The Institute was awarded Athena SWAN Silver recognition in April 2016. Since our Bronze award in 2013, Athena SWAN principles have been embedded into the Institute culture.

Institute Athena SWAN success:
- Athena SWAN embedded in, and celebrated at, annual Institute Away Day (>90% staff attendance).
- Institute has hosted 2 joint networking lunches with other University Institutes/Schools (2017)
- Establishment of a family friendly community allotment and garden at Cochno University Farm.
- Plans to introduce an Institute ‘Wellbeing at Work’ week in 2018 with focus on Mental Health and Wellbeing.
- Institute Mentoring Scheme established for all research and academic staff members
- ‘Demystifying Promotion’ workshops held
- Female Researchers Group bringing together female researchers in the Institute from postdoctoral researchers through to Professors
- Fortnightly ‘Coffee in the Museum’ for all staff
- Annual Institute Christmas Ceilidh

www.gla.ac.uk/researchinstitutes/bahcm

41% Female Professors (HESA Benchmark 2013/14: ‘Biosciences’ 17.9%, Veterinary Sciences 30.7%)

51% Female researchers Grade 9

94% Staff Survey response 87 out of 93

‘Mentor of the Year’ Award winning staff (2015 and 2016)

100% Females and Males agree “the atmosphere in the Institute is inclusive for both women and men”