



Athena SWAN Charter

The Athena SWAN Charter promotes and rewards good employment practice in the recruitment, retention and progression of female academics in Science, Technology, Engineering, Maths and Medicine (STEMM). The University joined the Charter in March 2011 and holds a Bronze Athena award.

Our latest Athena awards

The Schools of Chemistry, Civil Engineering, Mathematics and Chemical Engineering have all achieved Bronze Athena SWAN Charter awards.

The awards recognise the commitment made by those Schools to improving the recruitment, retention and progression of female academics in STEMM.

Our Other Schools

The Schools of Computer Science, Electronic, Electrical and Systems Engineering, Metallurgy and Materials, and Mechanical Engineering are all working towards their bronze award applications in November 2014.

The School of Physics and Astronomy has achieved the **Institute of Physics Juno Practitioner Status** (<http://www.iop.org/policy/diversity/initiatives/juno/>). This award recognises that the School has taken action to address the under-representation of women in university physics and to encourage better practice for both women and men.

Athena SWAN Charter principles

- Addressing gender inequalities requires commitment and action from everyone, at all levels of the University.
- Tackling the unequal representation of women in science requires changing cultures and attitudes across the University.
- The absence of diversity at management and policy-making levels has broad implications which the University will examine.
- The high loss rate of women in science is an urgent concern which the University will address.
- The system of short-term contracts has particularly negative consequences for the retention and progression of women in science, which the University recognises.
- There are both personal and structural obstacles to women making the transition from PhD into a sustainable academic career in science, which require the active consideration of the University.

Athena contacts

- School of Chemistry – **Professor Zoe Pikramenou** (<http://www.birmingham.ac.uk/staff/profiles/chemistry/pikramenou-zoe.aspx>)
- School of Chemical Engineering - **Ms Lisa-Mari Winnall** (<http://www.birmingham.ac.uk/staff/profiles/chemical-engineering/winnall-lisa-marie.aspx>)
- School of Civil Engineering – **Professor Miles Tight** (<http://www.birmingham.ac.uk/staff/profiles/civil/tight-miles.aspx>)
- School of Computer Science – **Professor Andrew Howes** (<http://www.cs.bham.ac.uk/about/people/Andrew%20Howes>)
- School of Electronic, Electrical and Systems Engineering - **Dr Peter Gardner** (<http://www.birmingham.ac.uk/staff/profiles/eece/gardner-peter.aspx>)
- School of Mathematics - **Dr Susana Gutierrez** (<http://www.birmingham.ac.uk/staff/profiles/math/gutierrez-susana.aspx>)
- School of Mechanical Engineering – **Dr Raya Al-Dadah** (<http://www.birmingham.ac.uk/staff/profiles/mechanical/aldadah-raya.aspx>)
- School of Metallurgy and Materials - **Dr Stephen Kukureka** (<http://www.birmingham.ac.uk/staff/profiles/metallurgy/kukureka-stephen.aspx>)
- School of Physics and Astronomy – **Dr Nicola Wilkin** (<http://www.birmingham.ac.uk/staff/profiles/physics/wilkin-nicola.aspx>)

For further information about the awards visit the **Athena SWAN website** (<http://www.athenaswan.org.uk/>).