

2024-25 EDI priorities for Department of Mathematics

Priority	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)	End of year review and update (RAG rated)
1. Athena SWAN submission	Working in a close team to prepare submissions, including regular attendance of FoNS working group and communication with Rob Bell	Priority for department. We have provisional data already, but will be obtaining more via surveys	HoD, EDI Leads, Athena Swan departmental coordinator	Submission due Mar 2026, full draft planned for end 2025, we will review progress every 2 months in 2025.	Successful renewal, also formative feedback from colleagues and across College	
2. Improving female student intake numbers	Regular discussions with HoD, management and admissions team to improve numbers. Some actions already taken: e.g., change of entry exam. More actions planned including reviewing entire admissions process.	The numbers have been sliding by year and are below UK averages (which are also sliding), so we are fighting against the tide but the department management is unified in our attempts to improve this.	HoD, management, admissions, EDI leads	Ongoing, this will be reviewed every term in management meetings and EDI meetings	Improved statistics, formative feedback from applicants and students on what we can do better	
3. Widening participation via internships and scholarships	Continued support and expansion of our internship programmes aimed at WP (see link), incorporating new internships for disadvantaged students in partnership with In2Science	These help with WP in both our UG and PGT/PGR programmes by providing financial support and research experience	Management, Outreach team, Admissions, EDI leads	Ongoing, this will be reviewed every term in management meetings and EDI meetings	Uptake of high-quality students on the programme, formative feedback from students on the experiences and how they helped	
4. Outreach activities	Continued support and expansion of our outreach activities , including in collaboration with the Imperial Maths School	These also help with WP and improving intake numbers (for example from female, see point 2)	Management, Outreach team, Admissions, EDI leads	Ongoing, this will be reviewed every term in management meetings and EDI meetings	Improved WP statistics, formative feedback from applicants on whether outreach contributed to their application.	