



The Athena SWAN Charter was established by the [Equalities Challenge Unit](#) in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

ECU's Athena SWAN Charter covers women (and men where appropriate) in:

- academic roles in STEMM and AHSSBL
- professional and support staff
- trans staff and students

In relation to their:

- representation
- progression of students into academia
- journey through career milestones
- working environment for all staff

There are currently 143 Athena SWAN members, holding 617 awards between them.

Edinburgh Napier University received an Institutional Bronze award in 2015. See submission [here](#) and a video on the process at the time [here](#)

The School of Computing received its Departmental Bronze award in May 2017. See submission [here](#)

The School of Engineering & the Built Environment received its Departmental Bronze award in May 2017. See submission [here](#)

The Athena SWAN equality charter is based on a methodology of self-assessment, peer-review and continuous progression.

The Charter's ten principles are:

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
2. We commit to advancing gender equality in academia, in particular, addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.
3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including:

the relative underrepresentation of women in senior roles in arts, humanities, social sciences, business and law (AHSSBL)

the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM)

4. We commit to tackling the gender pay gap.

5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression including the transition from PhD into a sustainable academic career.

6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.

7. We commit to tackling the discriminatory treatment often experienced by trans people.

8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and in particular active leadership from those in senior roles.

9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.

10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.

#### Athena Swan related resources

Equality Challenge Unit web site <http://www.ecu.ac.uk/>

Athena SWAN Awards handbook <http://www.ecu.ac.uk/wp-content/uploads/2015/05/ECU-Handbook-26.05.15-FINAL.pdf>

Athena SWAN Bronze and silver Institutional application form <http://www.ecu.ac.uk/wp-content/uploads/2015/05/Institution-Application-26.05.15-FINAL.pdf>

Athena SWAN Bronze and silver Departmental application form <http://www.ecu.ac.uk/wp-content/uploads/2015/05/Department-Application-26.05.15-FINAL.pdf>