“Being a Juno Champion sends the message that we are constantly working towards improving.”

Dr Lyndsay Fletcher
University of Glasgow

The award of Juno Champion is made when a physics department or school provides evidence that they have embedded the Juno principles across the whole department or school and that the work they are doing is having an impact.

These guides have been developed to provide practical advice and examples to help you, as a department or school of physics, to achieve your goal of Juno Champion.

We have developed a series of Information Sheets that provide information and advice about the Champion process.

Alongside this, we have developed a series of good practice guides. The first set covers each of the five Juno principles in turn, highlighting good practice extracts from our current Champion departments. These are designed to help you articulate and evidence how you have embedded the Juno principles in your department or school. All of these examples of good practice have been successfully implemented in physics departments or schools. The second set will cover specific areas of good practice in more depth and we will add to these over time to build a comprehensive resource for you as a physics department when implementing Juno or Athena SWAN.

The information is presented in a way that is easy to access and comprehend, so that you can choose whatever guide suits your current needs most. You can read them in any order.

We recognise that each department will be at a very different point on their Juno journey. Likewise, each of our current Juno Champions has a very different profile and had differing circumstances to address when submitting for Juno Champion. Some Champion departments are small, and could easily demonstrate how well communication worked on an informal level across the whole department; however, these departments also had to evidence how they formalised procedures. Some Champion departments are very large and, while they had the benefit of larger and more visible numbers of women and a higher level of resources for Juno activities, they had to evidence how Juno was embedded across the whole department, sometimes in complicated group structures. Some of our Champion departments had, or still have, very low numbers of women, and had to evidence how their efforts were making a difference in a time of austerity, with recruitment freezes and little staff movement across the higher education sector.

The one thing that all of our Champions have in common is the determination to embed the Juno principles from the highest levels of the department down, and the most junior levels up. They demonstrated how they engaged the whole department in their Juno work and how everyone, not just the female staff, were benefitting from both practical changes to policies and procedures, and genuine departmental culture change. Our Juno Champions were not afraid to try new initiatives to decide what was going to work for them and what they still needed to improve.

Throughout the Champion process, emphasis is placed on physics action and departmental change, so it is crucial that your data, both qualitative and quantitative, your work to embed the principles and the action plan are physics-specific, and involve action across the whole department. Where you are using central university policies, it is important that you identify the impact of these at the departmental level.

For example, if it is a university requirement that all interviewees have undertaken equality and diversity training, you should comment on how you ensure that this happens in your department. Your department may go beyond the minimum...
expected by the university and it is important that you highlight where this happens.

We are aware that some departments continue to have issues around accessing central data in a format that is meaningful to them and we would advise any department in this position to talk to their senior management about the importance of such data sets in both Juno and Athena SWAN applications.

There are many ways that you can evidence how the principles are having an effect in your department. Much of this will be qualitative as changes to baseline data may take many years.

You can use a variety of methods, including (but not limited to): the results of annual staff surveys; surveying staff on a particular issue (such as a new policy or procedure); asking for informal feedback from particular groups of staff (e.g. senior managers, women, research assistants), organising focus groups to discuss a particular issue in more depth; or implementing a way of identifying common issues raised during appraisal or promotion processes. Important considerations when evidencing impact include thinking about the added value of what you have done. Have there been unexpected positive outcomes as a result of implementing something new? There may also have been unintended consequences and addressing these is an important part of your application.

The IOP Diversity Team is here to support you through all parts of the process of applying for Champion. We can:
- put you in touch with other similar departments so that you can network and share issues, good practice or concerns;
- provide a buddy or mentor from a Champion department who can attend some of your Juno Committee meetings and help you move forward on some issues;
- come and talk to your Juno Committee informally about Juno and the processes required;
- provide advice, guidance and feedback on draft applications and/or action plans;
- develop further national data sets or good practice guides as requested.

Not only will all the advice and guidance help you with your Juno journey, but you can use it to further your Athena SWAN ambitions too.

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