The Gender Equality Committee promotes the mainstreaming of gender equality issues and awareness within the College and provides a platform for the dissemination of best practice.

DIVERSITY AND INCLUSION FUNDS
The Wellcome Trust Institutional Strategic Support Fund includes funds for three schemes to support and improve gender equality throughout the College:

1. ACADEMIC RETURNERS SUPPORT FUND
   Supporting career momentum for all academic staff returning to academic life from parental or carers’ leave. By providing financial assistance to further research or scholarship ambitions on their return.

2. CARERS’ CONFERENCE FUND
   Recognising the challenges faced by those with caring responsibilities when attending conferences and other training events the Fund makes a direct contribution to additional caring costs incurred.

3. NETWORK AND EVENT FUND
   Provides funding for networks or events that will promote equality and diversity.

NEW CAREER TRACKS
We have led the introduction of new career tracks to ensure clear, flexible and robust career progression pathways for staff who are not in traditional academic roles:

1. Research Scientists & Technologists – recognises the increasing importance of highly skilled research scientists and technologists performing roles that do not map to traditional academic or professional career pathways.

2. Academic Clinicians – encompasses staff across medical, dental and veterinary science and ensures significant clinical components can be well recognised within an academic career.

DEMYSTIFYING PROMOTIONS AND CAREER SUPPORT
HR partner with senior academics to deliver “Demystifying Promotions” workshops to assist with considering and planning for career development and promotion. Equivalent career planning workshops have been piloted for professional services staff.

JOB ADVERTS AND DESCRIPTIONS
The Committee was instrumental in the introduction of a standard strapline in all job adverts and job descriptions highlighting the University’s commitment to equality and diversity and Athena SWAN principles.

www.gla.ac.uk/colleges/mvls/athenaswan