



Athena SWAN at UCL



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- 1. UCL Athena SWAN Journey**
- 2. Bridging the Gap – Local-Central Partnership**
- 3. UCL COVID-19 Career Support Scheme**

1. UCL Athena SWAN Journey



Timeline highlighting engagement with Athena SWAN at UCL



1. UCL Athena SWAN Journey



Award holding departments

2015 Bronze submission

Faculty	Department	Award and Status	Received/Upgraded Date
Faculty of Life Sciences	Department of Chemical Engineering	Silver - received in 2015, renewed November 2023	April 2027
	Department of Neurological Engineering	Silver - 2021	April 2023
	Department of Medical Physics and Biomechanics	Bronze - November 2023	April 2026
	Department of Clinical Science	Bronze - November 2022	April 2026
	Department of UCL, Environmental and Geomatics Engineering	Silver - received 2006, until faculty silver renewed was re-assessed and then lost the award, April 2019	TBC
Faculty of Mathematics and Physical Sciences	Department of Physics and Astronomy	Silver (renewed, 2020, renewed 2023) Sara Chapman, November 2024	November 2027
	Department of Mathematics	Bronze - November 2023	April 2027
	Department of Chemistry	Bronze - November 2023	April 2027
	Division of Psychology and Language Sciences	Silver - received 2005, renewed April 2023	November 2028
Faculty of Health Sciences	Institute of Neurology	Bronze - April 2023	November 2028
	Institute of Ophthalmology	Silver - April 2023	November 2028
	Division of Psychiatry	Silver - April 2023	November 2028
	The Eye Institute	Bronze - November 2023	April 2027
Faculty of Life Sciences	MRC Lab for Molecular Cell Biology	Silver - received 2006, renewed November 2023	April 2026
Faculty of Population Health Sciences	Institute for Women's Health	Silver - April 2023	November 2028
	Centres of Epidemiology and Health Care	Silver - November 2023	April 2027
	Institute of Child Health	Silver - November 2023	April 2027
	Institute of Cardiovascular Sciences	Bronze - April 2024	November 2027
Faculty of Medicine Dentistry	The Division of Medicine	Silver - April 2023	November 2028
	Division of Surgery and Interventional Science	Bronze - November 2023	April 2027
	Division of Infection and Immunity	Silver - November 2023	April 2027
	UCL Medical School	Silver - November 2023	April 2027
	Eastman Dental Institute	Bronze - November 2023	April 2027
	UCL Cancer Institute	Silver - April 2024	November 2027

23 holders
9 Bronze, 14 Silver, 0 Gold

2021 Silver submission



STEMM department awards: 37

Bronze awards
Civil, Environmental & Geomatics Engineering
Department of Earth Sciences
Department of Statistical Sciences
Division of Biosciences
Division of Psychiatry
Division of Surgery and Interventional Science
Electronic and Electrical Engineering
Institute of Clinical Trials and Methodology (ICTM)
Institute of Epidemiology and Health Care
Institute of Health Informatics
London Centre for Nanotechnology (LCN)
Medical Physics & Biomedical Engineering
Medical school
School of Pharmacy
Science and Technology Studies
Security and Crime Science
The Faculty of Built Environment (The Bartlett)
UCL Ear Institute
Space and climate Physics
Silver awards
Department of Biochemical Engineering
Department of Chemical Engineering
Department of Chemistry
Department of Computer Science
Department of Mathematics
Department of Physics and Astronomy
Division of Infection and Immunity
Division of Medicine
Division of Psychology & Language Sciences
Eastman Dental Institute
Institute of Ophthalmology
Institute of Cardiovascular and Sciences
Institute of Global Health
Institute of Neurology
UCL Cancer Institute
Gold awards
GUSS Institute of Child Health
Institute for Women's Health
MRC Lab for Molecular Cell Biology

AHSSBL department awards: 4

Bronze awards
Department of Geography
Department of Greek and Latin
School of Management
IE
SAT in place and working towards an award:
Anthropology
Department of English
Faculty of Law
Department of Hebrew and Jewish Studies
Department of History
Department of History of Art
School of European Languages, Culture & Society

41 holders
23 Bronze, 15 Silver, 3 Gold

The Challenge

- Currently 43 departmental awards, including three at Gold
- Multiple institutional/departmental AS self-assessment teams (SAT)
- Duplicated effort with similar issues/initiatives - potential for >impact
- 2021 institutional Silver submission committed every academic department and professional services area to hold an award by 2026
- Increased specialisation in AS work
- SAT membership turnover result in knowledge and expertise loss

[See full Institutional AS Action Plan](#)

Focus Areas



Data production

- Dedicated Data Analysts posts created, managed by UCL AS Manager
- Data sets produced for departments
- New data management systems
- Specific guidance on intersectionality

Sharing information on practice

- Networking through termly Athena Forum, Workshops (Athena SWAN surgeries), Faculty AS/EDI Committees etc.
- Internal SharePoint that provides detailed guidance on submission development and sharing successful submissions
- Co-ordinated AS governance through the Gender Equality Steering Group

2. Bridging the Gap: Local-Central Partnership



Focus Areas

Co-ordination of local staffing and co-management:

- Faculties/departments recognise workload needs and resource posts
- Management support through the UCL Athena SWAN Manager to coordinate and guide AS work
- A Central Athena SWAN Team was developed to provide common purpose for local AS staff, meeting fortnightly to deliver and co-ordinate AS activities

Developing UCL Internal Mock Panels (IMPs)

- Internal process introduced to offer feedback on draft submissions
- Volunteer panellists training on what 'good' submissions look like
- 95 UCL staff members sitting on IMPs

Broader EDI engagement activity

- Overall approach linked to institutional efforts to increase engagement and recognition of all equality work at faculty/department levels

3. UCL COVID-19 Career Support Scheme (CCSS)



The Challenge

As the pandemic's first wave hit the UK, it was clear lockdown measures would **disproportionately adversely impact** some groups more than others.

Evidence from a UCL EDI survey and roundtable events on gender equality and lockdowns identified these groups to be **parents, carers, women and fixed-term contract staff, especially researchers.**

£600k COVID-19 Career Support Scheme developed to mitigate adverse impact caused by the pandemic causing **lost work productivity** and that may cause **longer-term career harm.**

3. UCL COVID-19 Career Support Scheme (CCSS)



The Scheme

Divided into three streams:

Giving Back Time (GBT) – provided \leq £500 for short-term boost to work capacity by alleviating other personal pressures, such as extra child-related expenses.

Equity Bridging Fund (EBF) – provided \leq £10,000 to support recipients' work, including salary costs via contract extensions or increased hours for part-time staff.

Supporting Teaching, Technical, Research, Academic and Professional Services (STTRAP) – funded UniTemp workers to support UCL staff with their work. Either **20 or 40 hours** of support was available.

Six application rounds between November 2020 and February 2021.

3. UCL COVID-19 Career Support Scheme (CCSS)



Applications

To be successful, applicants needed to demonstrate:

- a) disruption caused by COVID-19
- b) disruption was equity and inclusion based
- c) disruption had the potential for long-term career detriment
- d) funding was in scope of the scheme

221 staff applied (1.5% of UCL staff); 151 applicants (69%) successful: **GBT** (50% applications), **EBF** (40%) and **STTRAP** (10%).

Successful applicant profile:

45% Research staff

93% Parents and/or Carers

75% Women (52% white women and 21% BAME women)

29% Black, Asian or other minoritised ethnic

13% Disabled

3. UCL COVID-19 Career Support Scheme (CCSS)



Outcomes and Impact



Scheme provided short-term boosts to recipients, with a significant proportion reporting **improved mental health and feeling supported by UCL.**

The extra time gained allowed staff to **write papers, grant applications, submit promotion applications** and carry out vital **teaching and administrative tasks** – all critical to career development.

GBT - 81 staff funded; predominantly used for childcare (95%), freeing 37 working hours/person.

EBF - 53 staff gained average 39 working days to their contract.

STTRAP - 17 staff received 660 hours of UniTemp support.

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