

Good Practice Scheme

HoDoMS Conference 2013

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*The London
Mathematical
Society*



Aims of scheme

- To help departments to embed equal opportunities for women in their working practices
- To support departments to apply for Athena SWAN awards

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International Review of Mathematical Sciences 2010

- Proportions strikingly small compared with other countries
- Worrying lack of concern
- Recommended urgent action

RCUK Statement (Jan 2013)

- RCUK expects evidence of ways in which equality and diversity issues are managed at institutional and departmental level
- Evidence includes participation in schemes such as Athena SWAN, benchmarking data...
- Reserves the right to introduce more formal requirements

The Good Practice Scheme offers:

1. Supporter status (25 departments so far)
2. Workshops – next one in Edinburgh 22nd April
3. Website – successful Athena SWAN applications, examples of good policy documents, slides from workshops...
4. Benchmarking data and report

Benchmarking Report

- Launched at House of Commons in February 2013
- Produced by Oxford Policy and Research
- Analysis of HESA data broken down by gender
- 30 departments filled in comprehensive survey providing examples of good practice – will receive individual reports

Data headlines

- Over 40% of maths undergraduates are women, 6% of maths professors are women
- Only 25% of maths PhD students are women (19% of UK students)
- 21% of maths lecturers/ senior lecturers are women (for contracts including research), 38% for teaching only contracts
- 58% of male mathematicians aged 51-60 are professors compared with 22% of women

Mean Department Scores (maximum 18, fair 7 - 11)

- Organisation for action 8.0
- Evidence base for action 5.8
- Appointments and promotion processes 9.2
- Levelling appointment and promotion playing fields 10.0
- Career development provision 9.5
- Career development activities 7.9
- Effective management 9.8
- Culture and ethos 11.2
- Flexibility and sustainable careers 10.2
- Career breaks and interrupted careers 8.5

To achieve real change

- Requires full support and active engagement of head of department and senior men
- Be aware that many women are concerned that they are being asked to add work on Athena SWAN to heavy workloads
- Recognise that changes should benefit the whole department