

Present: Anna Dulic-Sills (ADS) (chair), Andrew Loveland (AL), Olivia Sheringham (OS), Sion Kennaway (SK) (minutes), Lizzy Allman (LA), Pitchakon Padungdetpasuton (PP)

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**1. Welcome and apologies for absence**

Apologies from AB, AJ, EBT

**2. Silver application – feedback and analysis**

ADS announced that the school's application for the silver award was unsuccessful, but on the whole this was not altogether surprising given the short period of time between receiving the bronze award and our application for the silver award. The School's bronze award was renewed and is valid until 2021.

It was suggested that in future applications the letter of endorsement from the Head of School should be more aligned to the pipeline.

It was agreed that on the whole there is a challenge showing impact due to existing positive gender ratios within the school, but they highlighted a pipeline leak at male PGT level. Going forward it would be important to maintain these good ratios and address the imbalance at PGT level. It would be important to explore why male students are leaving at the point of postgraduate study.

It was highlighted that there is currently an under-representation of male staff in professional services within the school. ADS made the point that recruitment is restricted by the internal pool, but agreed that this is something that should be looked at the university level. **ADS to raise at the next GESAT.**

It was highlighted that there is a good gender balance within academic staff, and this should be maintained going forward. The panel stressed the importance of not advertising positions across multiple pay scales as this has been shown to increase the likelihood of gender imbalances within the sector. If advertising across multiple pay scales needs to be conducted then it is important to ensure that applicants who apply for the lower level are not discounted if they have the relevant skills/experience.

It was emphasised the importance of making it clear within the School Athena SWAN is more directed towards males, rather than females, given the good representation of females within the School. AL confirmed that in his experience male colleagues are less engaged with Athena SWAN

and that along with himself, only two other male colleagues attended the focus group to raise awareness of this. AMG suggested using poster campaigns to increase engagement, and having male focussed events around parenting and caring, as well as linking this with intersexuality and race.

It was underlined that in the areas of the Foundation Programme and UG and PGT attainment, Athena SWAN panel were looking for more data. This was also true of the gender balance of PGT teaching staff. More data was required on the current baseline, and how this would be addressed. Group used this opportunity to underline the importance of collecting comprehensive baseline data in support of the whole application. With respect to PGR parental leave it was agreed that as a School we are doing well, however, we need to demonstrate this more effectively using current case studies.

It was suggested that the assessment panel may have misunderstood the role of TA staff in the application.

A point was made that there is no clear pathway for researchers to apply for promotion, instead research grants can lead to informal increases in salary. This process can lead to biases with male researchers being traditionally more vocal about wanting these discretionary increases. AL made the point that there is an institutional framework for promotion, but there is a disconnect at the School level. **AL to enquire about the framework for research staff.** There is a need to identify and retain the best researchers and a mechanism is required for ensuring this. AMG stated that in the assessment from Athena SWAN a larger emphasis was placed on the promotion prospects of professional services staff. It was also suggested looking at grant application success rates by gender, and gathering data on this for future applications. On the issue of promotions, OS raised the point about fixed-term academic staff applying for promotions. They were told that fixed-term academic staff cannot apply for promotion, but ADS suggested that this should not be the case.

It was advised gathering data on flexible working arrangements within the School and using this information in any future applications. With respect to the organisation and culture feedback AMG suggested we seek clarification from the assessment panel on this. It was stressed the importance of highlighting the actions that are going to be put in place to address issues raised. Showing impact is the key to a successful silver application. Applicants need to show how the baseline situation will change, although this is challenging given the small size of the School and the small number of examples we are able to use. Other geography departments who have been successful with their silver applications have been able to demonstrate change to their pipeline.

It was suggested that in preparation for the Action Planning workshop on the 28<sup>th</sup> November, any points to be raised could be emailed to ECU to ensure they are able to answer the questions on the day. SK confirmed that he will be attending the Action Planning workshop on behalf of the School.

ADS highlighted the need to discuss a way forward, taking into account peoples' existing workloads and the timeline we have to work with. This will need to be discussed at the next meeting when more members are present.

AL suggested that there needs to be more engagement from the rest of the School in maintaining interest and promoting issues.

### 3. Networking updates

None to be reported at this time. More updates will be provided at the next meeting.

#### 4. RAFA2 (Reimagining Attainment For All) case study in Geography

To be discussed at the next meeting.

#### 5. New information and updates – way forward

ADS received a number of reports and emails with new information on equality and diversity from a number of sources. Need to decide a way forward at the next meeting 10<sup>th</sup> January when more members are present.

#### 6. AOB

None.

#### 7. Date of next meeting

10<sup>th</sup> January 2018

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#### ACTIONS:

Item	Action	Owner
2	Seek clarification from ECU on some of the feedback received	ADS
2	Enquire about promotional framework for research staff	AL
2	Attend the Action Planning workshop given by ECU	SK
2	Raise the difficulty of addressing gender imbalance within PS staff due to restricted internal pool at next GESAT	ADS