

# Athena Swan Update

## **Staff Profile and Pipeline**

*Academic Staff:* In 2014/15, the School had 251 academic and research staff, of whom 38% were women. In 2020 the School has 339 academic and research staff, of whom 43% are women

*PSS Staff:* In 2014/15, the School had 66 PSS staff, of whom the majority (80.3%) were women. In 2020 the School has 113 PS Staff, of whom 84% are women.

From the 2014/15 data: 36% of lecturers were women, this is now 44%; 19% were SL this is now 42%; 34% were Professor and this is now 38%. What is significant is the improvement in the pipeline at mid- career level SL, which will over time feed into senior appointments.

At lecturer level Philosophy and Social Statistics which were predominantly men 83% and 80% respectively now has a 50/50 gender balance. Social Anthropology which was predominantly women 75% now has a 50/50 gender balance, Sociology and Social Statistics also have a 50/50 gender balance. Criminology 57%, Law 54% (Law inc Criminology was 60%) and Politics 43%, this has fallen from 50%. One area that has not made significant progress is Economics where only 21% of lecturers are female, however there has been some progress as it was 16% in 2014/15. Economics are working proactively to increase the number of women and in the last two years have recruited 3 at lecturer level. The small proportions of women in Economics is a national issue.

At SL/ Reader – Criminology 86%, Law 48% (was 40%) Politics 41% (was 20%), Social Anthropology 63% (was 0%), Social Statistics 25% (was 25%) and Sociology 55% (was 50%) two departments Economics (was 0%) and Philosophy (was 25%) currently have no women SLs.

At Professor level - Criminology 33%, Law 33%, (was 25%) Philosophy 20% (was 17%), Politics 47% (was 40%). Social Anthropology 57% (was 67%), Social Statistics 60% (was 25%), Sociology 47%, (was 40%). Economics are the notable exception at only 13% (was 20%).

In terms of Academic posts, 19% lecturers, 17% of SLs, 10% of Professors classify themselves as from an ethnic minority. There is still an issue in that ethnic minorities are more likely to be in a research post - 29% of Research Fellows and 45% of Research Associates. This is an area that will have more focus over the next year and in the next Action Plan.

## **Recruitment and Promotion (NO DATA YET for Recruitment)**

### **Recruitment**

While we do not have the official data from Jobtrain as yet, the broad headlines on the recruitment to academic posts is as follows:

2016/17 – 58% men, 42% women

2017/18 - 66% men, 34% women

2018/19 - 64% men, 36% women

2019/20 – 29% men, 71% women

### **School Initiatives**

- Gender and Ethnicity taken into account on shortlisting and interviewing panels and a robust system introduced for shortlisting

- New background information (for the further particulars when advertising posts) paying particular attention to inclusivity
- To ensure that at the time of appointment there is parity in pay linked to previous experience/ level. Men are more likely to push for a higher offer than women and the School has held a firm line to try and resolve the issue of the gendered pay gap which perpetuates itself if there is not parity at the outset.

### **Promotion**

The Head of School proactively speaks to Heads of Departments to identify members of staff who should be encouraged to apply for promotion. While the proportion of women applying for promotion compared to men for SL has fluctuated year on year 2016/17 63%, 2017/18 31%, 2018/19 40% and 2019/20 35% all cases have been successful.

The School has also worked hard to gain greater trust in the process by:

- Running a promotions workshop in July for those interested in applying for promotion either in the next academic year or beyond to fully explain the process and what the committee are looking for.
- Running a two stage process, so an early application on which the candidates receive feedback before the final application has to be submitted.

Despite these endeavours and the positive feedback from candidates there still remains a mistrust as evidenced in the staff survey. Acts fairly with regard to career progression/ promotion fallen from 59% to 48%.

### **Leadership, Management and Representation on School Committees.**

Again there have been fluctuation year on year on the overall representation of women in leadership and Management positions and representation on School Committees, as this very much depends on who puts themselves forward, but we have not been less than 50% - 2016/17 54%, 2017/18 52%, 2018/19 50% and 2019/20 51%.

### **Career Development, training and support of academic staff**

#### **REF**

REF UoA teams all have representation from senior women and all output grading/profiles are being monitored by gender and ethnicity to ensure representation across grades. Impact cases have a strong representation from women (2 in sociology, 2 in Social Anthropology, 3 in politics, 1 in economics, 2 in law) (10/22 required are led by women). There are 3 women on REF sub-panels (politics, anthropology, philosophy). All research and teaching staff are included in the REF, so issues of exclusion do not apply this time around. There are no women with nil returns. REF is overseen by SRD (woman) and submissions/RRE is reviewed by the Centre for gender profile.

#### **Training and Support Research**

SoSS hold regular events on fundraising, impact and writing for publication at School level, organised by RSO and Knowledge and Impact Officer and grant writer. The key development here is the establishment of the Research Contract Staff policy, which establishes a network co-ordinator for RCS staff across the School and provides £1000 for each RCS per annum for career development. The GMAT oversees support for all RCS, including mentoring and performance reviews (PDRs overseen by SRD and Director of Social Responsibility); there are strengthened inductions at School and Department level for all new staff including RCS. RCS staff are also eligible for internal pots of

funding (SoSS small grants competition, pump priming money in MICRA and CMI, ESRC Social Science Festival, ESRC Impact Accelerator Funds). Some RCS/postdocs have been made permanent or promoted.

### **Research Grants**

Increased applications and awards demonstrates greater activity around this across all departments, with some big grants headed by women (Rachel Gibson, Olga Ultagersheva, Hilary Pilkington) and BME (Nazroo, Alexander).

### **Leadership and Management Training**

Since the AS Application was submitted the University of Manchester has invested in leadership training, for example Step into Leadership which is specifically aimed at Heads of Department and Heads of function. More recently the Inspiring Leaders programme has been rolled out for the last three consecutive years.

### **PDRAs and ECRS**

A major piece of work on PDRAs and ECRs and as a result of this in 2018-19, SoSS introduced new funding - up to £1000 per year for the purposes of career development – in particular, the development of an independent research agenda and profile – for staff on **fixed-term** research contracts. The money can be spent on training, attending a conference or a networking event.

### **Support for staff with caring responsibilities**

Initiatives that have been introduced include: a School reduction in workload when returning from parental leave to enable more time for research/ scholarship;

A University wide scheme was introduced to enable those that had had maternity/ adoption leave a full semester of academic leave when they returned with funds provided to employ replacement teaching. Unfortunately, because of the pandemic and the resultant financial crises this has had to be paused for the next academic year.

A Caregiving Scheme was established in 2018 for SoSS staff (both academic and PS), TAs and PGR students. The scheme subsidises childcare or other caregiving, up to £150, when an overnight stay is required for attendance at a conference or training event (or similar).

### **Unconscious Bias Training**

Unconscious bias training was carried at with good attendance across the 6 face to face sessions during 2016/17.

There is now an on-line version which will be rolled out across the School during 2020/21.

<https://www.staffnet.manchester.ac.uk/equality-and-diversity/training/unconscious-bias/>

### **Workplace Culture and Communications**

#### **Diversity in the Curriculum**

The School introduced the Diversity in the Curriculum Scheme to facilitate the process of changing some aspect of UG or PGT course unit in a way that enhances diversity. The Scheme pays for a TA/ PGR student for up to 6 hours to specifically address diversity, initiatives have included decolonising the curriculum, addressing gender, disability, learning needs, refugees and asylum seekers issues directly.

## **Awareness of Equalities Issues**

From the Staff Survey Results 2017 and 2019:

- Awareness of Dignity at Work and Study Policy had increased to 82% from 63%.
- Zero tolerance bullying and harassment had increased to 82% from 63%.
- The new Head of School (August 2018) made it very clear to the Senior Leadership team his commitment to zero tolerance and his expectations around this.

## **Core Hour Policy**

A core hour policy introduced and was amended during the pandemic to ensure 12.00 – 13.00 was kept free for those with caring responsibilities who needed to provide lunch.

## **Communications**

- Updates to SLT, SPRC, Faculty Committee.
- The School has a new Making a Difference website to raise awareness of the School's equalities mission.
- The SoSS Staff bulletin has regular updates.
- New SoSS SR email account for communication
- Monthly news digests on SR and EDI issues (provided centrally by the University) are distributed by email

## **Areas to be addressed:**

- Ethnicity - ethnic minorities are more likely to be in a research post - 29% of Research Fellows and 45% of Research Associates.
- PDR - This is still an area we struggle with for academic staff as evidenced by the last staff survey, via the question: how useful P&DR/probation reviews were? SoSS fell from 75% to 63%. This is being progressed by the Staff Survey Action Group.
- WAM - A new WAM has been developed but there is still a perception that junior women academics will pick up tasks not represented in the WAM such as Open and Visit days. The WAM was also an issue in the 2017 and 2019 Staff Survey and in the School survey on Worklife Balance and Stress Survey in 2018.

## **Student Profile and Pipeline**

### **Undergraduate**

The number of women studying at UG level has increased from 51% (2014/15) to 57% (2017/18) but gendered differences still remain across the departments.

There is still an over-representation of men (Economics and Philosophy) but some progress has been made here and Departments with a significant over-representation of women (Social Anthropology, Law (Inc. Criminology) and Sociology) continue to have more women students. Politics is the one department where significant progress has been made with 54% women students (HESA 49%, RG 52%). Increase of 7 percentage points from 2014/15. It is also worth noting that we are not significantly out of alignment with HESA or RG and in many cases better.

### **Postgraduate Taught**

The number of women studying at PGT level has increased from 57% (2014/15) to 60% (2017/18).

Department differences still remain two trends can be identified for FT students: Over-representation of women (Sociology, Social Statistics, Law (inc. Criminology) and Social Anthropology) and gender balance (Economics, Politics and Philosophy). Philosophy 46% Full-time women students (HESA 38%, RG 37%). Increase of 21 percentage points from 2014/15. For PT students, women are slightly overrepresented in Law (inc. criminology) and more so in Sociology, aside from that the part time split is fairly even.

### **Postgraduate Research**

The number of women studying at PGR level has increased from 46% (2014-15) to 49% (2017/18).

Department differences still remain. At PGR (full-time), two main trends are identifiable across the Departments: there is an overrepresentation of women in Sociology, Social Statistics and Law (inc. Criminology) and under-representation of women in Economics, Philosophy, Politics and Social Anthropology. Aside from Economics, these under-representations are quite significant with Social Anthropology being a particular anomaly due to the marked decline in numbers of women from UG/PGT to PGR.

### **Applications, Offers and Acceptances:**

The School received a higher number of UG applications from women (55%) in 2019; women also received a higher proportion of offers than men and are more likely to accept (58% of women received offers compared to 51% men and 18% of women accepted compared to 17% of men). For PGT: An ever higher proportion of applications are made by women (63%) and women are more likely to get offered a place, and were more likely to accept (42% of women received offers and 69% of women accepted, compared to 32% of men receiving offers and 65% of acceptances by men). For PGR: there are lower levels of application by women (46% in 2019), although they constitute 53% of total offers and 64% of women applicants that get offered places subsequently accept (exactly the same level of acceptance as men candidates).

### **Degree Attainment:**

At UG level in 2017/18 the proportion of women achieving a first class was 24% against 27% of men. At upper second class level the variance is much greater with 57% of women attaining this grade against 48% of men. Lower second class honours and third class degree awards show less variance again with differences of a couple of percentage points (men higher on both).

In 2017/18 at PGT level, completion within timescale was at 95% for women (54% at part time) against 90% for men (44% at part time). Women were also less likely to withdraw. In 2017/18 3% of full time women PGT students withdrew against 7% of men at full time and at part time PGT level the variances grows significantly with 16% of part time women withdrawing against 38% of men at part time.

For PGR in the 2015/16 cohort (which is the most recent in the dataset to present a full completion cycle) the trend switches and we see that 52% of men at full time complete within the time scale against 40% of women. At part time level the participation numbers for PGR are not large enough to demonstrate meaningful trends. In terms of PGR withdrawals, full time women were more likely to withdraw with 14% against 2% for men.

### Studentship Allocation PGR

YEAR	F	M	Total	F-WHITE	F-BAME	M-WHITE	M-BAME	Total
17/18	20	16	36	13	7	12	4	36
18/19	18	14	32	12	6	9	5	32
19/20	13	18	31	8	5	7	11	31

YEAR	F	M	Total	F-WHITE	F-BAME	M-WHITE	M-BAME	Total
17/18	56%	44%	36	36%	19%	33%	11%	36
18/19	56%	44%	32	38%	19%	28%	16%	32
19/20	42%	58%	31	26%	16%	23%	35%	31

Studentship allocation has been monitored since 2017/18. For 2017/18 and 2018/19 56% of new awards were to women of whom 19% were BAME. This dropped for 2019/20 to 42% awarded to women of whom 16% were BAME. For male award holders in 2017/18 11% were BAME, 2018/19 16% were BAME and in 2019/20 this rose to 35%.

There is therefore no compelling evidence that there is gender bias in studentship allocation.