# Athena SWAN Bronze Submission AAMME2020

## Summary for Human Resouscommittee

### Introduction

AACMEnas used the feedback and learning from an unsuccessful application Athena SWAN Silver award in 2016 to strengthen its bidior a Bronzeaward, with a submission date of 200ay 2020. The bid has been prepared by a Selfsessment Teal(SAT) selected from a broad range of academic student and supportstaff roles, withvarious levels of seniority with a balance of gender. The SAT is let be Dean, Professor Chris Rielly, with Tom Carslake (Operations Manager) and Martin White (Projects Manager) supporting the bid writing. The Schisofinalising its EDI Action Pland sees the Athena SWAN submission and action lists an integral part of its wider peoplestrategy.

### **Institutional Support**

Severable our actions will need involvement with HR and other support services. Specifically, we would like to implement a better exit interview process for academic staff and RD and would like to work with HR to implement this.

#### Action Plan

The Action Plan is **mo**about 70% complete (delayed due to Coronavirus) but is attached for reference.

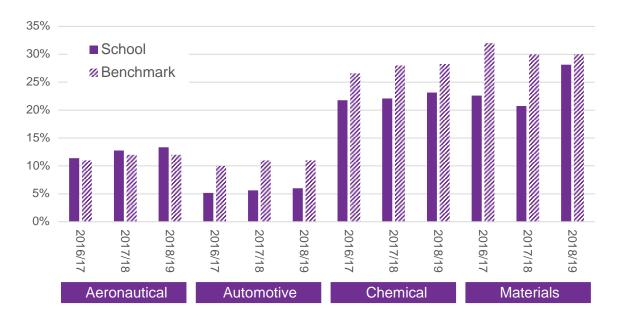


Figure1 Percent women in fultime UG study by programme and year vs national benchmarks

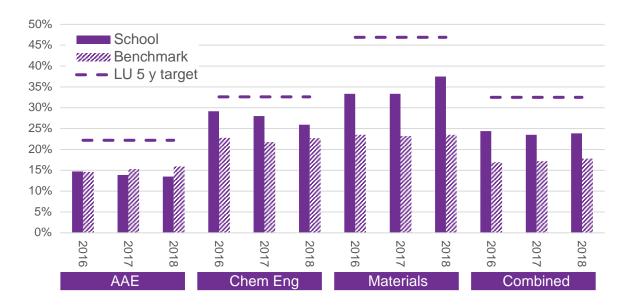


Figure2 Percent women RTE staff by department and combined for the wladeool compared with national benchmarkand LU Syear discipline based targets