.kingscamps.org/\)](http://www.kingscamps.org/) - UoB employees get a 15% discount

External links

- [Tax credits \(http://www.hmrc.gov.uk/TAXCREDITS/\)](http://www.hmrc.gov.uk/TAXCREDITS/) (for working parents etc)
- [Care-4 website \(https://www.care-4.co.uk/\)](https://www.care-4.co.uk/) - fully managed electronic childcare voucher scheme

