



THE UNIVERSITY *of* EDINBURGH



Edinburgh Clinical Medical School – Athena SWAN

Dr Susan M Farrington



Prof Carmel M Moran



2015: The Athena SWAN Charter was extended to cover 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

AHSSBL =
Arts
Humanities
Soc Sci
Business
Law

STEMM =
Science
Technology
Engineering
Maths
Medicine

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ECU site:



The Athena SWAN Charter evolved from work between the **Athena Project** and the **Scientific Women's Academic Network (SWAN)**, to advance the representation of women in science, technology, engineering, medicine and mathematics (STEMM)

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Arts
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ECU site:

‘Athena SWAN received a major boost in 2011, when the UK Chief Medical Officer announced that the National Institute for Health Research would only expect to shortlist medical schools for Biomedical Research Centre (BRC) and Unit (BRU) funding if the associate academic school holds a Silver Athena SWAN award.’

AHSSBL =

Arts

Humanities

Soc Sci

Business

Law

STEMM =

Science

Technology

Engineering

Maths

Medicine

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A mother's place 'is in the home' 10 July 2018



A woman's place may no longer be in the home - but if she has pre-school children, it should be, according to an annual survey of social attitudes.



Prof Dame Jocelyn Bell Burnell



[Physics star gives away
£2.3m prize](https://www.bbc.co.uk/news/science-environment-45425872)

www.bbc.co.uk

One of the UK's leading female scientists donates her £2.3m science prize to help more women, ethnic minority and refugee students to become physics researchers.

Schools, Deaneries and Institutes



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Edinburgh Medical School



College of Medicine and
Veterinary Medicine

Professional Service
and Support

- Institute
- UG Teaching Organisation
- Teaching / Research Facility
- Postgraduate T/R Hub

Royal (Dick) School of
Veterinary Studies

VTO

Edinburgh Medical School

MTO

BMTO

Deanery of
Biomedical
Sciences

Roslin
Institute

Deanery of
Clinical Sciences

Deanery of
Molecular, Genetic and Population Health Sciences

Division of
Infection and
Pathway
Medicine

Edinburgh
Neuroscience

Edinburgh Dental
Institute

QMRI

Division of
Health
Sciences

USHER

Division of
Pathology

MRC
IGMM

CCNS

CNR

CIP

CRM

CCBS

CRH

CIR

CCVS

CRIC/EI

Mackenzie Medical
Centre

CPHS

CGHR

CMI

CBSS

ECTU

MRC HGU

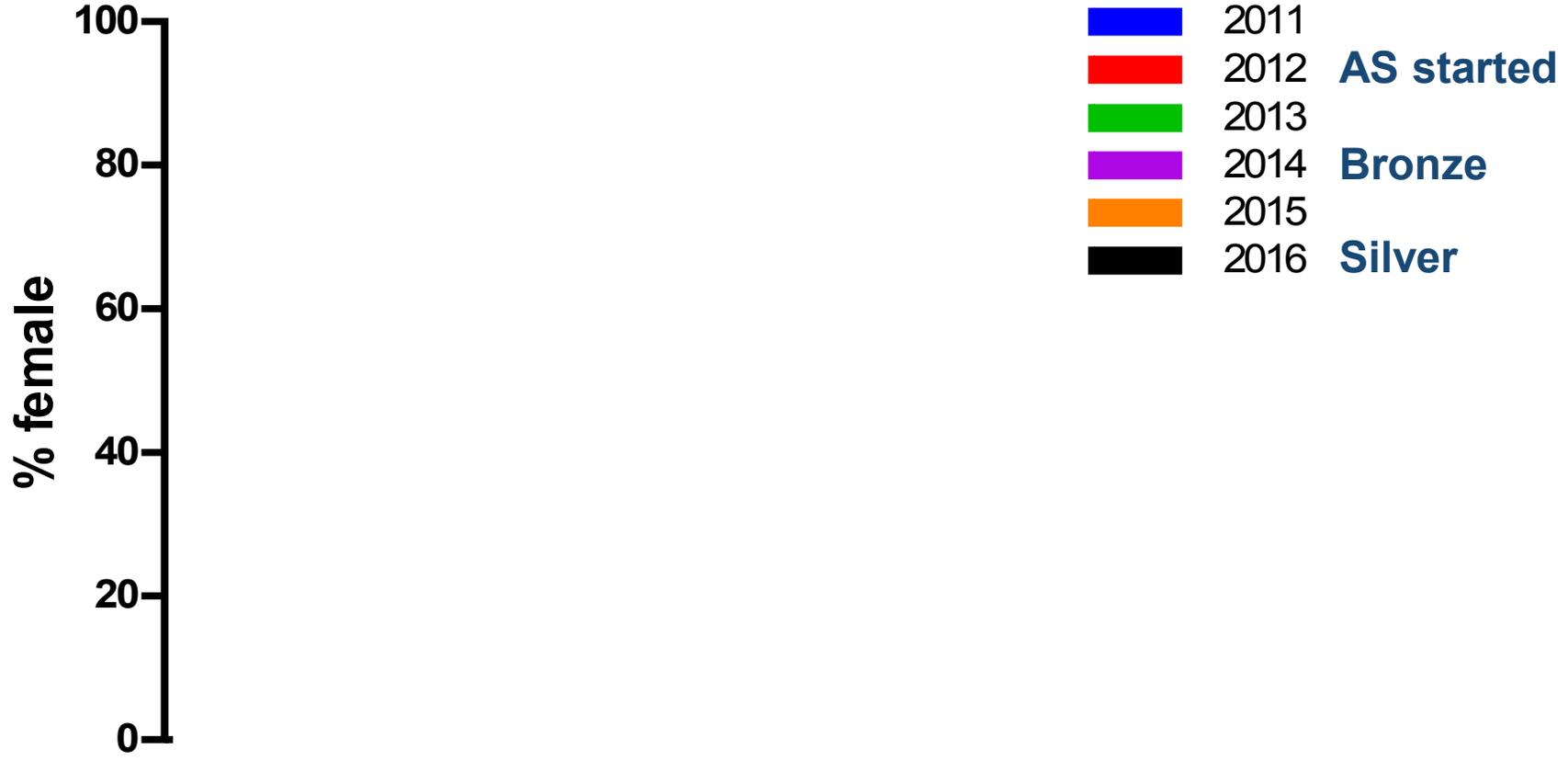
CGEM

CRUK EC



UoE Clinical Medical School

% of students and staff who are female





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SUPPORT AND INFORMATION Newsletter



About



We strive to promote a culture of respect and inclusion of people from all backgrounds that nurtures excellence, leadership and innovation

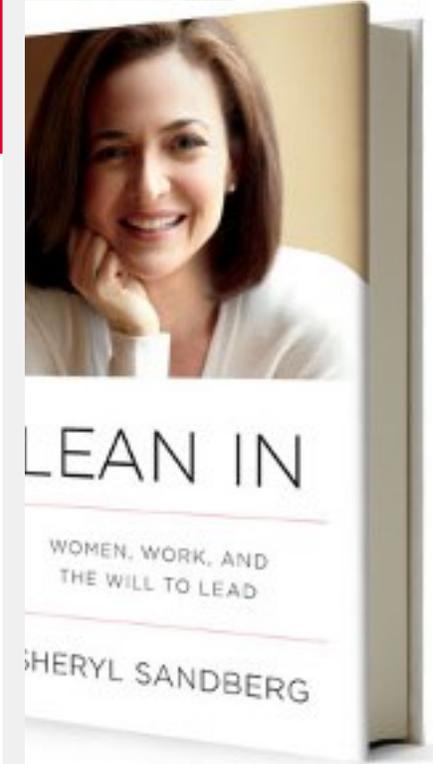
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Dear Everyone,

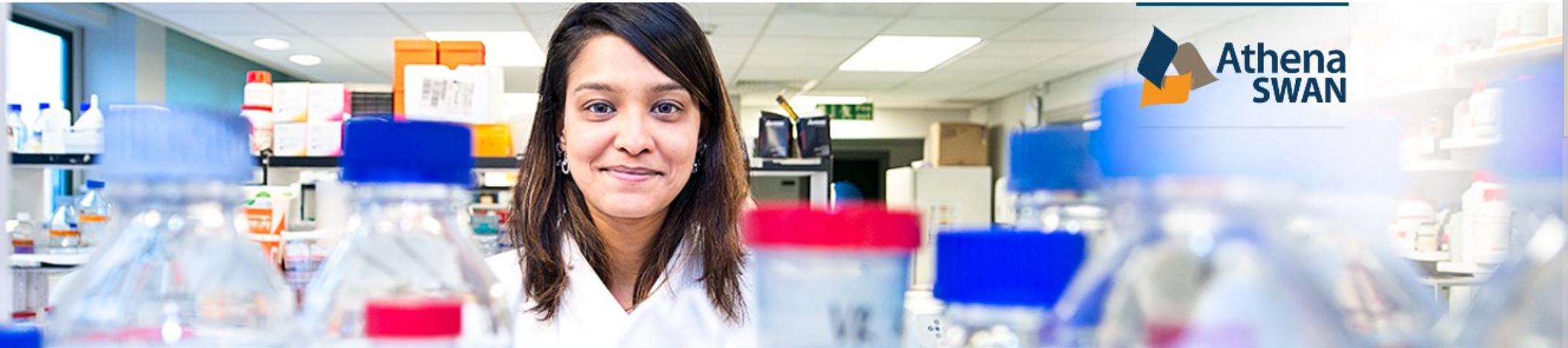
Welcome to the July issue of the Edinburgh Clinical Medical School Athena SWAN newsletter.

In this newsletter we discuss:

ject, as well



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Edinburgh Clinical Medical School
ATHENA SWAN

Athena SWAN home

About

Our application

News & events

Lunchtime forums

Training

Family friendly policy

Newsletters

Useful links

Home > Medicine & Veterinary Medicine > Edinburgh Medical School > Athena SWAN

Contact us

Athena SWAN Charter – what is it and what does it do?



Welcome to the website for the Athena SWAN from the Edinburgh Clinical Medical School: consisting of the Deaneries of Molecular, Genetic and Population Health Sciences (MGPHS)

News & events

Lunchtime Forum - Academic Promotions
Athena SWAN newsletter 6: July 2017
Upcoming Unconscious Bias workshops

EdMed Athena SWAN
@UofEAthenaSwan
Twitter account for University of
Edinburgh Clinical Medical School
Athena SWAN SAT

View full profile on Twitter

1 hour ago
RemInder to @EdinburghUni staff of our
Accessible and Inclusive Learning Policy:
<https://t.co/OSqyz3mQ2V> #accessibility
#inclusion #teaching

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INSPIRING PEOPLE



Inspiring women in academic medicine and the medical sciences



4 June 2014
9.30am - 4.30pm

Wellcome Auditorium
The Queen's Medical Research Institute
The University of Edinburgh
47 Little France Crescent
Edinburgh EH16 4TJ

This event seeks to provide inspirational role models to encourage our young female talent, including undergraduate students, to achieve their potential in academic medicine and the medical and related sciences.

Undergraduates, postgraduates and staff, particularly early-career researchers/clinicians are especially welcome at this event.

The seminar will be opened by Professor Sir John Savill, Head of College, College of Medicine and Veterinary Medicine, The University of Edinburgh.

Keynote Speakers

- **Professor Dame Sally Davies**
Chief Medical Officer
- **Professor Nancy Hopkins**
Massachusetts Institute of Technology
- **Professor Moira Whyte**
University of Sheffield Medical School

This event is FREE but you must register to attend

Register at: <http://tinyurl.com/o72xwlm>



Inspiring women 2 INSPIRING EVERYONE

The Athena Swan charter now recognises work undertaken to address gender equality more broadly and not just barriers that affect women.

This meeting seeks to encourage advancement of gender equality, representation, progression and success for all. Individuals at all career stages, including undergraduate level are encouraged to attend this event.

The day will include:

- Talks from inspirational keynote speakers and members of the Deaneries of CS and MGPMS who are at different career stages.
- Roundtable session for open discussion with speakers.
- Find out what The University of Edinburgh can offer to support YOU in your career progression.

Keynote speakers

- **Dame Jocelyn Bell Burnell**
President of the RSE
- **Professor Tom Welton**
Dean of Faculty of Natural Sciences, Imperial College
- **Linda Holliday**
MRC Director of Organisational & People Development

31 May 2016
10.00am - 4.30pm

Wellcome Auditorium, QMRI
The University of Edinburgh
47 Little France Crescent
Edinburgh EH16 4TJ



A bus will be arranged for transport between the Western General Hospital & QMRI (places must be reserved)

This event is FREE but to attend you must register at:

<http://inspiringwomen2.eventbrite.co.uk>



Inspiring People 3

Edinburgh Clinical Medical School, Athena SWAN

Thursday 20 September 2018 • 9.30-4.30

Wellcome Trust Auditorium • Queens Medical Research Institute • Little France • EH16 4TJ

Sir Jim Smith (Wellcome Trust);
Professor Sara Mole (UCL);
Professor Candy Rowe (Newcastle University);
Dr James Howie (ASCUS Art & Science);
AND from the University of Edinburgh

Dr Catherine Elliott; Professor Jane Norman;
Professor Carmel Moran; Dr Susan Farrington;
Professor Devi Sridhar; Mrs Rosie Russell;
Dr Emily Sena; Dr Sue Fletcher-Watson;
Mr Paul Clark and Professor Moira Whyte

ECMS Athena SWAN is holding this Inspiring People Day to encourage everyone to embrace and promote E&D for the benefit of all.

Lunch and refreshments will be provided and discussion encouraged.



This event is free to attend but registration is essential:
<https://inspiringpeople3.eventbrite.co.uk>



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CAREER DEVELOPMENT AND ENCOURAGEMENT



Institute for Academic Development home

Home > Institute for Academic Development > Research roles > Research staff > Courses & events > Research leader programme [Contact us](#)

Research roles [^](#)

Research staff [^](#)

Courses & events

- A-Z course list
- Induction: Get Connected Welcome Day
- Writing
- Careers
- Communication
- Funding
- Leadership
- Workshops mapped by Researcher Development Framework (RDF)
- Research leader programme**
- Writing Retreats
- Ingenious Women

Research leader programme

Research Leader Programme for new and aspiring Principal Investigators (PIs). Typical programme structure, content and day by day outline.

Programme content

The Research Leader Programme focuses on the challenges faced by research leaders as they establish themselves as PIs and group leaders. Topics include building your research profile, developing and supporting a research group, and understanding the internal and external research and higher education environment. Drawing upon the experience of senior colleagues and a range of internal and external contributors the programme will consider issues around leadership: how to recruit, manage and motivate a research team; decision making: how to balance competing demands, deal with difficult situations and identify the best options available; and personal advancement: publication profile, funding opportunities and career development.

Programme structure and requirements

Offered as a 4-day programme, participants are committed to attending all 4 days. The programme is fully integrated and each day of the programme builds on the earlier content. The course is organised by the Institute for Academic Development on behalf of, and working closely with, the 3 Colleges. It is facilitated by external development consultants and there are contributions from senior staff in the Colleges.

Example programme outline:

Day 1 - The role of the Principal Investigator

- leadership and management
- leadership styles and personal skills
- balancing responsibilities
- working with organisational structures/policies/strategies

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SILVER Action Plan **ONGOING WORK**

Reach out!

Survey highlighted the need to communicate better to Postdocs and Lecturers

Professional and Support Staff

Ensure understanding of promotion criteria

Introduce peer-mentoring/lean-in groups

Ensure uptake of UB and E&D training

post
docs



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SILVER Action Plan

Embedding

Professionalism

Respect and dignity

Fairness and transparency

Equality of opportunity for all

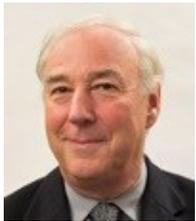
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Action Plan:

Engage Heads of Centres, Institutes, Divisions in the Athena SWAN ethos

- Enact policies locally
- Promote leadership/career training through P&DR
- Promote UB and E&D training locally
- Encourage mentoring
- Feedback with data



Jeffrey William Pollard, CRH



Christopher D Gregory, CIR



Andrew Baker, CVS



David Newby, EI



Hilary Critchley, Dean CS



Moira Whyte
Head of College



Aziz Sheikh
Usher Institute



Sarah Cunningham-Burley, CBSS



Tim Aitman, CGEM



Mark Arends
DoP



Margaret Frame,
MRC IIGMM
& Scientific Director
CRUK EC



David Cameron,
Clinical Director
CRUK EC



Wendy Bickmore,
MRC HGU



Stuart Forbes, CRM



Siddharthan Chandran, CBS



Peter Hayes, DHS



Angus Walls, EDI



John Norrie, ECTU/CPHS



David Weller, CPHS



Cathie Sudlow, CMI



Harry Campbell, CGHR, Acting Dean MGPMS



Igor Rudan, CGHR



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What are the biggest challenges? Our SIZE!

Ensuring support is available at the key stages – recruitment, retention and promotion

- ✧ **Maternity provision and support**
- ✧ **Mentoring**
- ✧ **Leadership training and opportunities**

Embedded practices and attitudes – it takes time to achieve change in organisational culture; unconscious bias training is key here

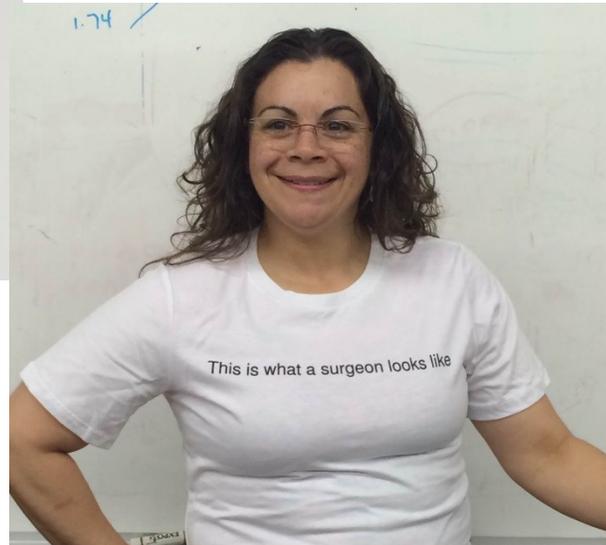
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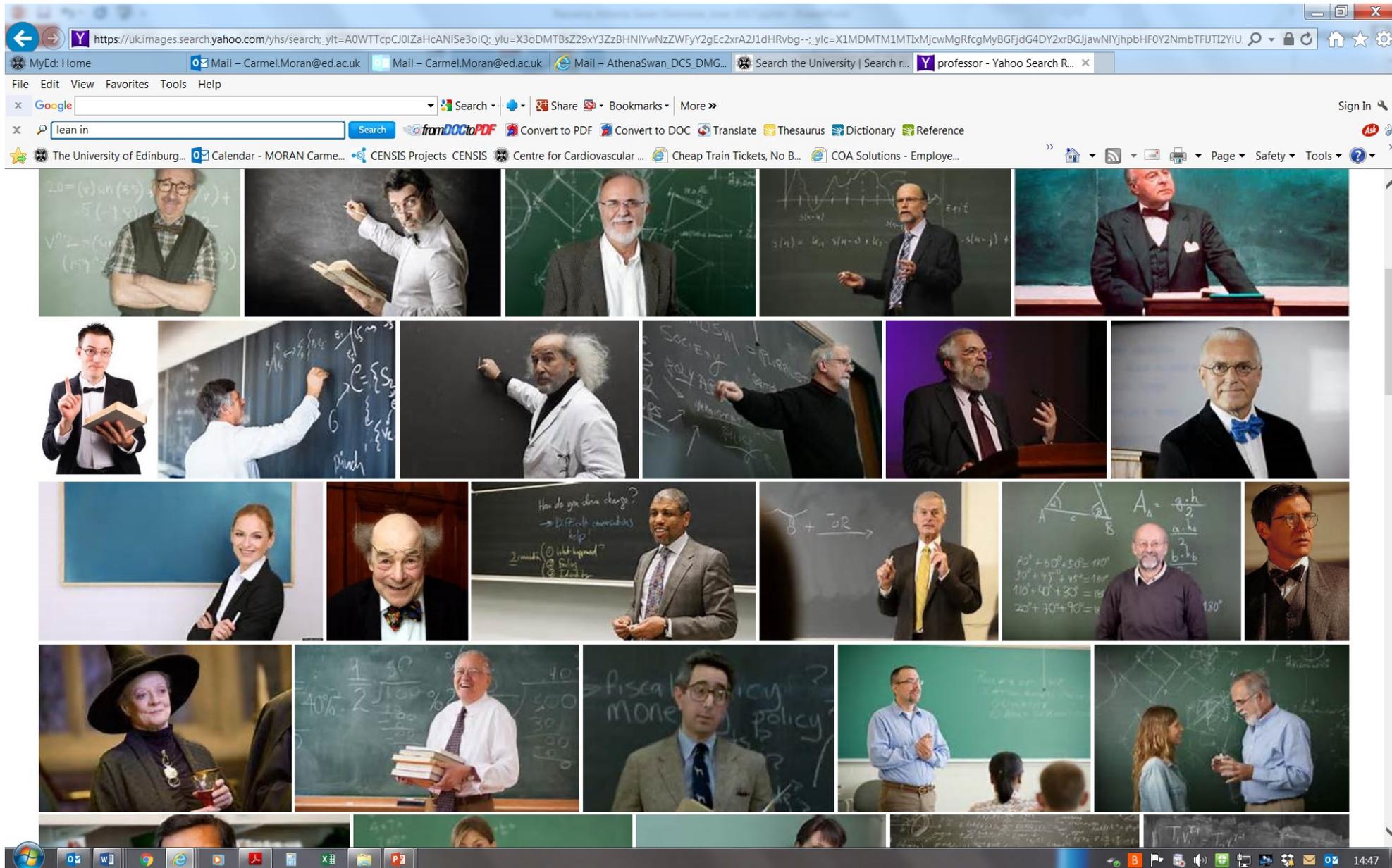
Action Plan - NEW for silver



Miss Farhat Din
ASPIRIN, METABOLISM & BOWEL CANCER

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INPUT SURGEON/ SCIENTIST OR PROFESSOR INTO A SEARCH ENGINE THEN MIRACULOUSLY:



FINALLY: OVERCOMING THE CHALLENGES!



Our NEW Athena SWAN 'XX chromosome' Professors!



University of Edinburgh Pay Gap

Decreased from 11 to 7% across the University

Prof Jane Norman
Vice-Principal of
People and Culture



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THANK YOU

Jim_Nisbet Kate_Britton Lara_Campana
Ruby_Osborn Stuart_Ralston Adriano_Rossi
Sarah_McGlasson Amelia_Howarth
Sharon_Hannah Dahlia_Doughty Shenton Natasha_Tracey
Ariane_Willems Elspeth_Wedgwood Sarah_Howie
Pauline_McLeod Susan_McNeill
Margarete_Heck Patricia_Yeyati Fiona_White
Robb_Hollis Mariiza_Hjnyana Stuart_Falconer
Saturnino_Luz Catherine_Shaw Lauren_Johnstone Helen_Cullion
Louise_Marryat Louise_Marryat Pauline_Jamieson Sonja_Vermeren Kylie_Conroy
Craig_Ritchie Hilary_Critchley Barbie_Stevenson
Susan_McNeill Tammy_Gilchrist
Fiona_Denison Sarah_Cunningham_Burley Yan_Lee
Sue Maria_Valdes_Hernandez Catherine_Crompton Marlyn_Pichemsgill
Paul_Fitch
Marion_Bacou
Nick_Hastie Claire_Mackintosh Alexandra_Bannach_Brown
Rachel_Thomas Philippa_Saunders
Renee_Ingram Cathy_McLaughlin Alex_Adams
Jenna_Cash Helen_Nickerson Vidya_Rajasekaran
Markin_Rajus Gill_Roberts Emily_Findlay_Guyer
Sarah_Cempriere
Ellen_Stewart Vivien_Smith Jenna_Langschmidt
Nene_Roua_Denar Veronique_Mison Elspeth_Currie
Gillian_Mead
Mark_Arends Gillian_Gray Lorna_Marson Evropi_Theodoratou Femke_Morrison
Jennifer_Petrie Rachel_Guest
Adrian_Thomson Dasa_Congman
Anna_Williams Priya_Hari
Paddy_Haddock