Our aim is to provide a gender balanced training environment that will provide equal opportunities and advance the careers of women in science at every level. Analysis of the staff survey (76% of staff completed our survey in 2016) informed our self assessment process to identify areas for improvement and development towards our goal of gender equality and an inclusive working environment for all staff within the Institute.

Adopting the Athena SWAN principles our Action Plan is focussing on the following key issues:

- Improved Communication
- Early Career Researchers Forum
- Gender Balanced Seminars
- Opportunities for Students to ‘Meet the Speaker’
- Promotion of Work-Life Balance
- Grant-Writing Workshops
- Promotion Workshops
- All Staff Career Mentoring Schemes
- Family Friendly Core Hours
- Informal Meetings for all staff
- Public Engagement and Outreach
- Local Athena SWAN Webpage
- ‘Spotlight on the Scientist’ web pages highlighting Postgraduate and Staff research
- Workload Model