

# Athena Swan ACTION PLAN 2021–2026

- 2 SHORT-TERM ACTIONS ARE HIGHLIGHTED IN RED; MEDIUM-TERM IN ORANGE; AND LONG-TERM IN YELLOW. It

Ref Planned action/objective(s)

members)

HoD (SAT member)

- a) The contribution of 100% of SAT members is to be recognised;
- b) There will be increased activity leading to

--	--	--	--	--	--	--	--

Ref		Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
3.4		Improve students' awareness of AS and the surveys at induction events and classes.	Relatively low response rates to the student surveys (30% 50%) indicate a need for more student engagement (pp. 14, 19).	i) AS introduced as part of 'Welcome week'. ii) Visits to third-year Special Subjects and the HIST401 MA course to introduce the surveys.	December 2021 and annually thereafter to December 2025 (virtually during the pandemic)	UG Part II and PGT Directors (SAT members)	a) UG/MA survey responses of >50%; b) > 50% of those attending departmental AS events will be students (see AP 4.10).
3.5		Transform the AS page on the student 'My History' Moodle site into an EDI Teams site, featuring information about the AS Charter as well as survey links.	The page currently features only links to the AS student surveys, with no contextual information, and this may have deterred students from taking the surveys (p. 19).	A			

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
-----	--------------------------	---	---------------	-----------	--------------------	---------------------------------

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
4.5	Establish a network of academic tutors to raise awareness of the needs of male students.	A higher proportion of male students than female students receive 2:11 results. Female students consistently				

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
4.7	Run the MA module HIST441 (From Athena to Katyusha: Women's Experience in War and Conflict)	This new module would diversify the MA International & Military and MA History curricula (p. 25).	i) Workload planning for the relevant staff member(s) to prioritise this module. ii) Focus group with the first cohort to test whether the module influenced their MA application and curriculum experience, and note any gendered aspects to the			

mu71B97T02670(6)J10d(to)TndT0j-0.0MAeto4T0ant029395-3Me2w7d(t)-(b)J10v3

d(fra)P0E0a3]287(0)3)M(0)5).1.05fD(y)21870074t830B(D)0783M00200er

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
4.9	Circulate calls for NWSSDTP 1+3 and college funding schemes, and provide information about the fees/maintenance packages and the application process.	Table 16 shows that relatively few of our PGT students (female or male) have gained funding from these schemes (p. 30).	Special Subject tutors are able to offer information to third-year students through Progress Review meetings. These happen earlier than university PG open days.	November 2021, and annually until November 2025  Short-term because action can be started quickly.	PGR Director (SAT member) to galvanise all Special Subject tutors.	An improved rate of applications for MA funding. Target: more than one student applying per year for each scheme.
4.10	Invite former Lancaster PhD students working in academia and related careers to speak about their career path.	Qualitative comments in the third-year/MA surveys show that female students are more likely to have negative perceptions of an academic career (p. 30).	An annual event, featuring a panel of former Lancaster History PhDs working in a variety of academic-related fields.	January 2023, and annually until 2026.		

sur ( )Tjnh( )Tjs-6.6 (f.8 (D)JT2-0.001 2 )JJO Tmraeill60.001 Tw 0.174 039d

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
5.1	EDI lead to scrutinise the wording of advertisements with a view to encouraging applications from under-represented groups.	The low proportion of female applicants for our recent professorial post (18%) suggests the need for job descriptions that encourage a wide range of applicants (p. 38), but other factors need to be reviewed as well.	<p>i) Advertisements thoroughly checked from an EDI perspective. (Standard HR wording on diversity is now being added.)</p> <p>ii) A focus group of female departmental staff, examining the last professorial advert amongst other university adverts, and discussing any other perceived barriers to under-represented groups applying.</p>	<p>All future posts, starting in 2021/2</p> <p>Short-term because there are vacant positions.</p> <p>Medium-term because no professorial positions will be advertised imminently.</p>	Deputy HoD	<p>i) Target: adverts for 100% of posts to be scrutinised.</p> <p>ii) Identify improvements to future adverts to encourage applications from a more diverse range of candidates.</p> <p>Ultimate aim: increased proportion of applications</p>

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
5.3	Ascertain the effectiveness of 'buddies' for helping new appointees to settle in.	Comments from recent appointees indicate that little was done to welcome them, beyond official procedures (p. 39).	A focus group of recent appointees (2018-22) to discuss the effectiveness of the buddy system and induction.	Focus group in January 2023, reporting to EDI committee.  Medium-term (posts are frozen)	Deputy HoD	>75% of staff to indicate satisfaction with the induction and buddying process on the staff survey.
5.4	Arrange a welcome event for new appointees, and invite them to deliver a seminar to introduce their research.	"	i) Afternoon tea for new appointee(s) at the start of their first term.  ii) Invitation to deliver a research seminar during their first year.	January 2023–January 2026.  Medium-term, for when frozen posts are filled.	DO (welcome event)  Events organiser (seminar)	"  48e207MC [td



Ref



Planned action/objective

Rationale (page numbers  
cross-referenced)

Key output(s)



Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
5.13	Revise the timetable for, and departmental communications about, PDRs.	Departmental uptake was 73% in 2019/20. Fewer male than female survey respondents were happy with the process (p. 46).	i) Revised timetable for departmental PDR communications. ii) Departmental analysis of PDR uptake annually in November.	Revise the timetable in summer 2021, for review in summer 2022, reporting to EDI committee.	DO and HoD	a) Improved uptake of PDRs (target: 100%). b) Improved rate of satisfaction with PDRs according to staff surveys (target: >75% content).
5.14	Build on the support for RAs within the department, for example through mock interviews.	Of five RAs who have left, two have gained permanent positions and three have gone to temporary contracts (p. 47).	i) Guidelines devised, for imple34 (pto)7.2			

i (r)-2.s ad7-6 7k1.350 Td(t)-6 33 1 TMCID 62 >>BGSE-0 Tc 0 Tw 1TTw (k]

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
5.17	Assess the uptake of Academic Tutor meetings amongst UG students by gender and mode (online or face-to-face).	There is a pattern of male students being less engaged with the department than their female counterparts (pp. 23, 48).	Collation of Academic Tutors' registers. Analysis of the results by EDI committee, leading to new APs to improve the Academic Tutorial system.			

Ref



Planned action/objective

Ref



Ref	Planned action/objective	Rationale
-----	--------------------------	-----------



---

Ref	Planned action/objective	Rationale (page numbers cross-referenced)	Key output(s)	Timetable	Person responsible	Success criteria and outcome(s)
-----	--------------------------	---	---------------	-----------	--------------------	---------------------------------



