



This matrix is taken from the [Athena SWAN Charter Award Guidance](#) and shows the differences between Bronze, Silver and Gold department awards. Not all sections of the form have been included as these have the same requirements at all levels. These are: section 2, section 3, and section 8 in the application form.

Award Overview

1. **Bronze Department** awards recognise that in addition to university-wide policies, the department has identified particular challenges and is planning activities for the future. This includes:
 - an assessment of where the department is in quantitative (staff and student data) and qualitative (policies, practices, systems and arrangements) terms, which has identified both challenges and opportunities;
 - a plan that builds on the assessment, the activities that are already in place and what has been learnt from these;
 - an organisation (the self assessment team) to carry proposed actions forward.
 - At **Bronze department** level activities should be planned for the future.
2. **Silver Department** awards recognise that in addition to university wide policies, the department has a significant record of activity and achievement and has identified particular challenges, has implemented activities and can demonstrate the impact of these so far.
3. A **Gold department award** recognises a significant sustained progression and achievement by the department in promoting gender equality and to address challenges particular to the discipline. Gold departments should be beacons of achievement in gender equality and should champion and promote good practice to the wider community.

	Letter from Head of Department	Baseline data		Supporting and advancing women's careers			Action Plan
		Data Collection	Data Monitoring	Key career transition points	Career development	Organisation and culture	
GOLD	Strong letter of endorsement showing clear and continuing Head of Department and other senior support and commitment, evident links between Athena SWAN work and department strategy, clear progress since Silver, evidence of the impact that the department's women and science work has had on the department as a whole, and awareness of what is next for the department including any significant challenges	The specified data has been collected at all levels (UG, PGT, PGR, PDRA, Academic and research staff) for 5 years	The specified data has been monitored at all levels (UG, PGT, PGR, PDRA, Academic and research staff) for 5 years with in-depth analysis and reference to benchmarking; additional monitoring of problem areas identified and evidence of progress since Silver highlighted	<p>Evaluation of the impact of well-embedded practices and processes, and reflection on successes since Silver to show the following:</p> <p>Key career transition points</p> <ul style="list-style-type: none"> • Appointment and promotion systems and practices, and decisions taken are open, transparent, and fair • Approaches and systems are used to make sure that men and women are equally likely to apply for appointment and promotion and equally likely to be successful <p>Career development</p> <ul style="list-style-type: none"> • Arrangements exist to monitor and ensure the quality and effectiveness of career development provided • Arrangements ensure staff engage in activities, internal and external, that contribute to career progression • Specific reference is made to the needs of early career staff <p>Organisation and culture</p> <ul style="list-style-type: none"> • Administrative and academic contributions made by staff are effectively and fairly managed and resourced • A working environment that recognises the ambitions and expectations of staff, recognises their contribution and enables a rewarding career <p>Flexibility and managing career breaks</p> <ul style="list-style-type: none"> • A department managing the flexibility that underpins sustainable careers • Arrangements for managing career breaks, maternity leave, and other career interruptions that support individuals to maintain a career trajectory that meets their abilities and ambitions. 			A clear action plan that has targeted actions for all areas identified through self assessment and those where work to date has shown improvements are possible, outcome/success measures, clear responsibilities and timelines covering at least a three year period, and evidence of progress with actions since Silver

	Letter from Head of Department	Baseline data		Supporting and advancing women's careers				Action Plan
		Data Collection	Data Monitoring	Key career transition points	Career development	Organisation and culture	Flexibility and managing career breaks	
SILVER	Strong letter of endorsement showing clear Head of Department and other senior support and commitment, clear links between Athena SWAN work and department strategy, and evidence of recent progress (since Bronze where applicable)	The specified data has been collected at all levels (UG, PGT, PGR, PDRA, Academic and research staff) for 3 years	The specified data has been monitored at all levels (UG, MSc, PhD, PDRA, Academic and research staff) for 3 years with thorough analysis and reference to benchmarking ; specific monitoring in areas identified as needing attention	<p>Ongoing activity and future action with some reflection on successes to show the following:</p> <p>Key career transition points</p> <ul style="list-style-type: none"> • Appointment and promotion systems and practices, and decisions taken are open, transparent, and fair • Approaches and systems are used to make sure that men and women are equally likely to apply for appointment and promotion and equally likely to be successful <p>Career development</p> <ul style="list-style-type: none"> • Arrangements exist to monitor and ensure the quality and effectiveness of career development provided • Arrangements ensure staff engage in activities, internal and external, that contribute to career progression • Specific reference is made to the needs of early career staff <p>Organisation and culture</p> <ul style="list-style-type: none"> • Administrative and academic contributions made by staff are effectively and fairly managed and resourced • A working environment that recognises the ambitions and expectations of staff, recognises their contribution and enables a rewarding career <p>Flexibility and managing career breaks</p> <ul style="list-style-type: none"> • A department managing the flexibility that underpins sustainable careers • Arrangements for managing career breaks, maternity leave, and other career interruptions that support individuals to maintain a career trajectory that meets their abilities and ambitions. 	A clear action plan that has targeted actions on the monitoring and collection of data and for action areas identified, outcome/successes measures, clear responsibilities and timelines covering a three year period, and evidence of recent progress with actions (since Bronze where applicable)			

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		Data Collection	Data Monitoring	Key career transition points	Career development	Organisation and culture	Flexibility and managing career breaks	
BRONZE	Strong letter of endorsement showing Head of Department support and commitment, and links between Athena SWAN work and department strategy	Some of the specified data has been collected at all levels (UG, PGT, PGR, PDRA, Academic and research staff) for 3 years	The available data has been monitored at all levels (UG, PGT, PGR, PDRA, Academic and research staff) for 3 years with sound analysis and some relevant/useful comparisons; some problem areas identified	<p>Some activity and future action with reflection on areas highlighted by self-assessment to show the following:</p> <p>Key career transition points</p> <ul style="list-style-type: none"> • Appointment and promotion systems and practices, and decisions taken are open, transparent, and fair • Approaches and systems are used to make sure that men and women are equally likely to apply for appointment and promotion and equally likely to be successful <p>Career development</p> <ul style="list-style-type: none"> • Arrangements exist to monitor and ensure the quality and effectiveness of career development provided • Arrangements ensure staff engage in activities, internal and external, that contribute to career progression • Specific reference is made to the needs of early career staff <p>Organisation and culture</p> <ul style="list-style-type: none"> • Administrative and academic contributions made by staff are effectively and fairly managed and resourced • A working environment that recognises the ambitions and expectations of staff, recognises their contribution and enables a rewarding career <p>Flexibility and managing career breaks</p> <ul style="list-style-type: none"> • A department managing the flexibility that underpins sustainable careers • Arrangements for managing career breaks, maternity leave, and other career interruptions that support individuals to maintain a career trajectory that meets their abilities and ambitions. 				A clear action plan that has targeted actions on the monitoring and collection of data and for some action areas identified, outcome/success measures, clear responsibilities and timelines covering a three year period

