



Project JUNO Workshop

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Current Status

- Initiated meetings with staff and students (these were not well attended)
- Formed Gender Equality Committee from Athena-SWAN working group
- Gathered statistics





Summary of Departmental representation, summer 2008			
Level	% Female		
		Dept	National (2006/07 from IOP report)
Undergraduate		18	23
MSc		33	
Postgraduate		20	23
Research staff		15	13.6
Academic staff (total)		17	
of which:	Total		
Lecturer	8	25% (2)	19
Senior Lecturer	4	25%(1)	8.1
Reader	6	17% (1)	
Professor	10	5% (0.5)	4.7



Current Status

- Initiated meetings with staff and students
- Formed Gender Equality Committee from Athena-SWAN working group
- Gathered statistics
- Worked through self-assessment
- CONCLUSIONS:
 - Department already in good position but some changes necessary.
 - Conclusion supported by recent University-wide staff survey results.

Good practice



- ✓ Had flexible working hours for 15 years
- ✓ Annual performance review for all staff
- ✓ Collegiality and accessibility to line managers (benefit of small department)
- ✓ ‘group’ meetings with HoD
- ✓ Mentoring and reduced workload for new academics
- ✓ Job-share and part-time working
- ✓ Athena/JUNO statement in job adverts



Recent activities

- Requested suggestions for female external examiners
- Termly PDRA meeting with HoD
- Changed staff contract to work one day at home each week for caring responsibilities.
- HoD to hold all academic APRs
- One recent PDRA appointment awarded to married couple as job share.



Future activities

- GEC to meet termly and report to BoS once a year
- Female role models (difficult in small department)
- Career support for PDRAs
- Develop international network to advertise posts
- Improve match between mentor and mentee



Thank you
for your attention.