

PROJECT TITLE

Athena Swan application - Data collection, analysis and interpretation

PROJECT DESCRIPTION

The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research. Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women. BAS joined the charter in 2015 and submitted its first bronze application shortly after. Since then we have been working hard to address any issue hindering the advancement of female staff across BAs but not only women. The application was renewed in 2018 and a new application is due for submission next April. Over the past 2 years BAS and UKRI have worked very hard to promote a more inclusive and diverse workplace. These efforts have culminated in many initiatives and we would like to build on that. The aim for this project is to recruit someone to work closely with the working group (SAT) on the data gathering and analysis as well as the review of what has been achieved and the impact of these changes and contribute to the action plan

SUGGESTED LENGTH – 6 months

JOB DESCRIPTION

To gather, analyse and interpret staff and student datasets (by gender and other diversity characteristics), interpret findings, identify trends, and produce graphs, trend analyses and other information for BAS. To give continued support to the HR Officer – EDI and SAT on i) the review of the 2018 action plan and the impact of activities undertaken and ii) post-submission of Athena SWAN award in implementing Athena SWAN action plans. To work closely with the HR Officer and the EDI network to ensure activities undertaken across BAS are captured in the AS application.

WHAT ARE WE LOOKING FOR?

An interest in activities to the development of females in STEM. Strong data manipulation and presentation skills i.e. charts. Good communication skills with the ability to work across departments. Good interpersonal skills and initiative