The Institute has introduced a range of new initiatives to promote equality and develop an inclusive working culture since receiving our Athena SWAN Bronze Award in 2016:

**Bench and Bairns**
An informal forum to discuss balancing family life with building a successful career. Staff at all stages of their careers meet to share experiences and offer advice over a slice of homemade cake and a cup coffee. Partners and children are encouraged to join us for Bench and Bairns events.

**Mentorship Scheme**
Aims to improve career development for all staff. Mentors support mentees’ decision-making and skills development, enabling them to clearly assess their circumstances, rise to challenges and achieve career goals.

**The Network for Early Career Researcher Development (NERD)**
NERD is a collaborative network bringing together early career researchers (ECRs) across two Research Institutes. It works towards a better understanding of the challenges faced by ECRs, fostering collegiality, providing career support and advice. NERD connects nearly 200 early career researchers from the 3Is and ICAMS.