

Athena SWAN College Meeting 28 June 2021

Imperial College London

Present:

Professor Stephen Curry	(SC)	Chair, Assistant Provost (EDI)
Dr Anna Barnard	(AB)	Chemistry
Mr Rob Bell	(RB)	Equality, Diversity and Inclusion Centre
Dr Jaclyn Bell	(JB)	Computing
Professor Joao Cabral	(JC)	Chemical Engineering
Dr Liz Elvidge	(LE)	Head of Postdoc and Fellows Development
Ms Sapna Halder	(SH)	School of Public Health
Professor Hector Keun	(HK)	Surgery & Cancer
Dr Katharina Kressig	(KK)	Earth, Science & Engineering
Dr Sam Krevor	(SK)	Earth, Science & Engineering
Dr Nick Linton	(NL)	Bio-engineering
Mrs Anne Kelly	(HR)	Human Resources
Professor Clare Lloyd	(CL)	Faculty of Medicine
Professor Aimee Morgans	(AM)	Mechanical Engineering
Dr Thrishantha Nanayakkara	(TN)	Dyson School of Design Engineering
Professor Catherine O'Sullivan	(CO)	Civil and Environmental Engineering
Dr Kenji Okuse	(KO)	Life Sciences
Mr Christopher Peters	(CP)	Surgery & Cancer
Professor Jeremy Pitt	(JP)	Electrical & Electronic Engineering
Dr Maria Ribera-Vicent	(MRV)	Aeronautics
Professor Alessandra Russo	(AR)	Computing
Mr Vahid Shahrezaei	(VSh)	Mathematics and Faculty of Natural Sciences
Dr Jessica Strid	(JS)	Immunology & Inflammation
Dr John Tregoning	(JT)	Infectious Diseases
Mrs Karen Twedde	(KT)	Business Studies
Mrs Jacalyn Murphy	(JDM)	(Minutes) EA to Chair, Assistant Provost (EDI)

Apologies:

Professor Ferdinando Rodriguez y Baena	Mechanical Engineering
Dr Daniela Fecht	School of Public Health
Dr Kim Jelfs	Chemistry
Dr Eric Kerrigan	Electronic & Electrical Engineering
Professor Sara Rankin	NHLI
Professor John Seddon	Chemistry
Professor Christian Speck	Institute of Clinical Sciences MRC LMS

	Agenda Item	Action
1.	Introductions and apologies	
	SC welcomed all to the meeting and Thrishantha Nanayakkara, Dyson School of Design Engineering, to his first meeting who introduced himself.	

2.	Minutes of last meeting held on 23 February 2021 and matters arising (Paper 2)	
2.1	There is not expected to be any impact on Imperial's commitment to the Athena SWAN award following the government's consultation on plans to reduce bureaucracy on research in the UK.	
2.2	SC has submitted a query on the Carers support fund when attending events and will follow up.	SC
2.3	The Director of HR is aware there is an issue around the provision of and demand for EDI training. This has been raised at EDI Strategy Group and is being addressed in part through the REC action plan.	
3.	Implementing Athena SWAN action plans (Karen Tweddle, Business Studies)	
	<p>KT provided a presentation on implementation of the Athena SWAN action plan for Business Studies. KT holds a small monthly group meeting which monitors the whole of the action plan and has introduced key performance indicators. The Self-Assessment Team (SAT) was disbanded and split into working groups. This provided more engagement and focus than the original larger group meetings.</p> <p>KT also writes an annual report and keeps an open document to capture information under the Athena SWAN umbrella, and will share this document with the presentation slides.</p> <p>SC thanked Karen for her excellent presentation providing very useful information to others and asked for a volunteer for the next meeting to continue this agenda item of learning from other departments.</p>	KT
4.	Effectiveness of undergraduate curriculum changes in terms of their inclusivity (Kim Jelfs, Chemistry) (Paper 03)	
	<p>AB commented as part of Chemistry's curriculum review to be inclusive, they will conduct a survey on the inclusivity of their students and asked for suggestions on questions to ask undergraduates.</p> <p>A discussion followed on the challenges of inclusivity in the curriculum for both gender and ethnic minorities. AM noted that in Mechanical Engineering, with 80% male staff, they had useful feedback from town hall meetings. Business Studies run an inclusive course and have annual teaching excellence awards. SC commented that there is a work in progress on designing inclusive curricula at Imperial College. Hailey</p>	

	Smith, Head of Strategic Projects and Operations, Education Office, has been liaising with departments.	
5.	Briefing on upcoming changes to the Athena SWAN Charter (Rob Bell) (Paper 04)	
	<p>RB described the likely upcoming changes to the Athena SWAN charter which will be announced on 30th June.</p> <p>Update 26/7/21:</p> <p>The transformed UK Athena Swan Charter Advance HE (advance-he.ac.uk)</p> <p>RB commented there are new principles focused on caring responsibilities and work-life balance, and recognising and rewarding gender equality work. The transformation also represents a move away from the word “impact”, to “demonstration of progress” for silver and gold award; evidence of success from earlier action plans will be required. Going forward, applicants will be asked to identify a small number of priorities for action planning; actions must still be SMART. There will be a mandatory departmental culture survey with 6 or 7 core questions.</p> <p>In reply to a question from MR-V if we should show actions not achieved, RB commented if an action is complete but there is no change in the data, it should be determined if there is an issue to solve and then decide new priorities.</p> <p>TN asked how to deal with sensitive data in gender equality and promotions. RB replied information could come from the culture survey. TN will have a discussion offline with SC and RB.</p> <p>JC commented Mechanical Engineering reviews everyone annually including staff who have not put themselves forward for promotion. The Royal Academy of Engineering have collated data on gender pay gaps and it would be useful to access the department’s data on equal pay. RB commented that he does not expect Advance HE to ask for data on equal pay at departmental level. SC reported the College has now committed to publishing the pay gap reports for both gender and ethnicity.</p> <p>https://www.imperial.ac.uk/human-resources/pay-and-pensions/pay-initiatives/2020-gender-pay-gap-report/</p> <p>SC attends Provost Board meetings who are discussing an action plan on gender pay gaps and SC will report the outcome at the next Athena SWAN meeting.</p>	SC
6.	Confidentiality Agreements – Ann Kelly, Head of College Employee Relations	

	<p>AK joined the meeting to provide details of the process on confidentiality agreements, which arose as a query from a previous Athena SWAN meeting.</p> <p>AK reported that the College primarily use Settlement Agreements (SAs) when staff are made redundant to settle the employment relation between both parties and to avoid any legal claims in employment claims of unfair dismissal. Staff who are issued with SAs must seek legal advice (which is subsidised in part by the College). The agreement is between both parties and staff receive more than the statutory redundancy. The College do not use Non-Disclosure Agreements (NDAs). Settlement agreements can include confidentiality clauses but these are used primarily to keep financial details and/or business or research information from the public domain; no other disclosure is prevented.</p> <p>AK commented the details are not on the College website, but can be added.</p> <p>CP asked if a staff member has chosen to leave their post would it be made under the same terms. AK commented there is no compulsion for anyone to sign; in signing they receive above the statutory amount and when they seek legal advice that would be explained. SC thanked AK for explaining the process.</p>	<p>AK</p>
<p>7.</p>	<p>Any Other Business</p>	
	<p>SC congratulated four of the new Faculty of Medicine departments which have acquired their silver awards and NHLI, which secured a bronze.</p> <p>https://www.imperial.ac.uk/news/221433/four-athena-swan-silver-awards-faculty/</p> <p>Earth Sciences & Engineering have an application in process and the new Dyson department will be able to apply for their first award soon.</p> <p>SC thanked everyone for attending and their input.</p>	