

# Athena SWAN Bronze Submission AACME2020

## Summary for Human Resources Committee

### Introduction

AACME has used the feedback and learning from an unsuccessful application for an Athena SWAN Silver award in 2016 to strengthen its bid for a Bronze award, with a submission date of 20 May 2020. The bid has been prepared by a Self-Assessment Team (SAT) selected from a broad range of academic, student and support staff roles, with various levels of seniority and with a balance of gender. The SAT is led by the Dean, Professor Chris Rielly, with Tom Carslake (Operations Manager) and Martin White (Projects Manager) supporting the bid writing. The School is finalising its EDI Action Plan and sees the Athena SWAN submission and action list as an integral part of its wider people strategy.

**Institutional Support**

Several of our actions will need involvement with HR and other support services. Specifically, we would like to implement a better exit interview process for academic staff and RAs and would like to work with HR to implement this.

**Action Plan**

The Action Plan is now about 70% complete (delayed due to Coronavirus) but is attached for reference.

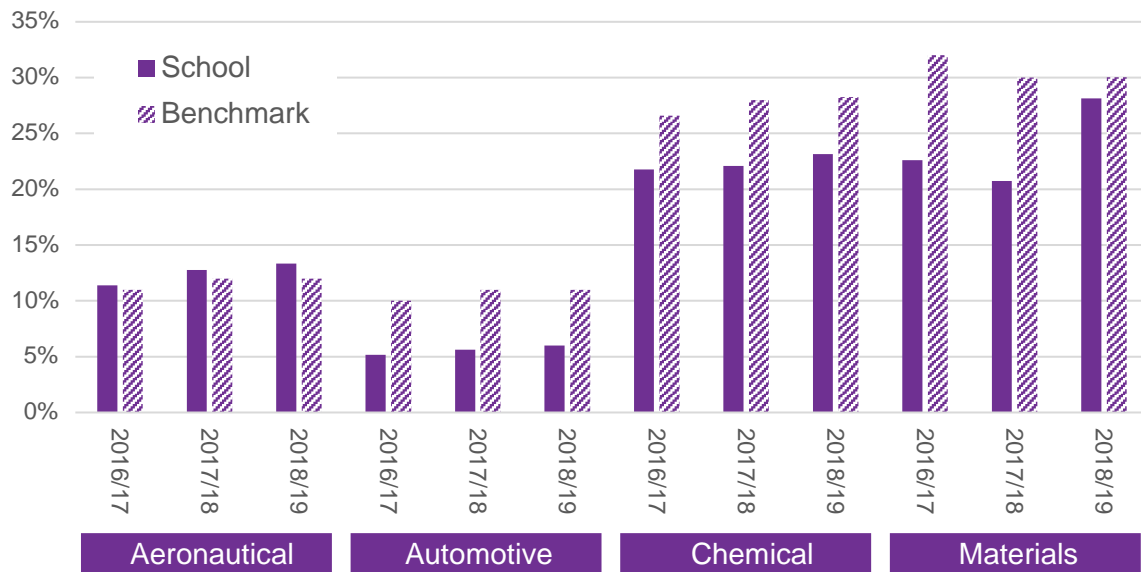


Figure1 Percent women in fulltime UG study by programme and year vs national benchmarks

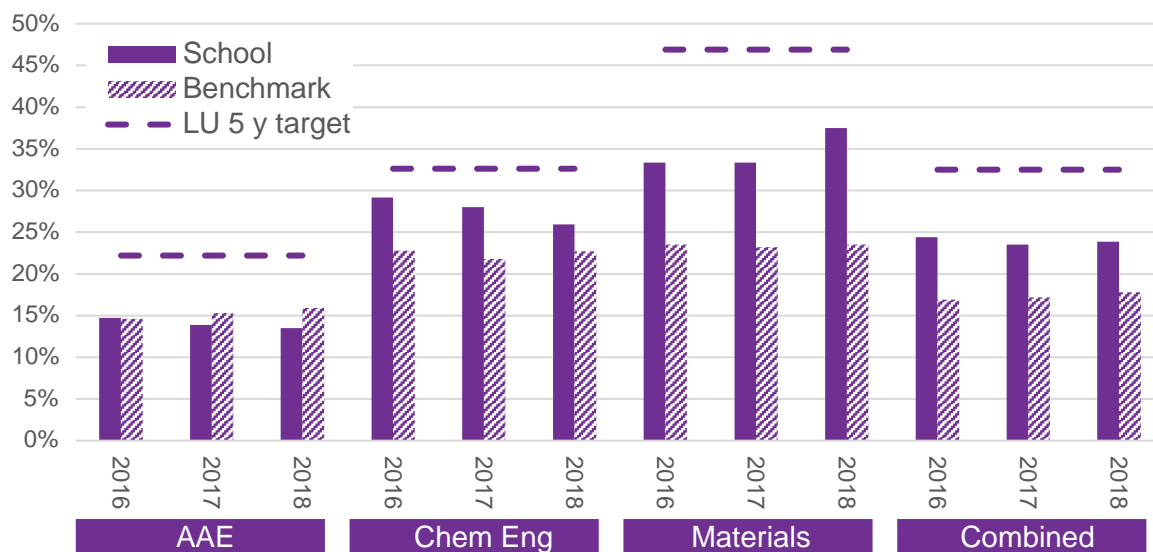


Figure2 Percent women RTE staff by department and combined for the whole school, compared with national benchmarks and LU 5 year discipline based targets