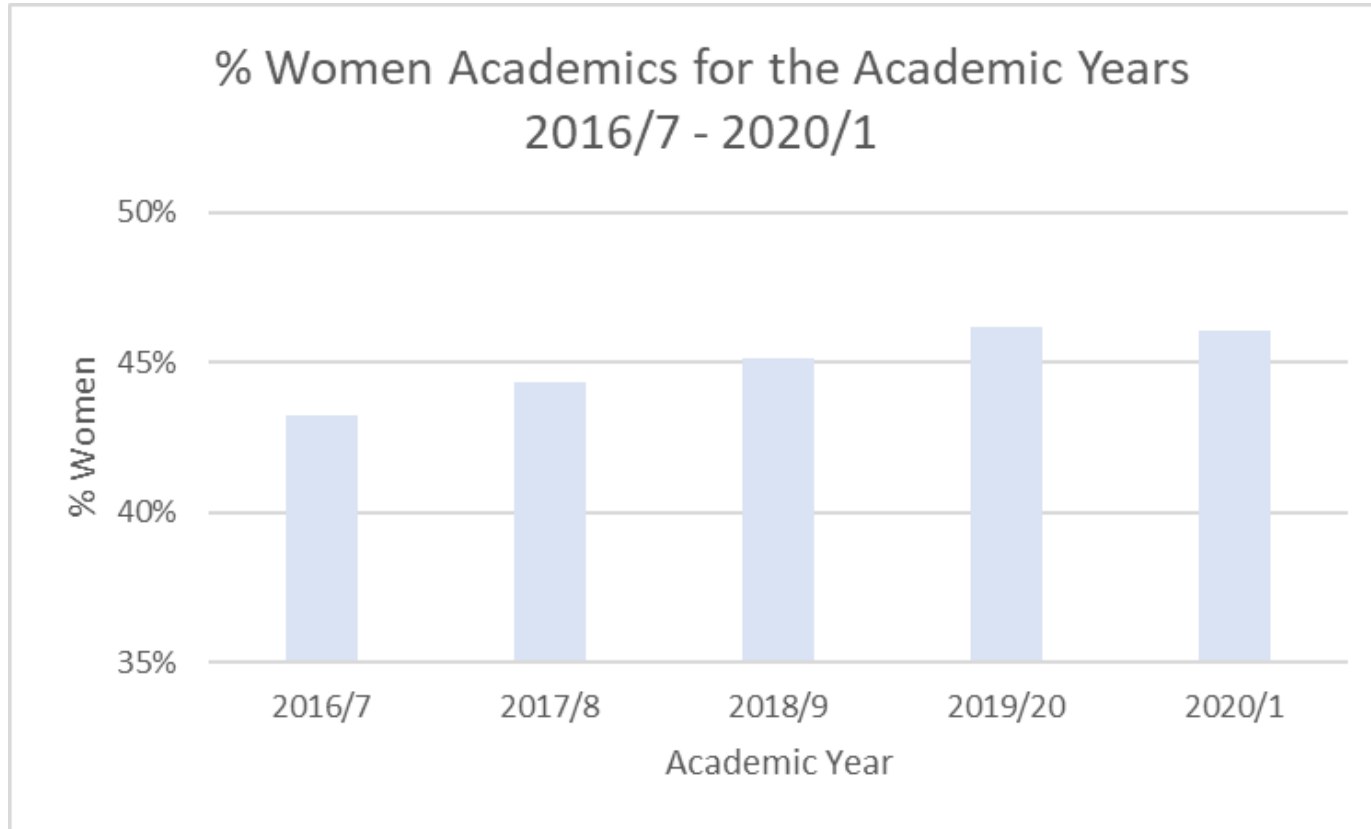


# Athena SWAN

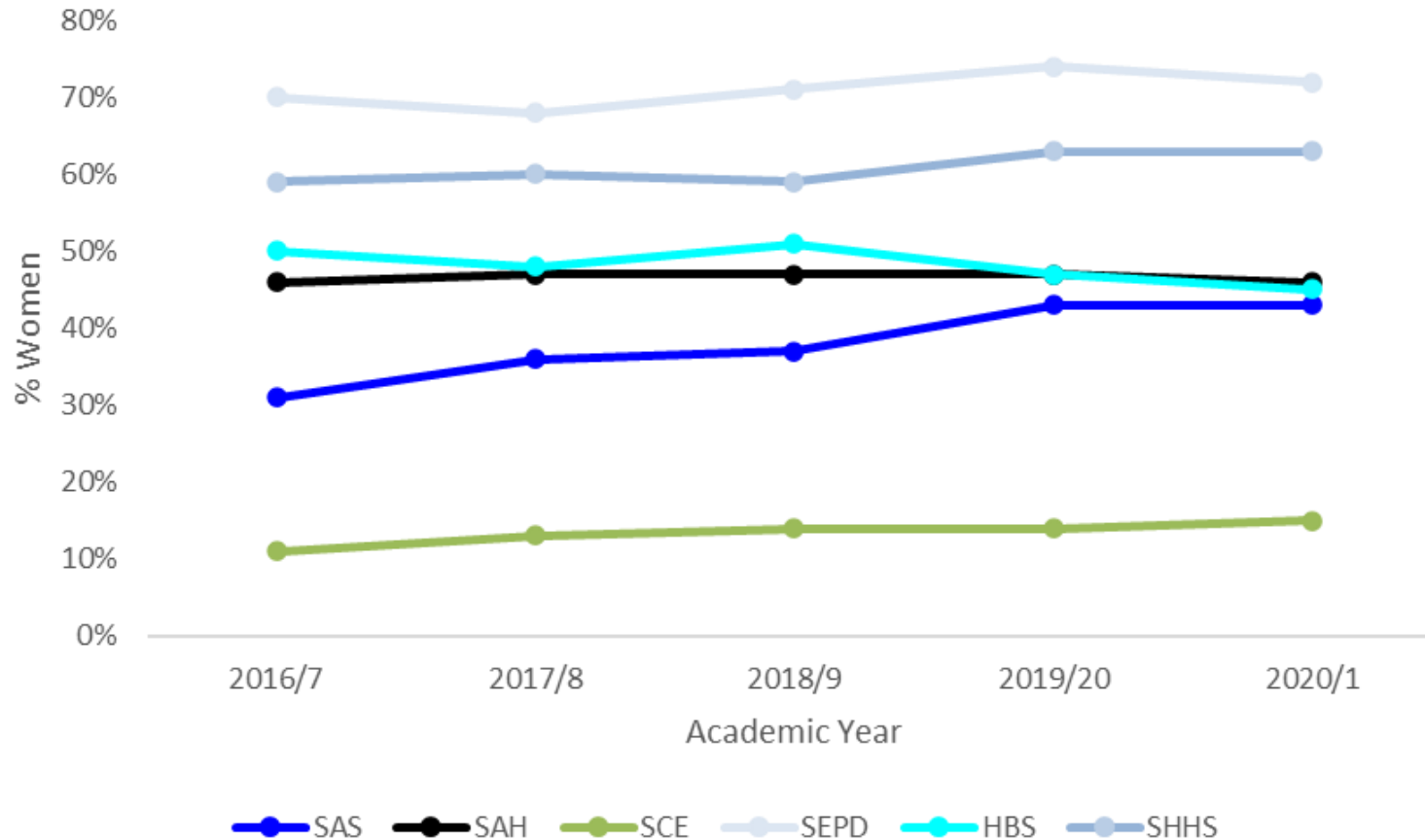
## Staff Gender Equality Data 2016-21

# Percentage of Women Academics

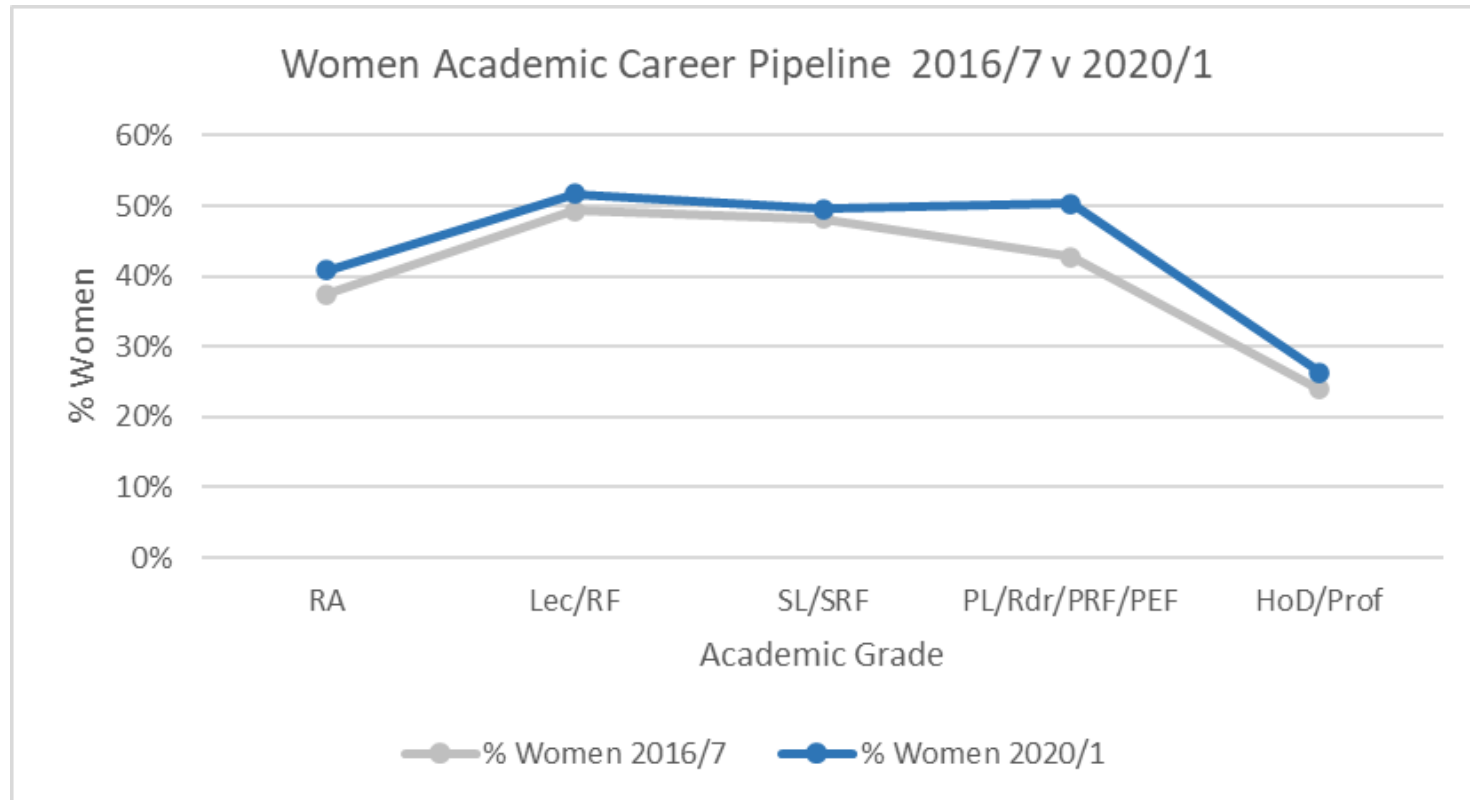


# Academic Staff by School

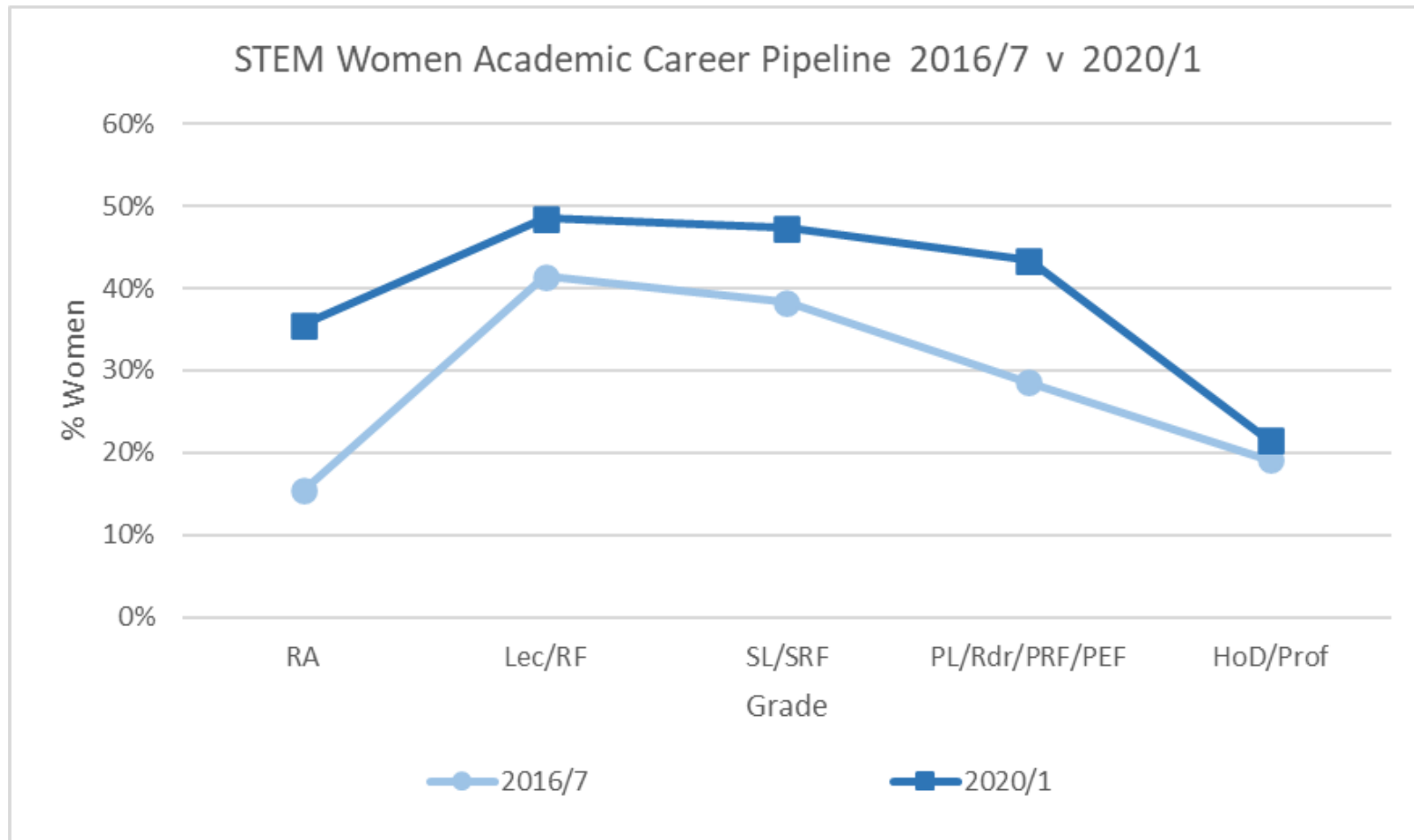
% Women Academics by School between 2016/7 and 2020/1



# Academic Career Pipeline

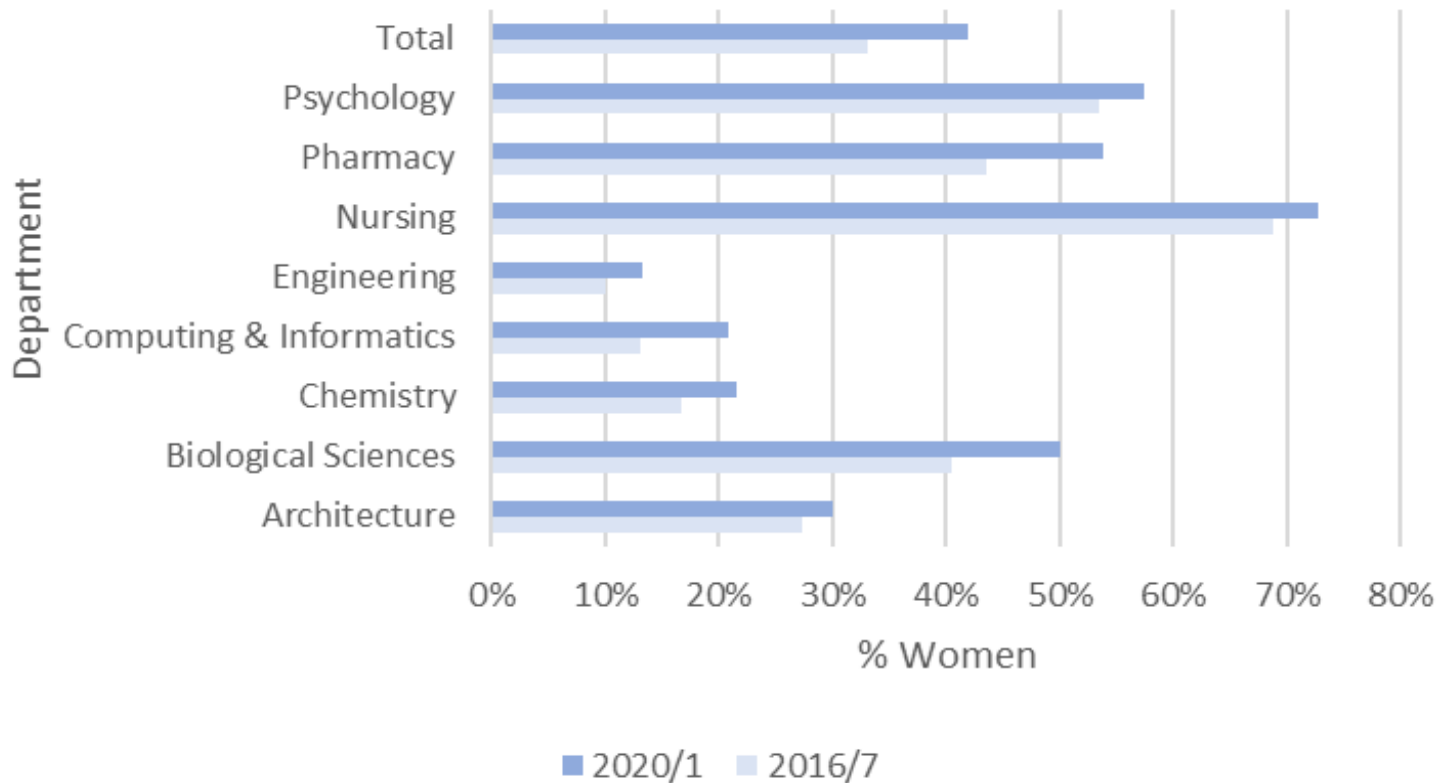


# STEM academic career pipeline

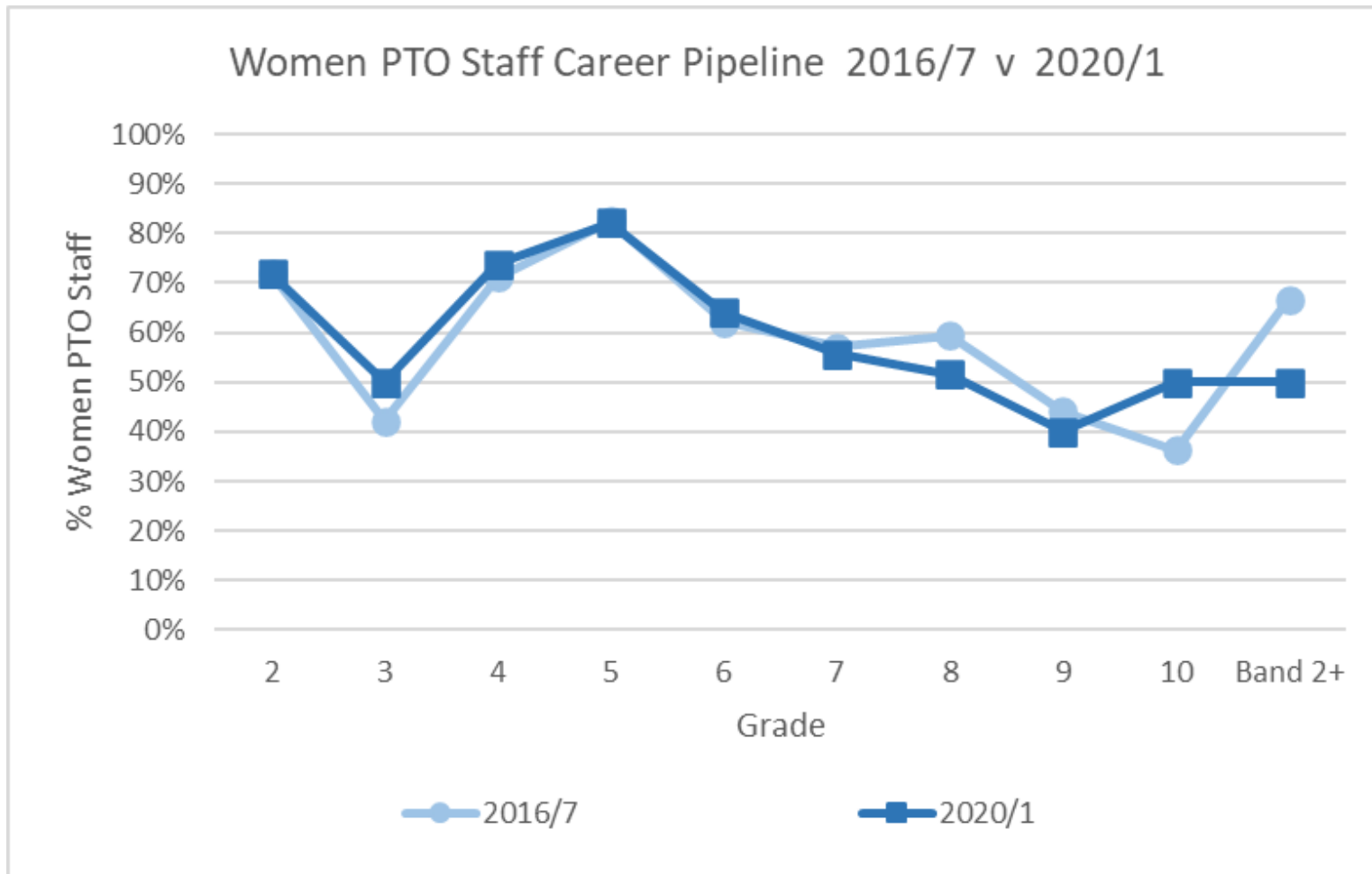


# STEM academic by department

% Women Academics by STEM Department  
2016/7 v 2020/1

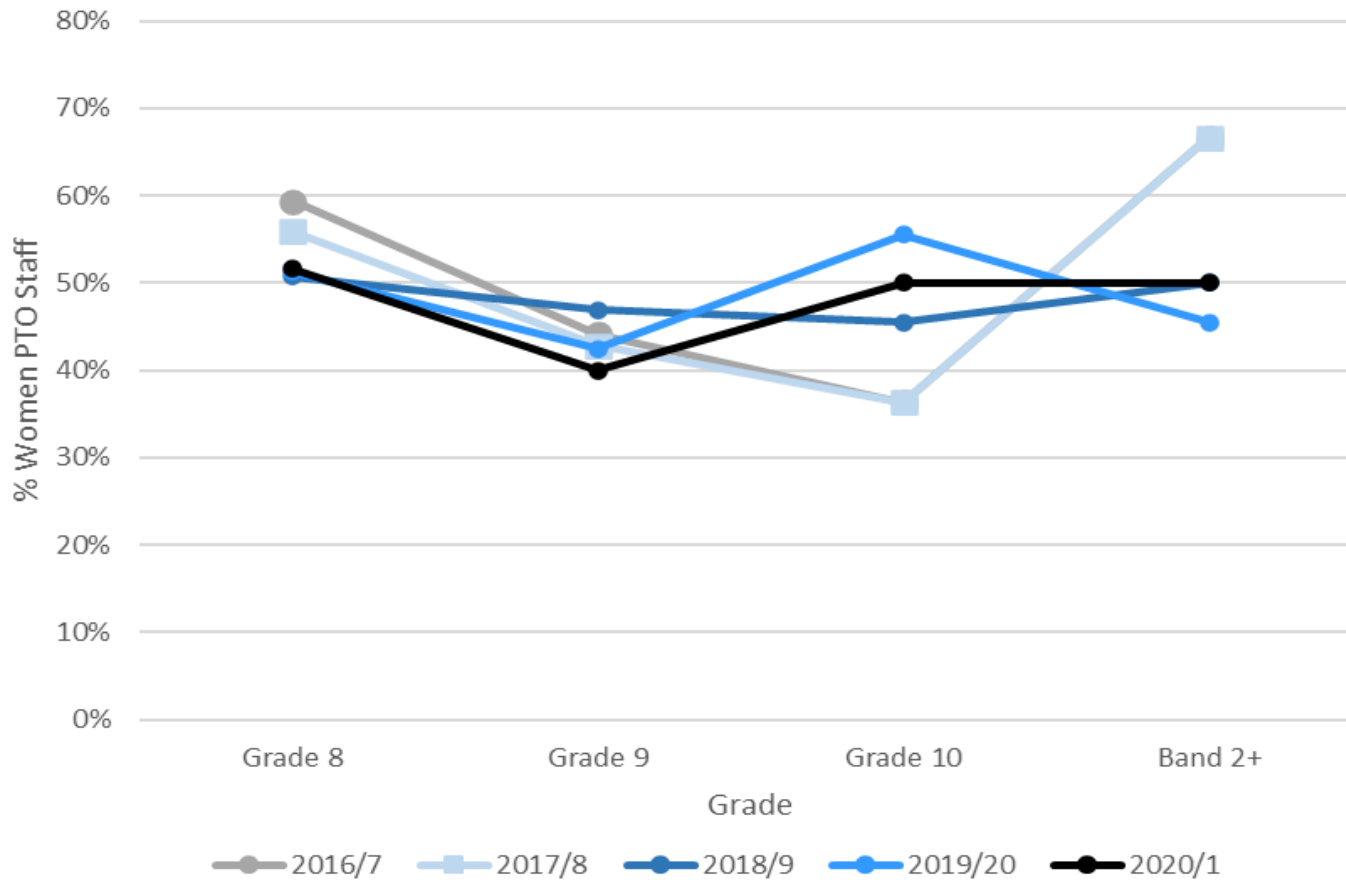


# PTO staff career pipeline



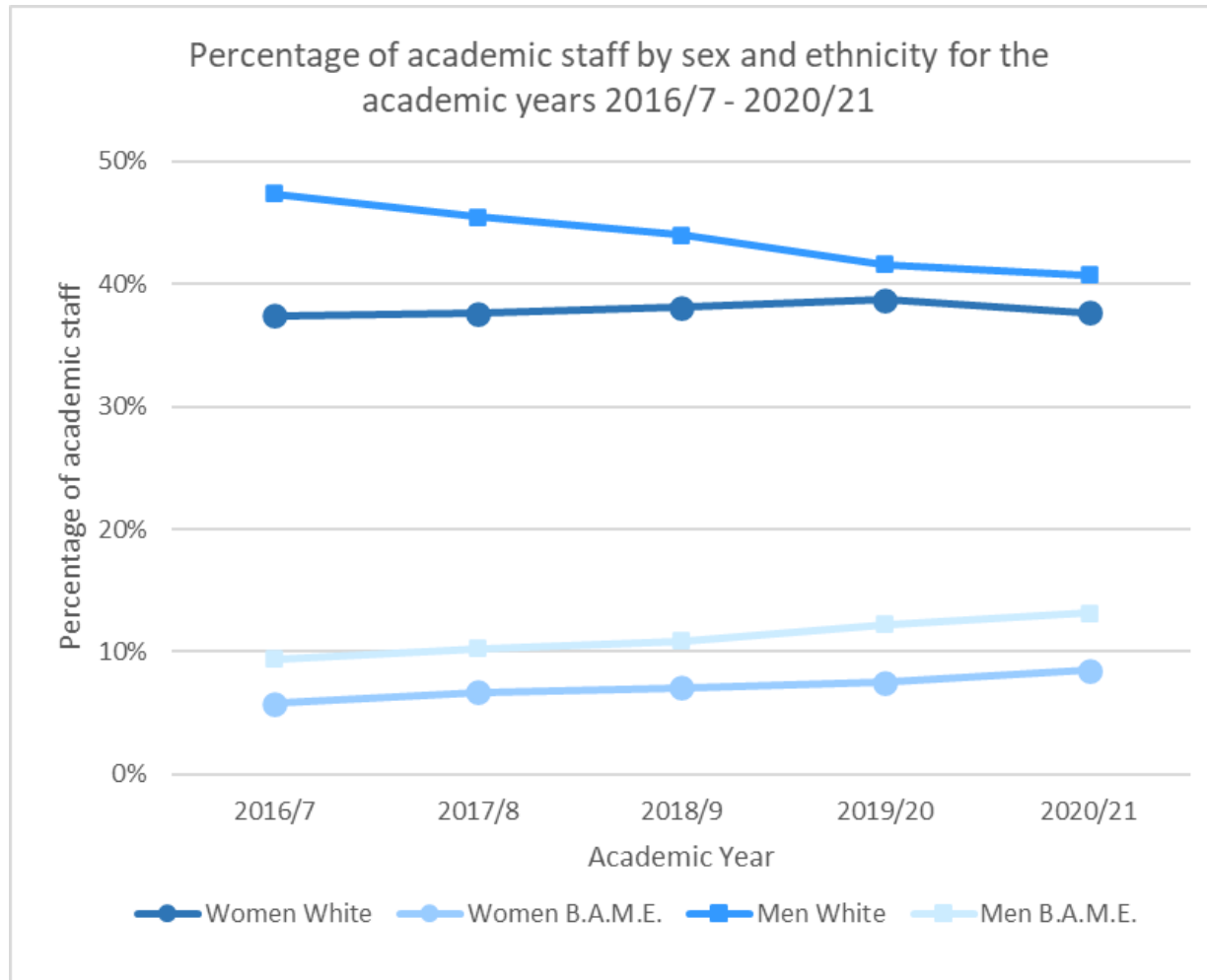
# PTO staff career pipeline grade 8+

Women PTO Staff Career Pipeline Grades 8 to Band 2+  
between 2016/7 and 2020/1

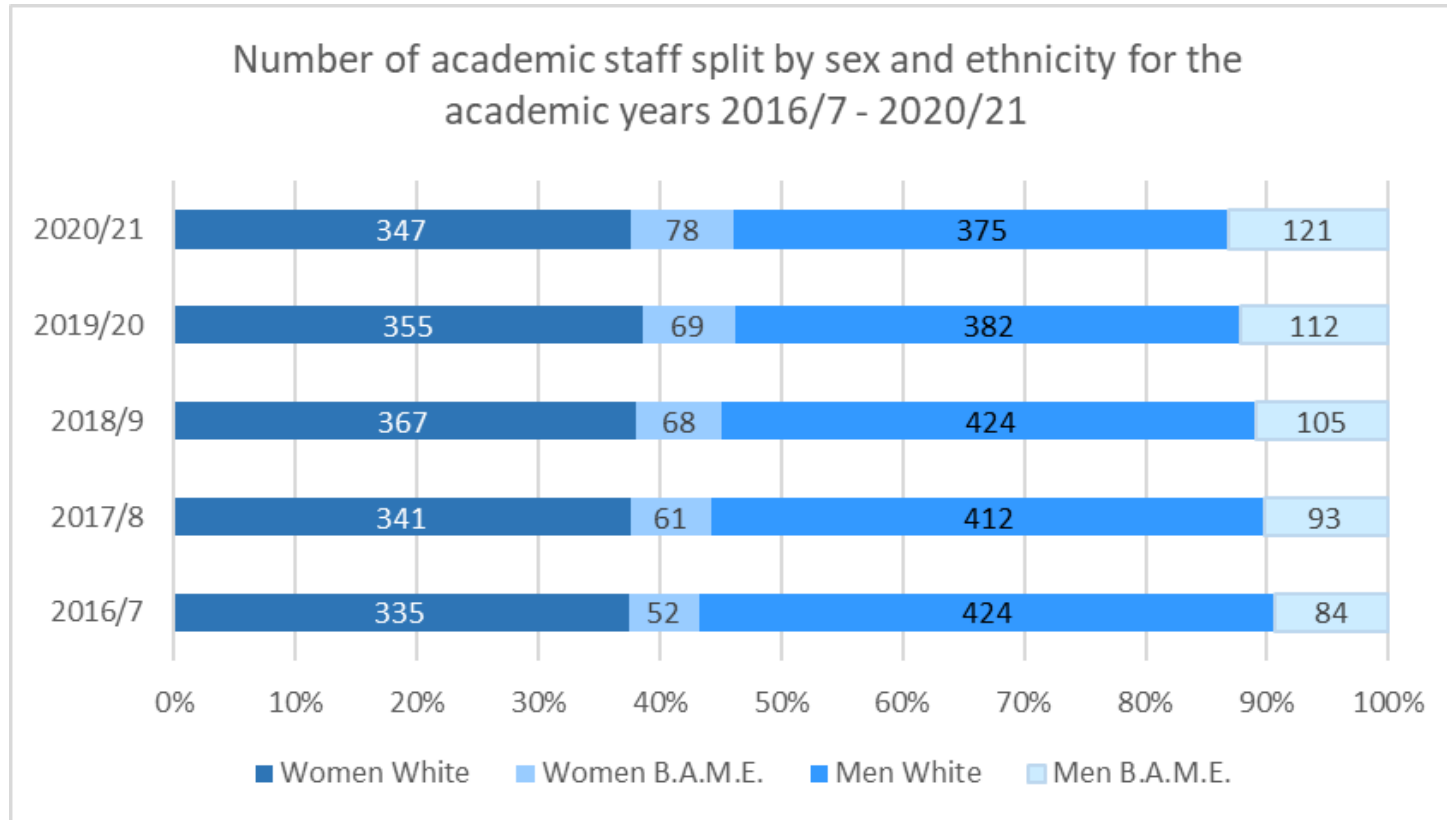




# Academic staff by sex & ethnicity



# Academic staff by sex & ethnicity



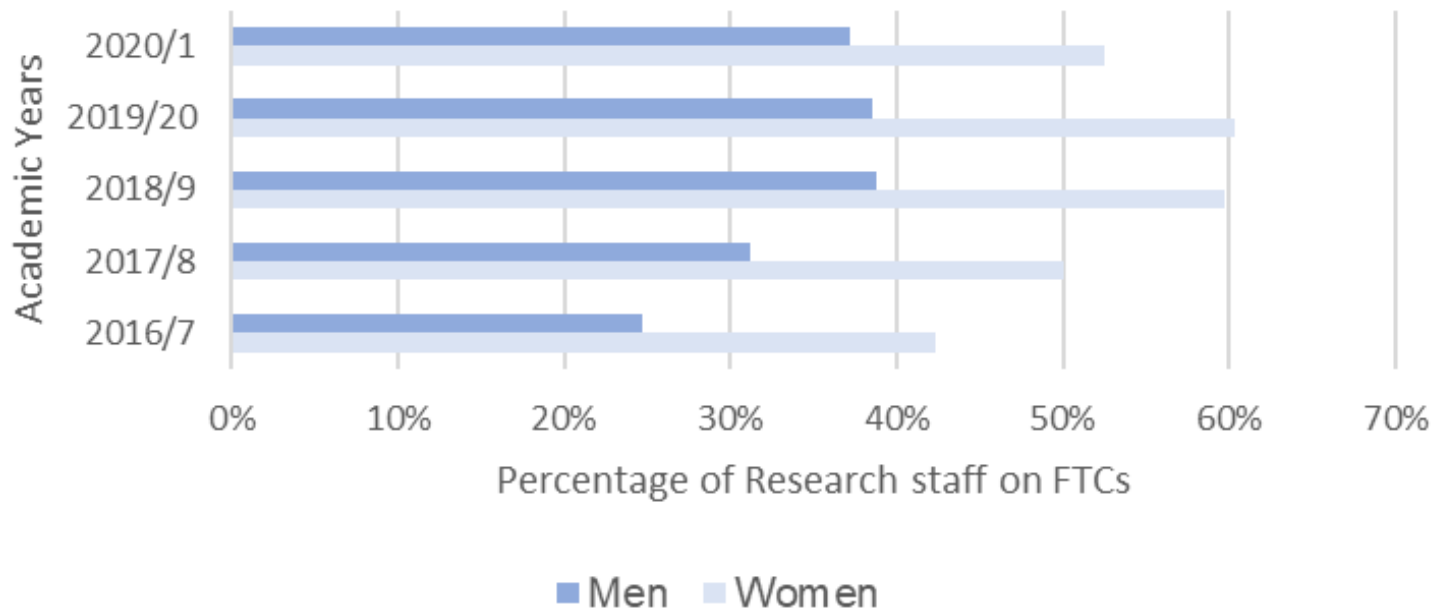
# Fixed Term Contracts (FTCs)

- For the academic years 2016/7 – 2020/1, for both men and women, the percentage employed on FTCs for academics (teaching and research) is less than or equal to 3%.
- For the academic years 2016/7 – 2020/1, the percentage of academic and research staff combined on FTCs has varied between 6% and 11% for women and 6% and 10% for men. For 2020/1 8% of women and 9% of men are on FTCs.



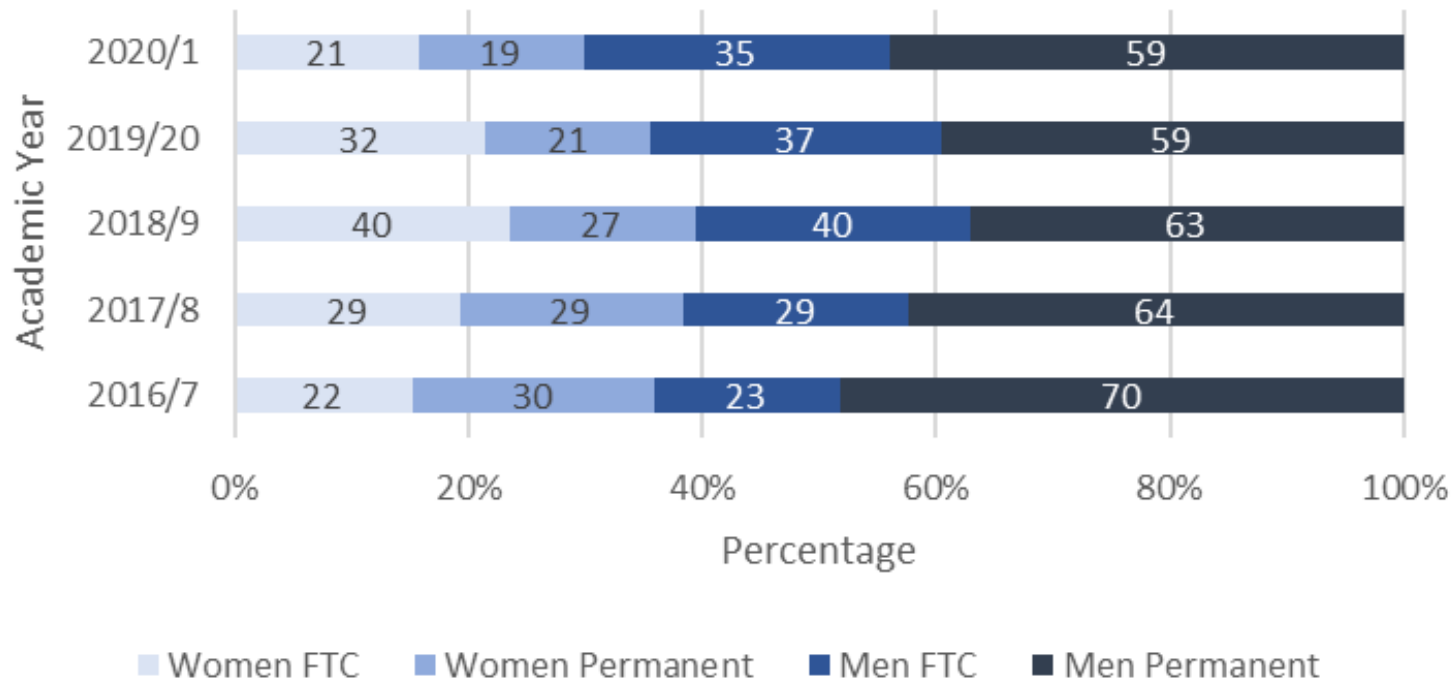
# Research staff on FTCs

The percentage of research staff on FTCs as a proportion of research staff of that sex for the academic years  
2016/7 – 2020/1



# Research Staff on FTCs

The number of research staff on FTCs and permanent contracts by sex for the academic years 2016/7 - 2020/1

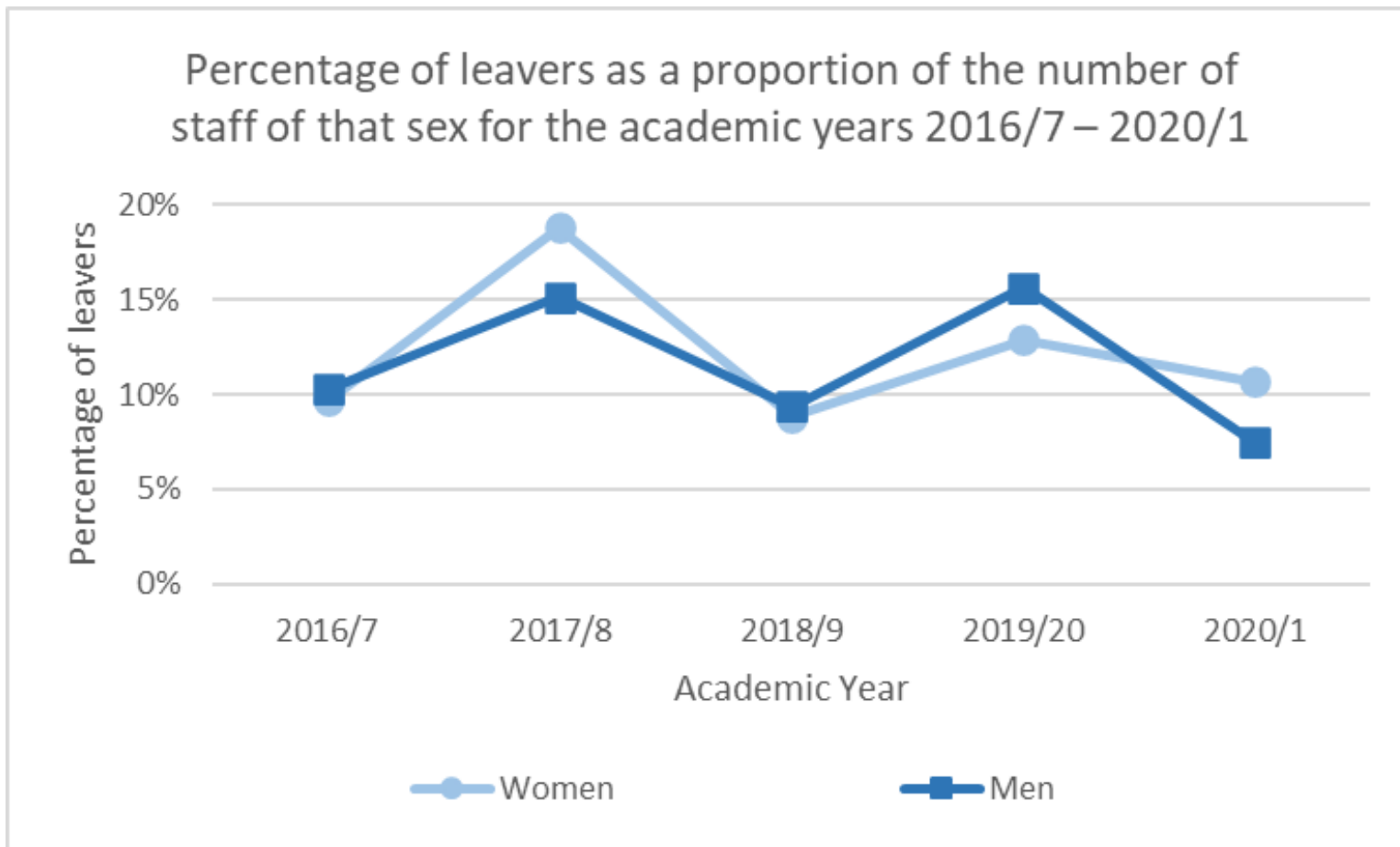


The percentage of professional, technical and operational (PTO) staff on FTCs as a proportion of PTO staff of that sex for the academic years 2016/7 – 2020/1

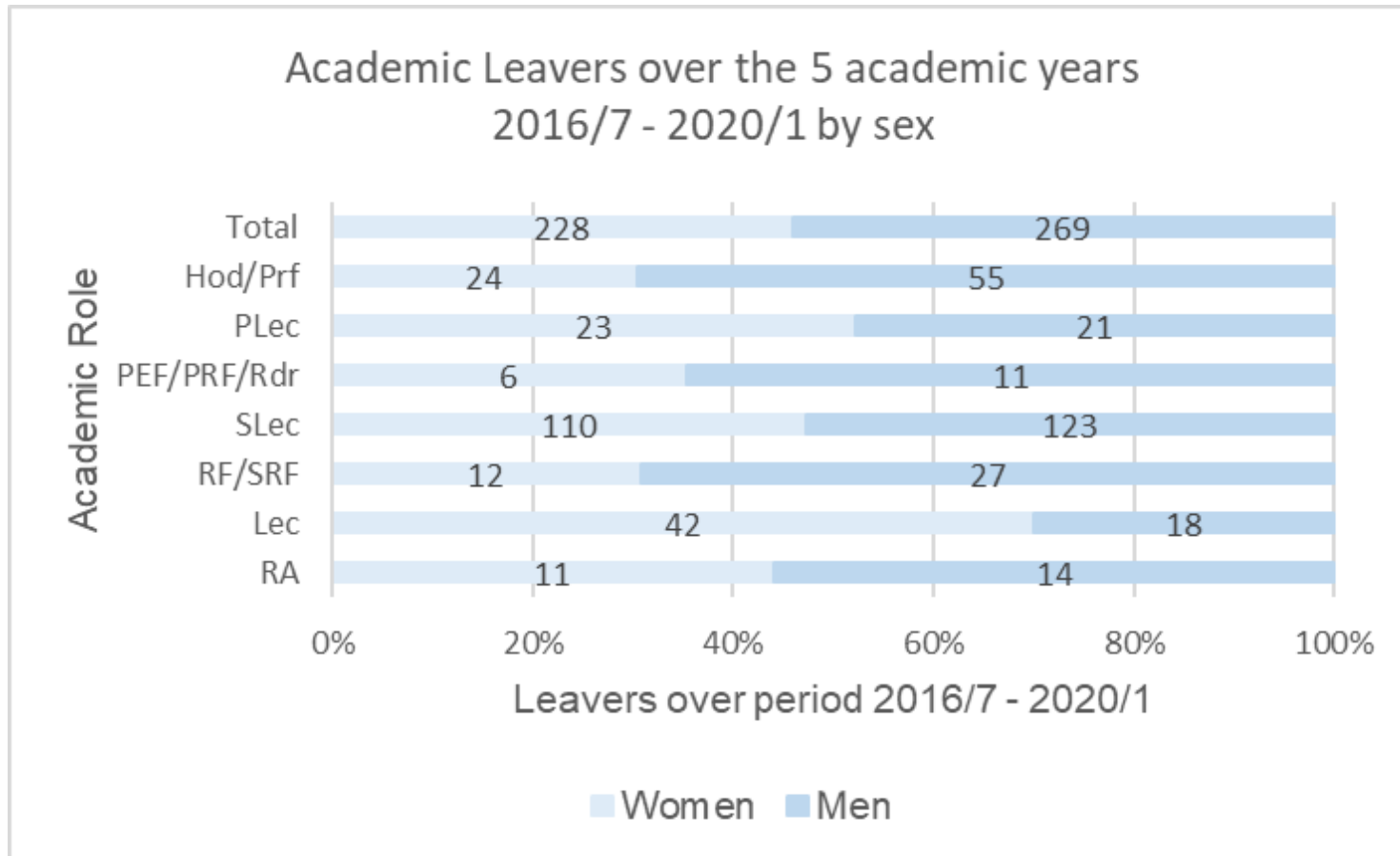
Year	%Women FTC	%Men FTC
2016/7	3%	2%
2017/8	3%	2%
2018/9	4%	4%
2019/20	4%	5%
2020/1	7%	13%



# Academic leavers by sex



# Academic Leavers by sex





Percentage pay difference for women in academic and research roles when compared to men for the academic years 2016/7 – 2020/1.

Grade	2016/7	2017/8	2018/9	2019/20	2020/1
<b>Professor (Band 2+)</b>	-4%	-6%	-10%	-12%	-8%
<b>Professor (Grade 10)</b>	1%	-1%	1%	1%	0%
<b>Head of Department</b>	7%	-7%	-6%	-8%	-6%
<b>Reader</b>	1%	-1%	-1%	-2%	1%
<b>Principal Enterprise Fellow</b>	-1%	-8%	-8%	-4%	-9%
<b>Principal Lecturer</b>	0%	-2%	-1%	-1%	-1%
<b>Principal Research Fellow</b>	1%	2%	4%	3%	6%
<b>Senior Research Fellow</b>	1%	-6%	0%	1%	1%
<b>Senior Lecturer</b>	1%	0%	-1%	0%	-1%
<b>Research Fellow</b>	0%	1%	2%	3%	-1%
<b>Lecturer</b>	0%	0%	1%	0%	1%
<b>Research Assistant</b>	0%	-1%	-1%	1%	3%

Statistically significant pay differences are shaded in the above table.

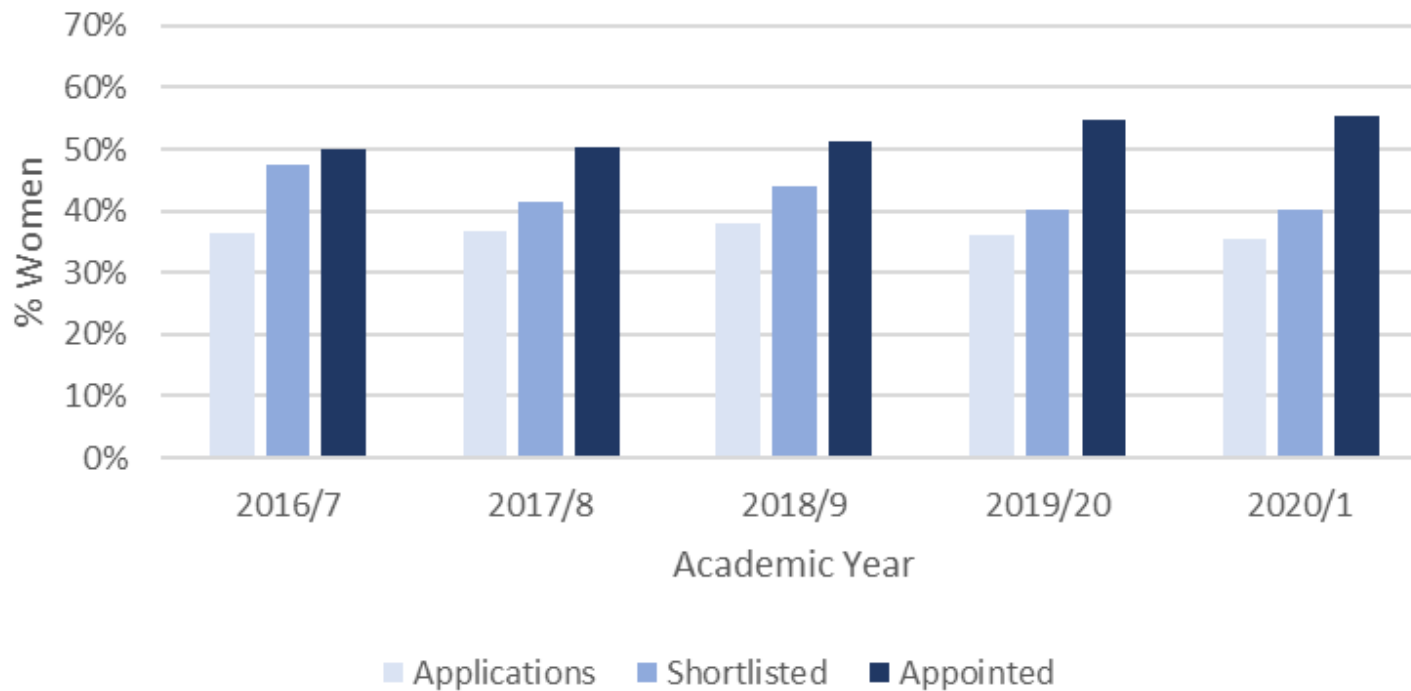
## Notes:

- The pay gap variance is not considered statistically significant if less than 5%.
- The numbers of PEFs and PRFs in each year of the period 2016/7 – 2020/1 is ≤10.
- The numbers of HoDs in post in each academic year between 2016/7 – 2020/1 varies between 13 and 22 and for 2020-1 30% are women.



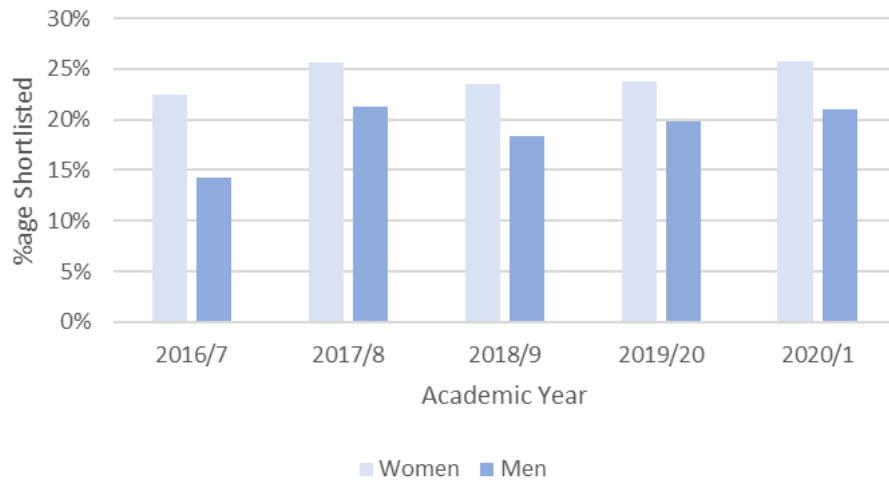
# Academic Recruitment

Percentage of women academic staff at each stage of the recruitment process for the academic years 2016/7 -2020-1

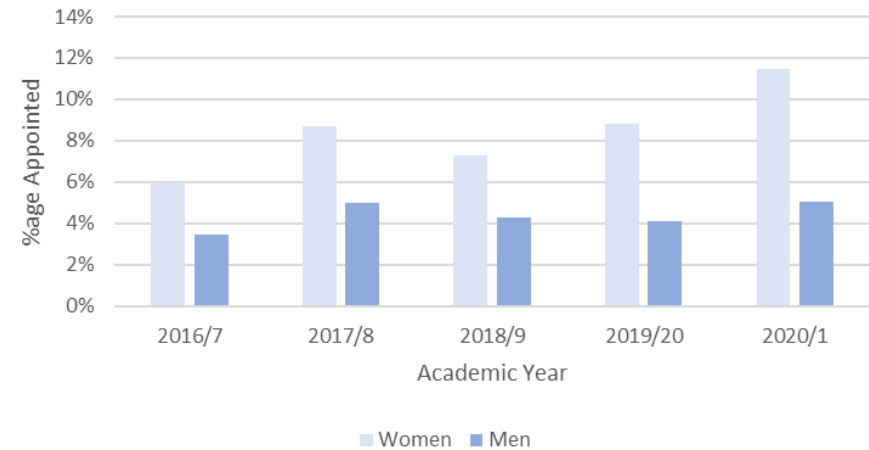


# Academic Recruitment

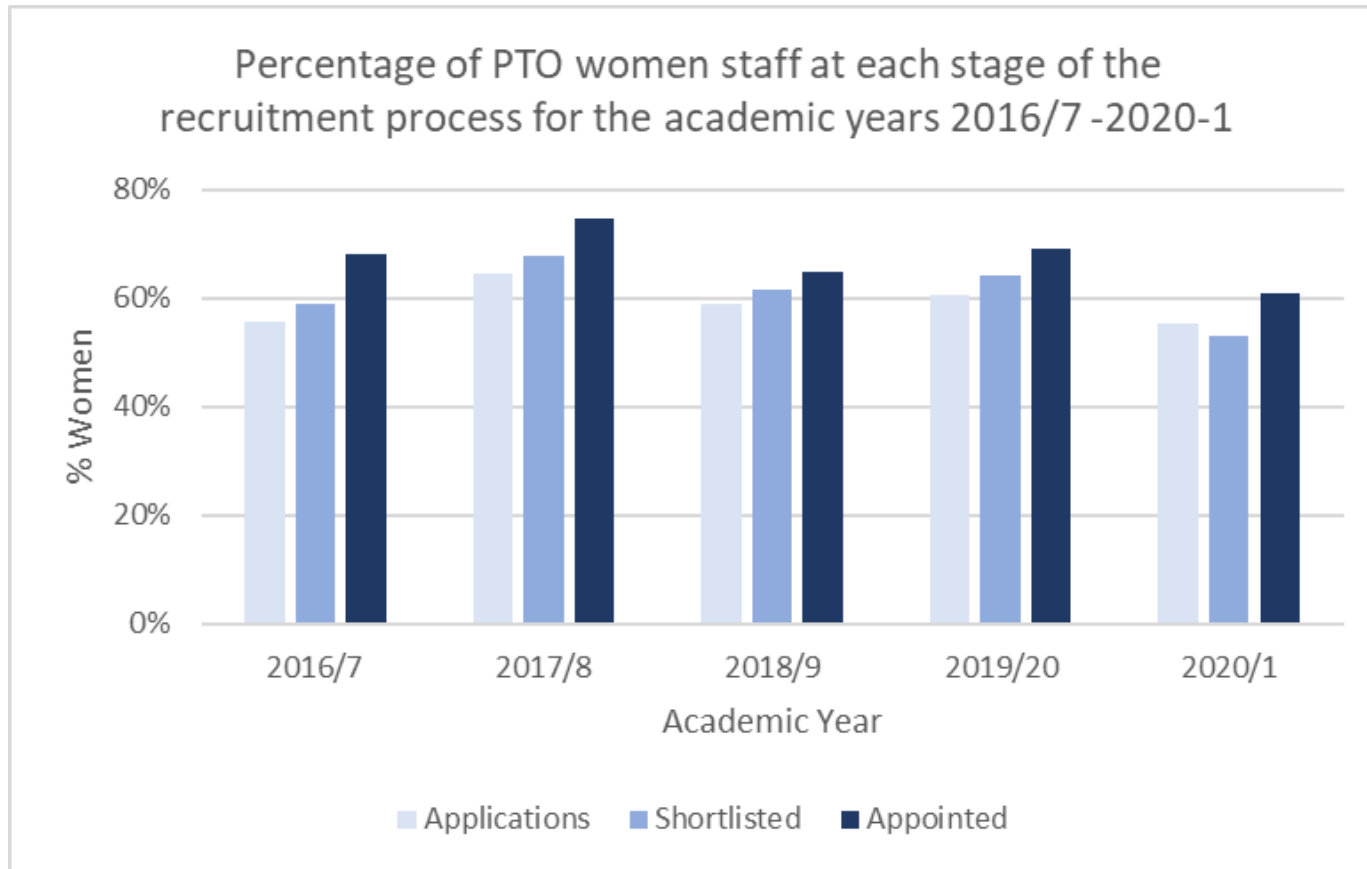
Shortlisted as a percentage of applications of that sex for the academic years 2016/7 - 2020/1



Appointed as a percentage of applications of that sex for the academic years 2016/7 - 2020/1

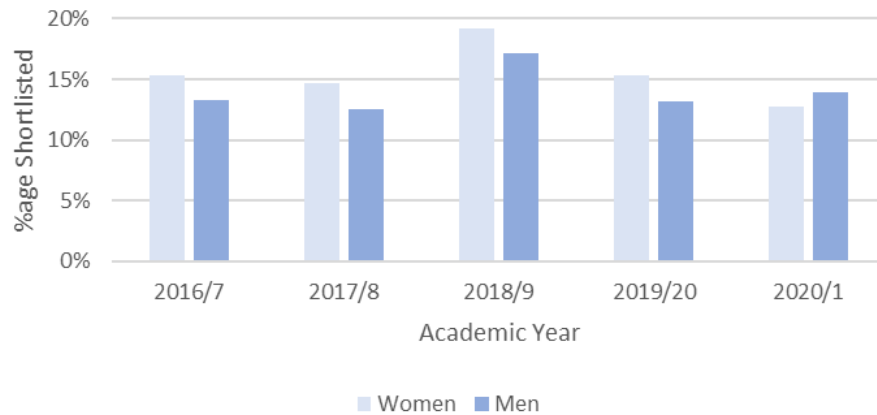


# PTO Staff Recruitment

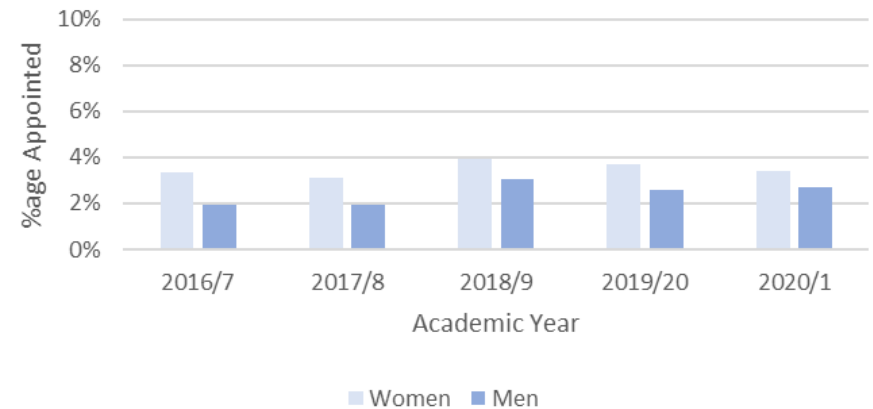


# PTO Staff Recruitment

Shortlisted as a percentage of applications of that sex for the academic years 2016/7 - 2020/1

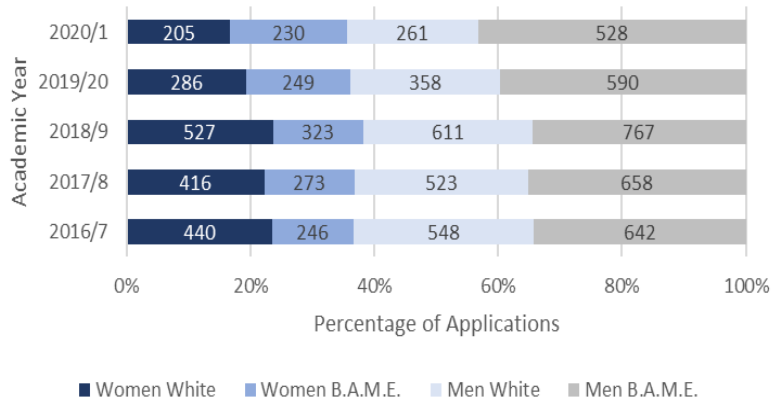


Appointed as a percentage of applications of that sex for the academic years 2016/7 - 2020/1

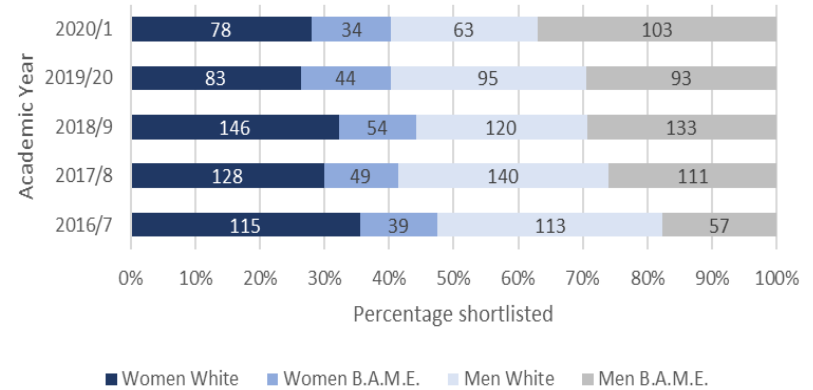


# Academic Recruitment – Sex and Ethnicity

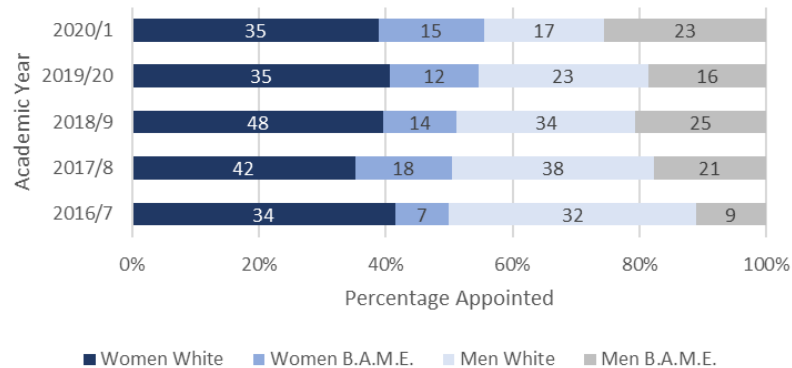
Number and Percentage of Academic Job Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1



Number and Percentage of Academic Shortlisted Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1

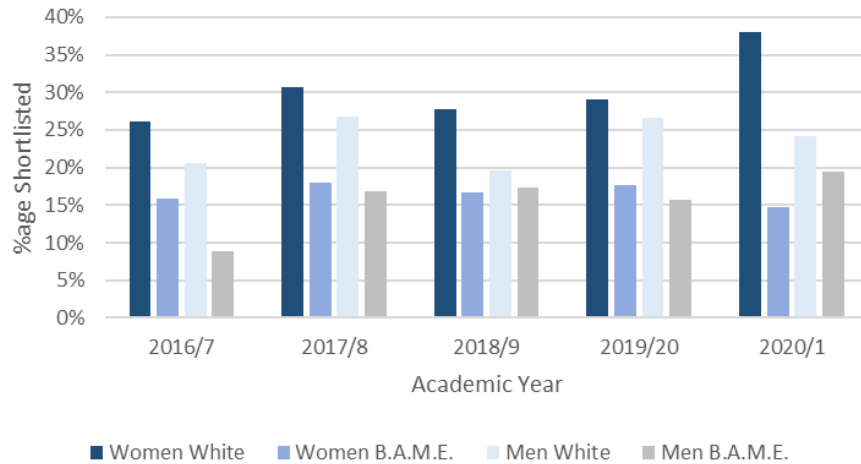


Number and Percentage of Academic Appointments by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1

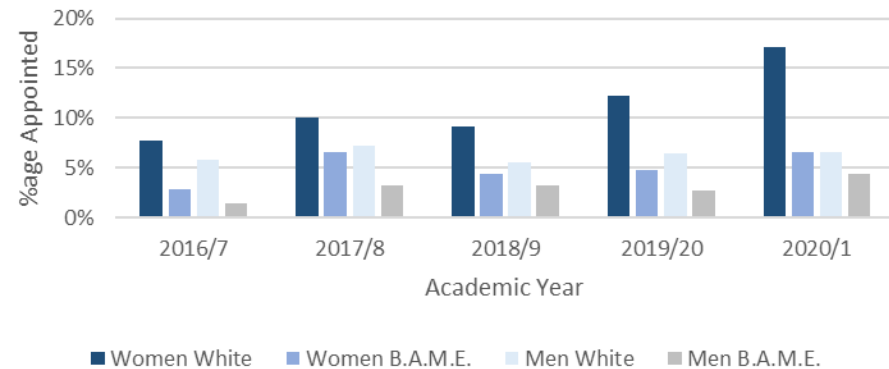


# Academic Recruitment – Sex and Ethnicity

Shortlisted as a Percentage of Academic Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1

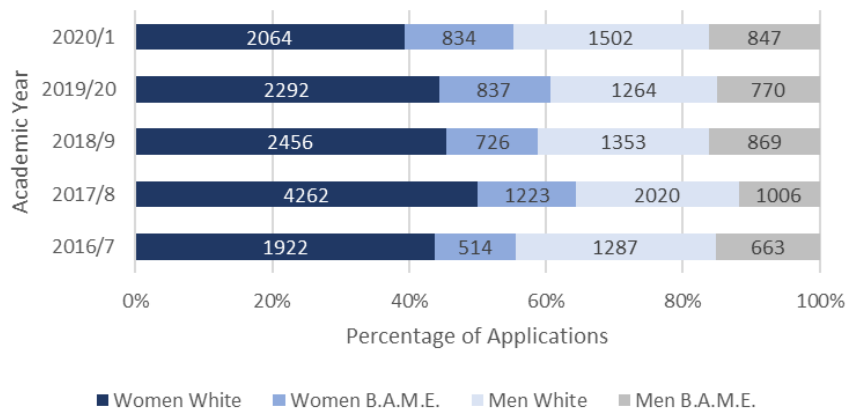


Appointed as a Percentage of Academic Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1

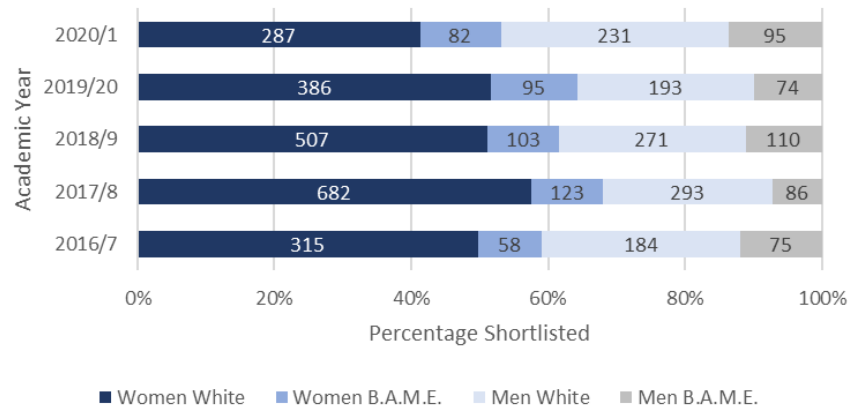


# PTO Staff Recruitment – Sex and Ethnicity

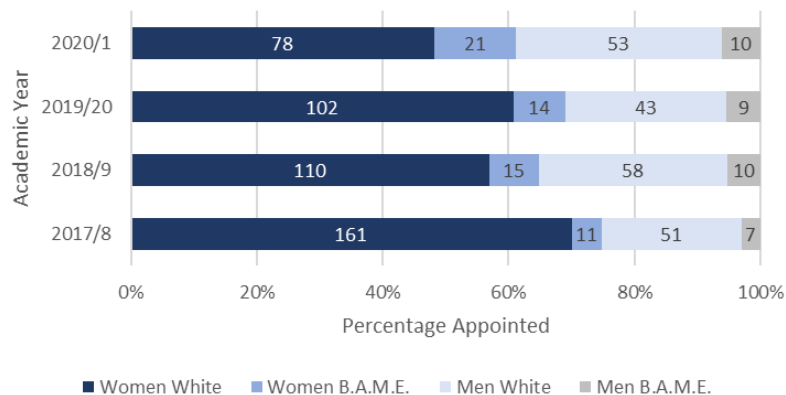
Number and Percentage of PTO Job Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1



Number and Percentage of PTO Shortlisted Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1



Number and Percentage of PTO Appointments by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1



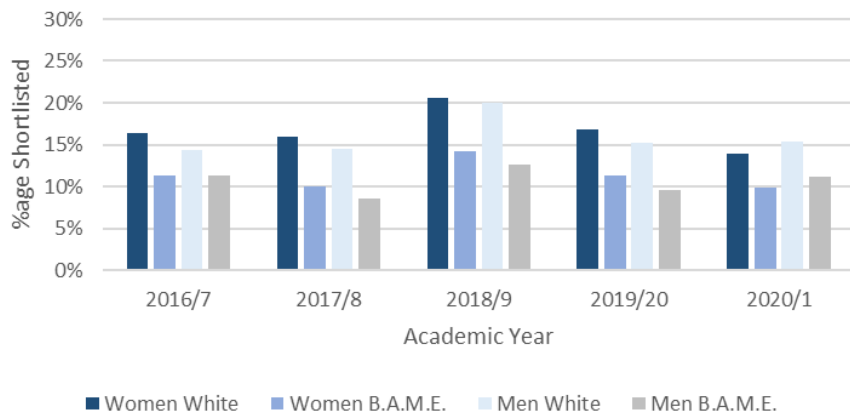
Note:  
2016/7 excluded from chart  
as contains numbers <5



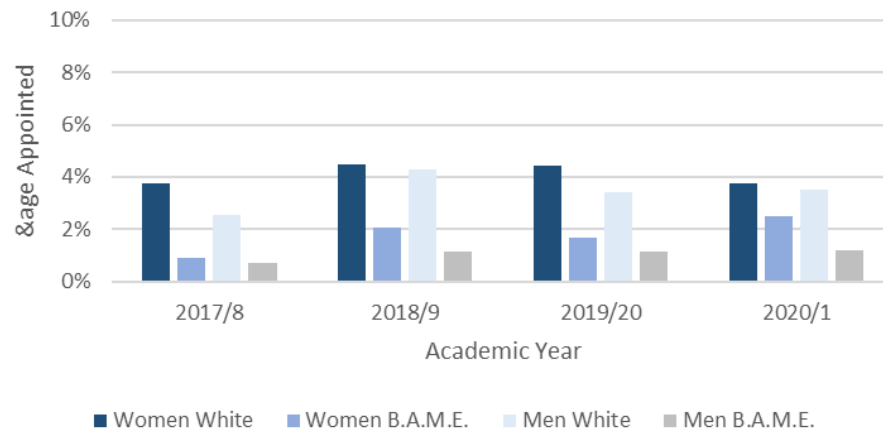


# PTO Staff Recruitment – Sex and Ethnicity

Shortlisted as a Percentage of PTO Staff Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1



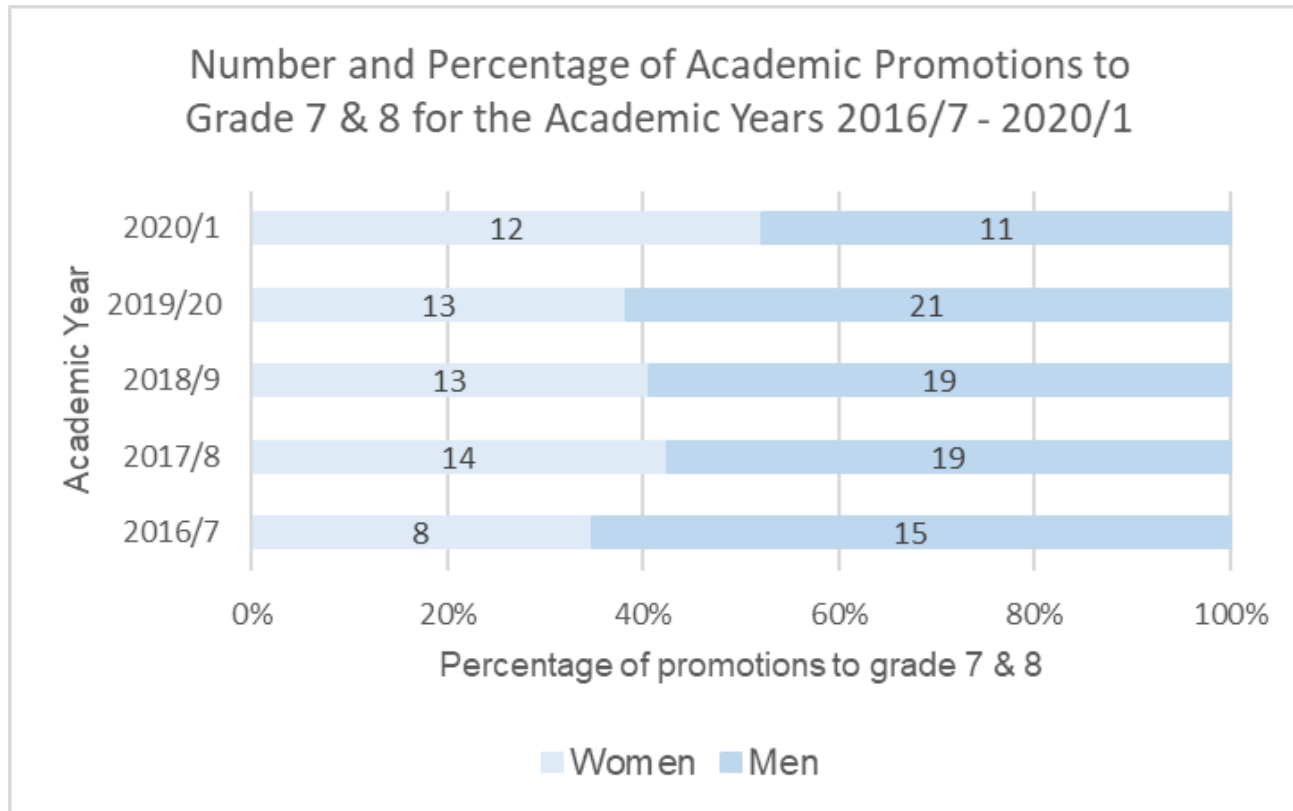
Appointed as a Percentage of PTO Staff Applications by Sex and Ethnicity for the Academic Years 2016/7 - 2020/1



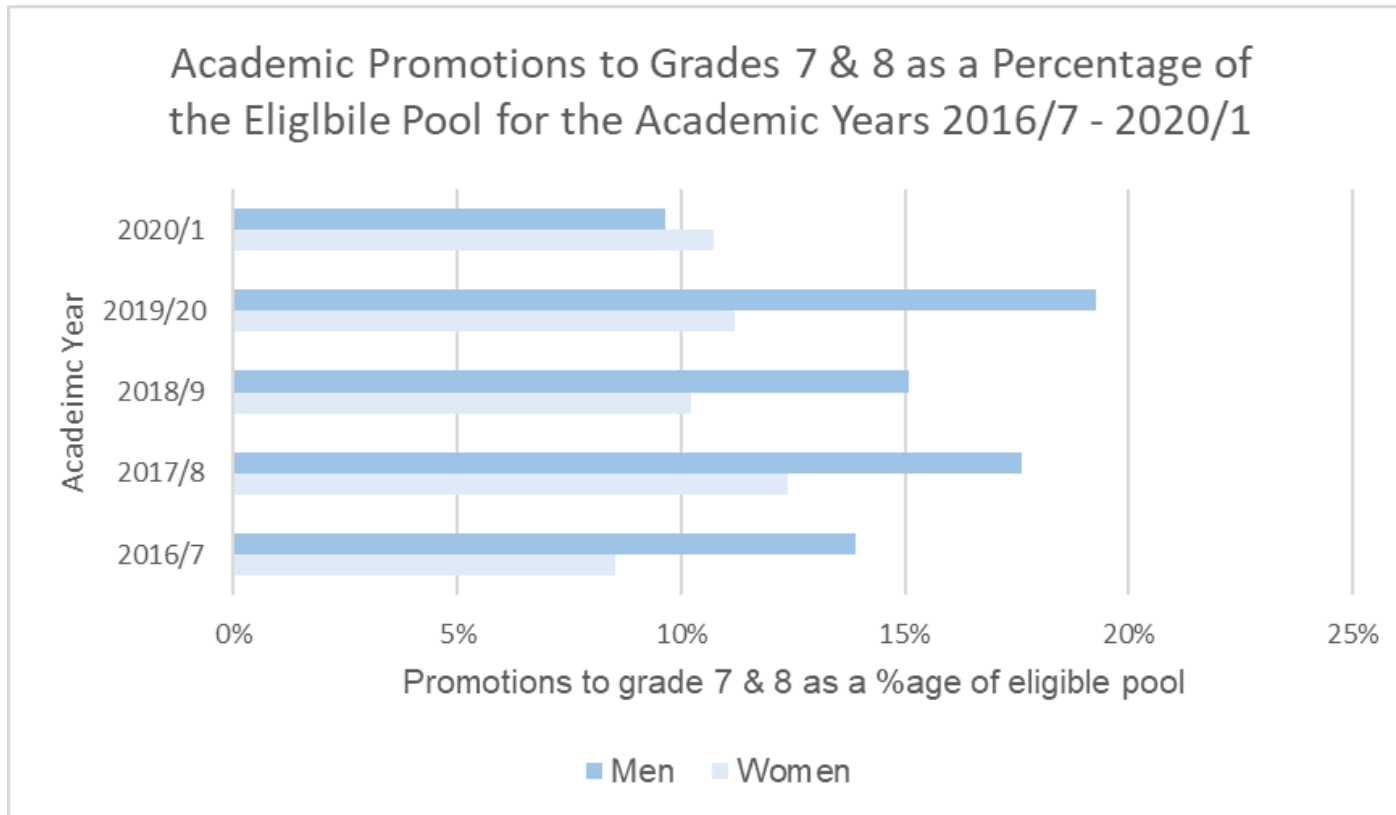
Note:  
2016/7 excluded from chart  
as contains numbers <5



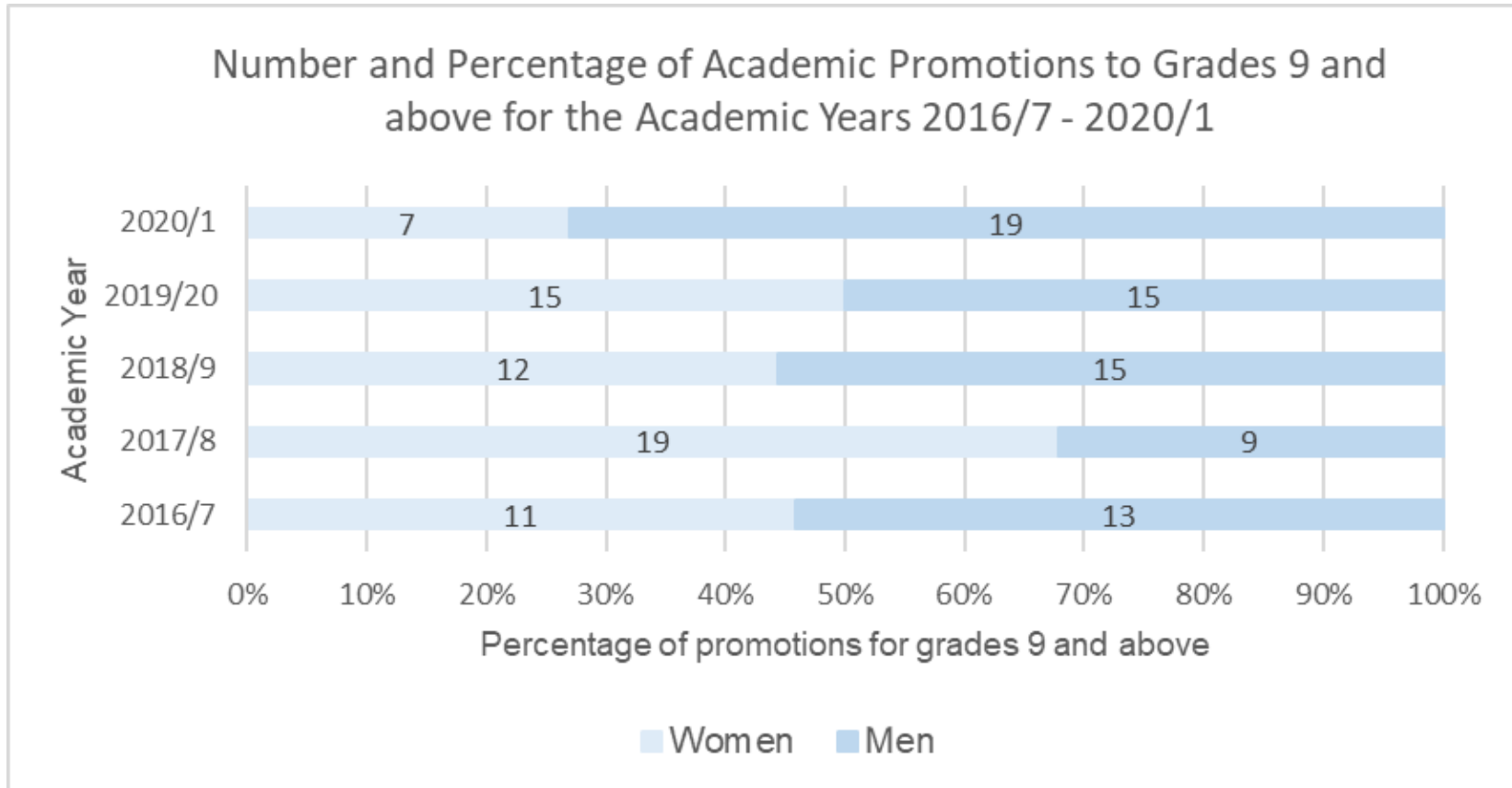
# Academic promotions grade 7&8



# Academic promotions grade 7&8



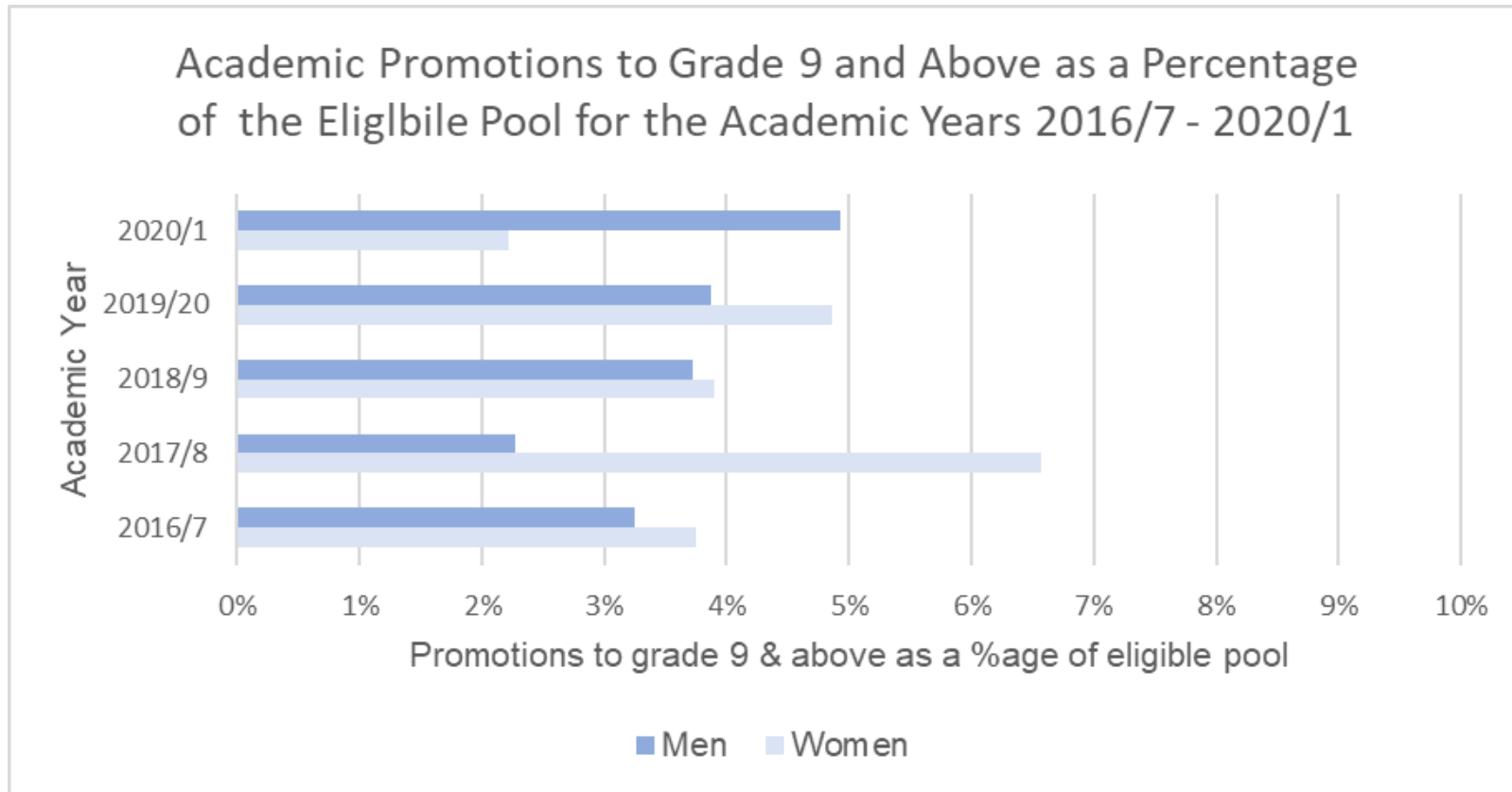
# Academic promotions grades 9+



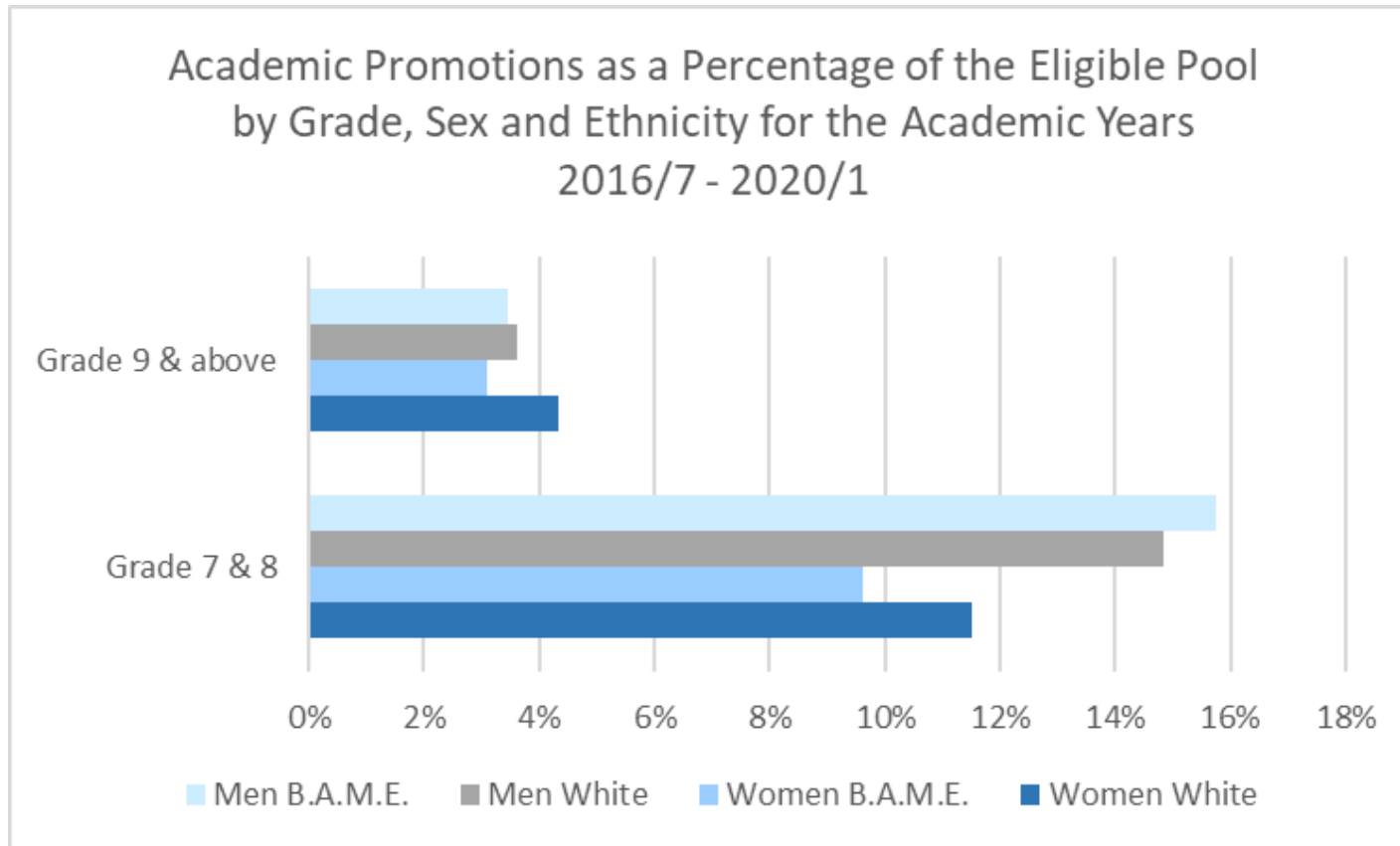
Unsuccessful academic promotions in 2020-1:  $\leq 5$  women, 10 men



# Academic promotions grades 9+

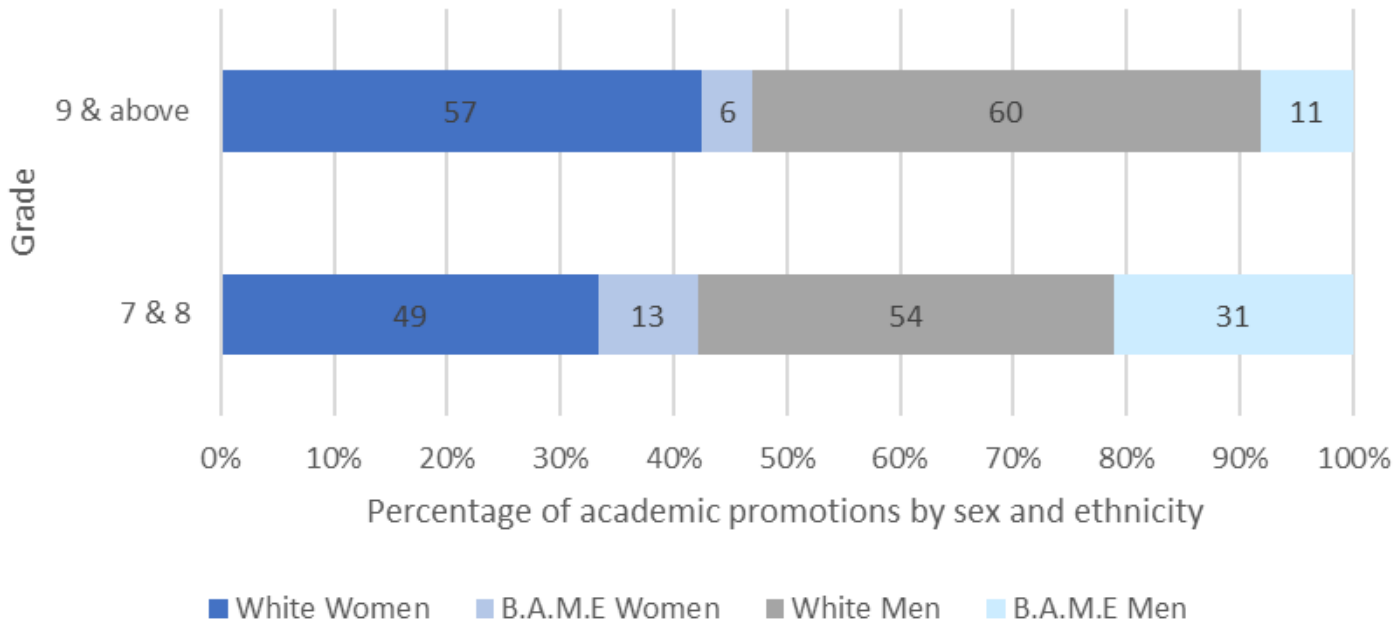


# Academic promotions by sex and ethnicity

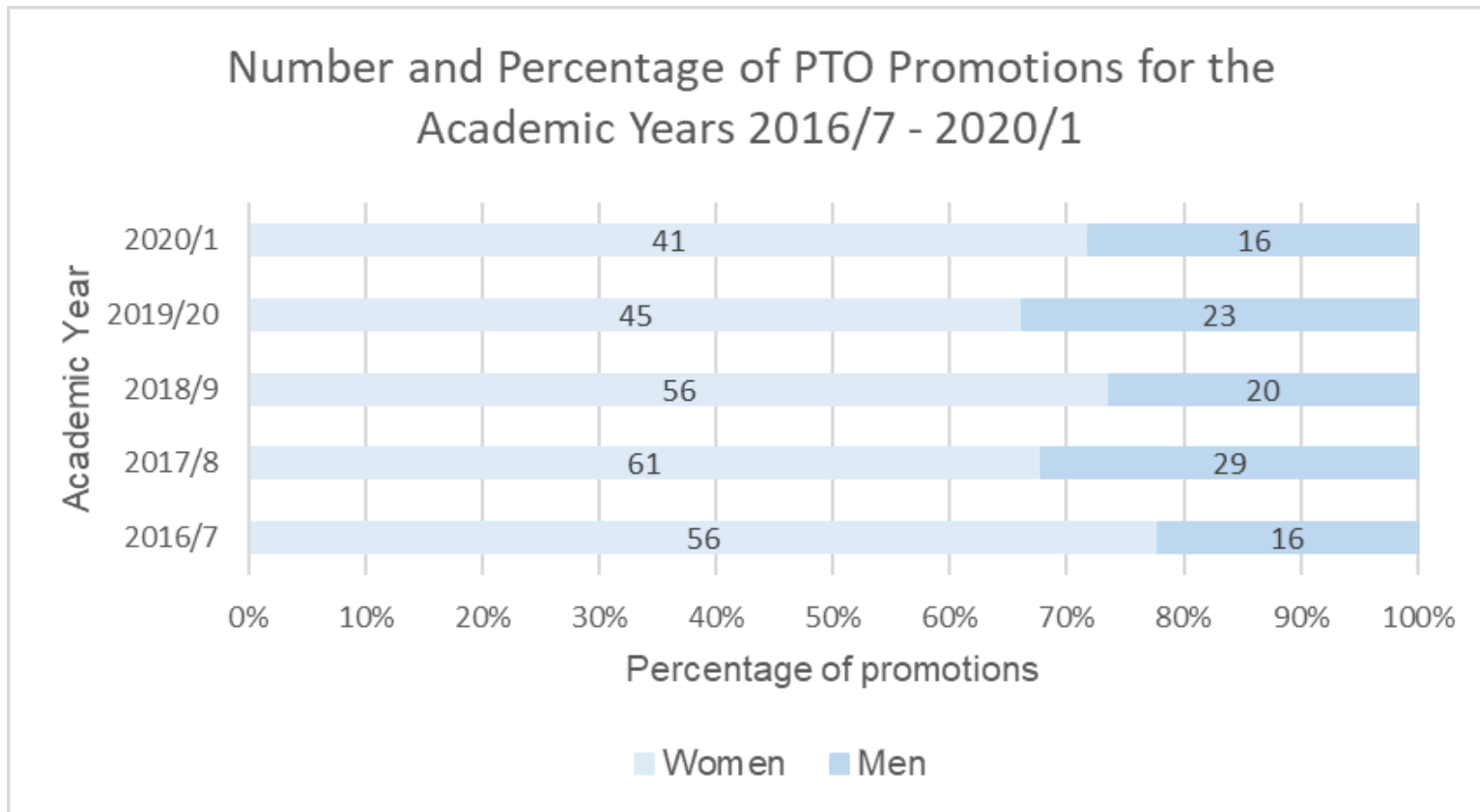


# Academic promotions by sex and ethnicity

Number and Percentage of Academic Promotions by Sex, Ethnicity and Grade across the Academic Years 2016/7 - 2020/1

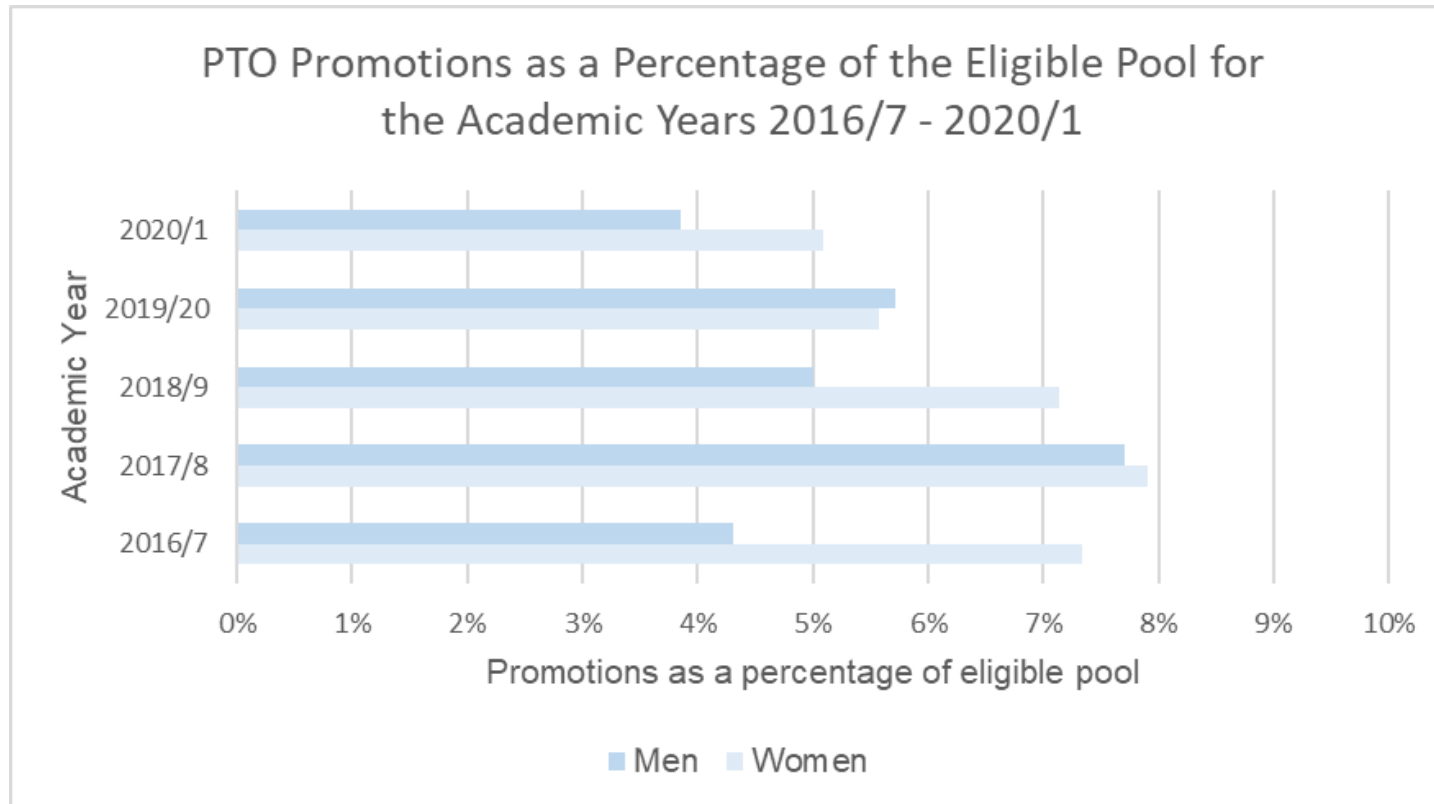


# PTO staff promotions





# PTO staff promotions



Note: PTO staff promotions split by sex and ethnicity cannot be presented as contain numbers less than 5



Number of staff taking maternity and paternity leave for the academic years 2016-21

Academic Year	Maternity	Paternity
2016-7	33	27
2017-8	27	21
2018-9	27	18
2019-20	32	15
2020-21	31	15

Percentage rate of return of those taking maternity leave and percentage of those returning who have returned with changed working hours for academic years 2016-2021

Academic Year	Maternity Return Rate	% of returners on changed working hours
2016-7	85%	14%
2017-8	81%	23%
2018-9	81%	23%
2019-20	84%	26%
2020-1	94%	14%

For the academic years 2016-2021, there were  $\leq 5$  adoption and shared parental leave periods taken by members of staff.



Number of applications for flexible working by women, men and total for academic years 2016 - 2021

Academic Year	Women	Men	Total
2016/17	29	18	47
2017/18	27	9	36
2018/19	26	9	35
2019/20	29	10	39
2020/21	18	10	28

Percentage approval rate of flexible working applications from women, men and total for academic years 2016-2021

Academic Year	Percentage approved		
	Women	Men	Total
2016/17	90%	89%	89%
2017/18	96%	89%	94%
2018/19	100%	100%	100%
2019/20	100%	100%	100%
2020/21	83%	100%	89%

Periods of dependants leave taken by women, men and total for academic years 2016 - 2021

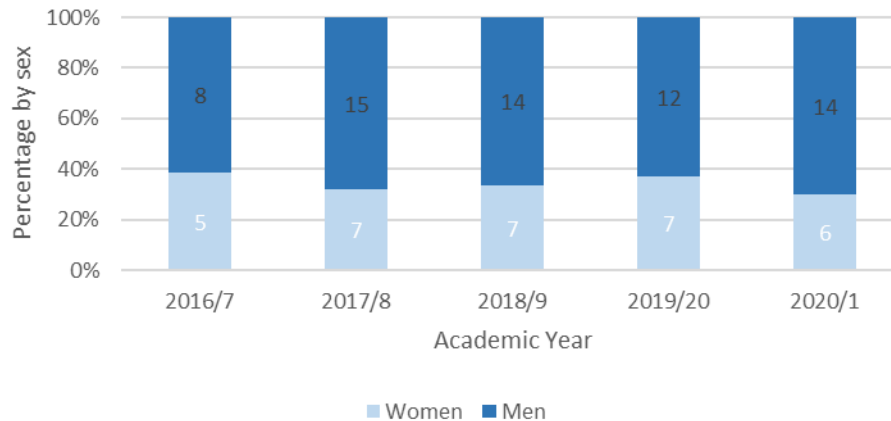
Year	Women	Men	Total
2016/17	185	64	249
2017/18	197	59	256
2018/19	179	57	236
2019/20	110	46	156
2020/21	40	6	46

All applications from academic and research staff were approved for the years 2017/18 to 2020/21.

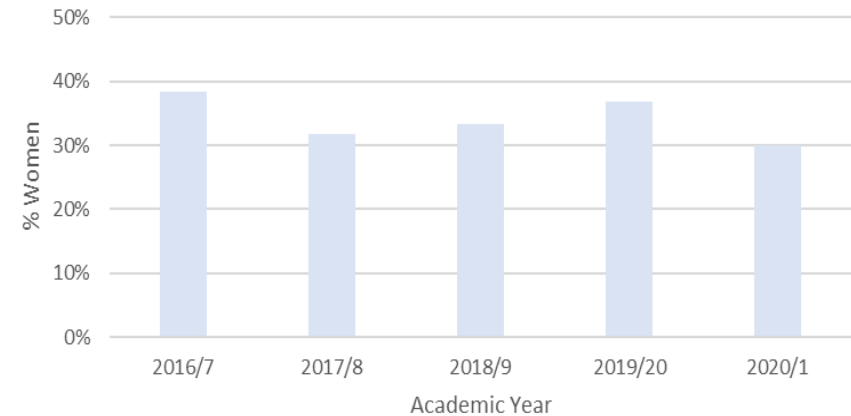


# Heads of Department

Heads of Department for the Academic years  
2016/7 - 2020/1



Percentage of Women Heads of Department for the  
Academic years 2016/7 - 2020/1



- Across the 5 year period 2016/7 to 2020/1, the most recent year has the lowest percentage of HoDs that are women.
- For STEM departments the percentage women HoDs in 2020/1 has returned to a similar level as 2016/7.
- For 2020/1 the percentage of HoDs that are women across all Schools is the same as that for STEM departments, at 30%.

