

Equality and Diversity Unit



PRAGES: Women's Ways into Science

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Capitalising on experience: developing
policy and practice at the University of
Oxford

December 09

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- An institutional response to gender equality issues for women in SET
 - legal framework
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UK legislation

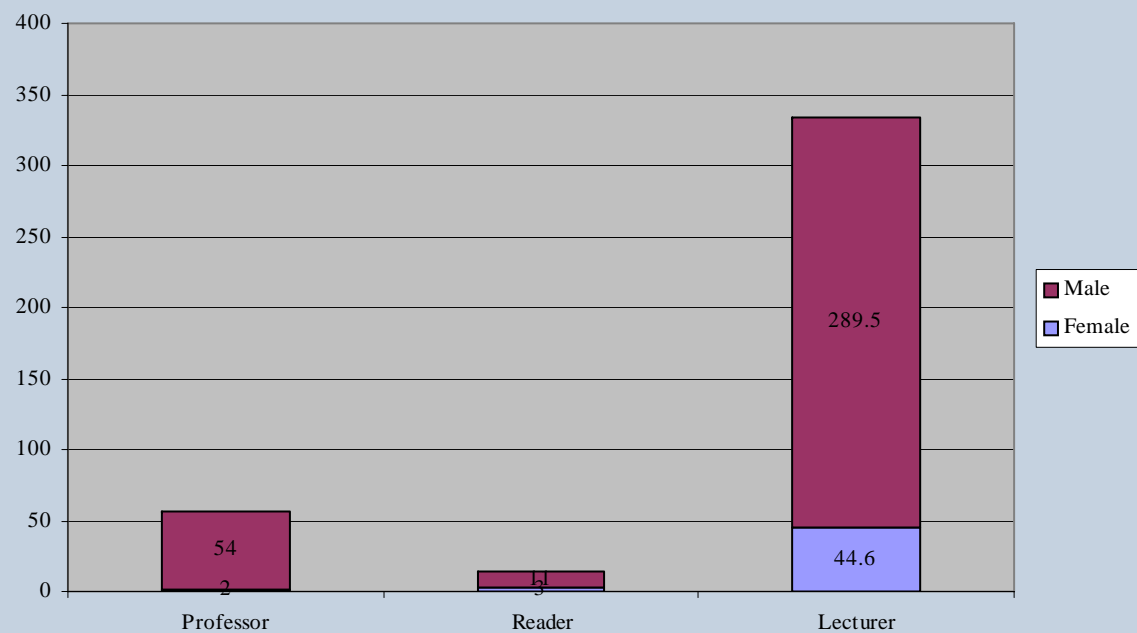
- Equality Act 2006 introduced the ‘positive duty to promote equality’
- General and specific duties, including:
 - **prepare and publish a gender equality scheme**
 - **consider the need to include objectives to address the causes of any gender pay gap.**
 - **to gather and use information** on how the University’s policies and practices affect gender equality in the workforce and in the delivery of services.
 - **to consult stakeholders (i.e. employees, service users and others, including trade unions and students)**
 - **to assess the impact of its current and proposed policies and practices**
 - **to implement the actions set out in its Scheme** within three years, unless it is unreasonable or impracticable to do so.
 - **to report** against the Scheme every year and **review** the Scheme at least every three years

National initiatives

- Equality Challenge Unit
- UK Resource Centre for Women in SET
- Athena SWAN
- Project Juno (Institute of Physics)
- Royal Society of Chemistry

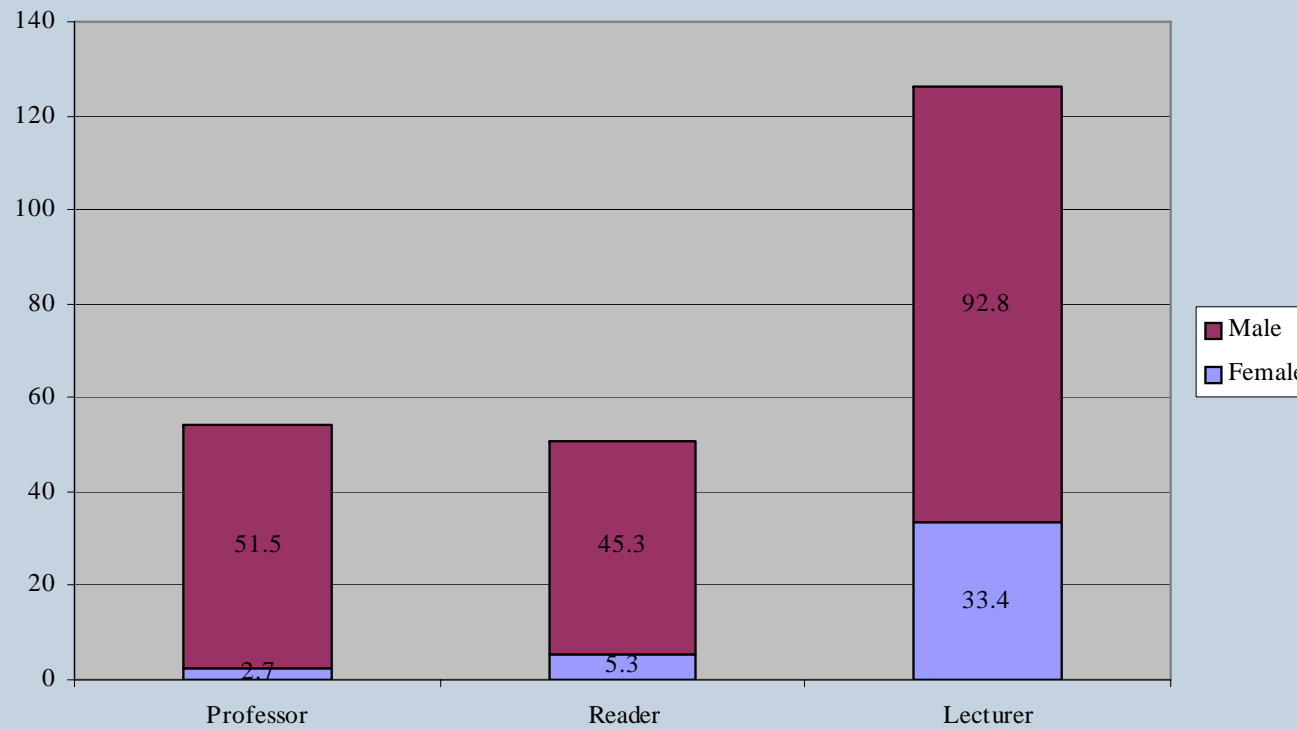
Women in SET at Oxford: MPLS (FTE at 31 July 2008)

Academic staff by gender - Mathematical, Physical and Life Sciences



Medical Sciences Division (FTE at 31 July 2008)

Academic staff by gender - Medical Sciences Division



University measures

- Gender Equality Scheme
 - Encourage more women to apply for academic posts
 - Engage more women in decision-making processes
 - Focus on the positive duty to promote gender equality
 - Oxford Women's Network (OWN)
 - Springboard
 - Females in Science and Technology (FEST)
 - Athena SWAN
 - Project Juno
 - University Athena Committee

University Athena Committee

This will oversee a programme work to include:

- Identify and work with 'SET Leaders' in Divisions and departments
- A network of departmental contacts, involving women at grassroots level in activity and disseminating information
- Encouraging women to respond positively to gender equality initiatives
- Ensuring that men are involved in gender equality initiatives
- Building on the Athena SWAN and Project Juno departments as role models
- Encouraging involvement in external initiatives
- Celebrating Oxford's highly successful women scientists