

## IMS Athena SWAN SAT and Equality and Diversity Group

### Minutes of meeting held on 14 November 2017

**Present:** Helen Galley (Chair), Julie Brookes, Maria-Grazia Cascio, Bernadette Connolly, Bogdan Didov, Iain Gibson, Lindsey Hamilton, Pietro Marini, Peter McCaffery, Andrew McEwan, Iain McEwan, Ann Rajnicek, Hugh Seton, Ian Stansfield, Dawn Thompson, Neil Vargesson, Natasha Walker, Karen Slessor (Clerk).

#### 1. Staff and PG survey report

Peter McCaffery presented the data from the Staff and PG survey report.

A number of points to note:

What are the headliners?

69% 169/245 compared to 2016 2015/311 (66%) – original action plan 70%

Two major negatives = Promotion & family friendly policy information

Not all negatives will go in submission but must take account of them somehow.

Q5 – 22% unhappy how do these compare to 2016

Workload q5-7 summarised

Q9 – working long hours. Improved by email re working hours/answering emails

Q16 – promotion -

Q27 - 29 – annual review – some positives. Get breakdown to categories. May help with action plan

Q41 – 42 – training course compliance. Can we refer to 2016? E.g. E&D

Q53 – career break – review these questions going forward

Q54 - Family friendly policy negatives

Q56 – 58 – very positive responses

Q59 – peter can circulate comments relating to disabilities under represented in IMS

**ACTION:** Annual review –circulate information to staff earlier next year.

#### 2. Other achievements- HG

(Binary) to add to survey info, Athena Swan work to be added to workload, university-wide working hours directive, budget for E&D, staff survey, E&D standing item on IMS executive and research programme agendas, Esslemont rebirth, IMS web pages, improvement to response rate from PG and staff surveys, implementation and delivered promotion training for ALMs, IMS seminar speakers gender balanced with an aim of 40% female seminar speakers to be invited, PhD showcasing successes, E&D training almost 100% with an aim for 100%, academic staff annual review, increased staff mentors by 10%, appointment of parent champions, breast feeding policy, capture of any admin/ external role of academic staff on annual review form, workload discussed at Annual Review, formal positions in IMS now an advertised open call.

#### 3. Application decision- Silver or Bronze?

Anticipate higher probability of bronze award if applying for silver. Criteria for silver includes evidence of impact but the requirements are quite vague. The survey might represent highest change as we had started more or less at zero. Current Silver awards will be on websites.

PG survey – Iain Gibson summarising.

It was agreed that we aim for silver.

2 case studies required. Directorate to identify suitable candidates. Julie Brookes is an example and a member of SAT team.

HG to update M-GC on additional data required.

**4. Continuing to deal with ongoing Equality and Diversity matters**

- a. IDEALL group – update from Ann that the website has been updated.
- b. Harassment – School email circulated with guidance.
- c. Website updates

5. The next meeting will be held on Tuesday 30<sup>th</sup> January 2018 at 10.00am in Level 7 Conference Room.

DRAFT