2012
- Athena SWAN SAT established and 14 SAT working groups
- 100% completion of equality and diversity training
- Institute-specific form added to P&DR on promotion, career development
- ECR Forum, grant-writing group, paper-writing group

2013
- Standard job description text on gender equality, flexible working
- Established network to benchmark PGT programmes
- Systematic annual review by Director to identify staff to apply for promotion
- Funds for maternity returners, part-time staff, single parents, special circumstances
- ECR principal investigator training and leadership training purchased
- Maternity buddy scheme, buddy training
- Equal gender representation on Institute Management Group

2014
- Gender balance for external speakers at Institute Seminar Series
- Induction substantially revised; induction training for line-managers
- Promotion myth-busting campaign, promotion workshops
- Institute annual student conference
- Maternity pay and revised end-date for staff with end-dates during or shortly after leave
- PGR maternity pay when funders do not cover it
- Staff bullying survey found no harassment nor bullying
- Athena SWAN Bronze award

2015
- Gender-relevant questions introduced into the PRES
- Gender-balance on appointment committees
- Director's coffee morning for new staff
- Workload is gender-balanced across task domains
- Athena SWAN Silver award

2016
- Formalised, systematic mentoring scheme
- PGR student-ECR mentor pairs and PGR student mentoring circles
- Unconscious bias training now mandatory; 88% women and 86% men completed in first year
- Workshops with Transgender Alliance
- Athena SWAN Silver award renewed

2017
- Etiquette for teams of academic and professional and support staff
- Resource to improve matching between ECRs and teaching opportunities
- Leadership places purchased on Aurora for professional and support staff
- Career development workshops for professional and support staff
- Policy for carers of dependent adults
- Staff harassment prevention workshop

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100% maternity return rate and retention 18 months after return
40% Professors are female (national average is 26%)
61% Senior Lecturers are female
Staff satisfaction 99% for women and 96% for men
Female Leadership since 2002