

UNIVERSITY ATHENA SWAN USAT (UNIVERSITY SELF-ASSESSMENT TEAM) CHAIR

Internal applicants from all genders and backgrounds are encouraged

ROLE DESCRIPTION

Role Purpose:

To chair the University's Athena SWAN USAT meetings and provide progressive thought leadership on gender equality and intersectionality with the support of the Equality, Diversity & Inclusion (EDI) Manager.

Overview:

This role is responsible for leading our commitments to the Athena SWAN Charter, and their effective implementation and communication across the University.

AdvanceHE's (previously known as Equality Challenge Unit) Athena SWAN Charter was established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles, and for trans staff and students. The charter now recognises work undertaken to address gender equality more broadly, and not just barriers to progression that affect women.

Appointment:

The appointment is made by the Vice-Chancellor on the recommendation of the University Secretary.

Specific Responsibilities:

- Chair the University's Athena SWAN USAT, ensuring effective communications between its members and with the University community.
- Lead the preparation of University level Athena SWAN award submissions and preparation of 4 year Action Plans. Ensure that appropriate consultation takes place and agreement to commitments in the Action Plans.
- Seek to ensure the implementation of University level 4 year Action Plans.
- Provide strategic leadership of Athena SWAN, and promote widespread deployment of Equality, Diversity and Inclusion best practice internally and in external facing communications.
- Challenge issues that may create inequalities.
- To undertake equalities training as and when necessary.
- To promote and celebrate equalities in the University.

Qualities:

- A willingness to lead the USAT
- Possess charisma, diplomacy and powers of persuasion

- Ability and willingness to be an ambassador for the USAT and to represent the University of Bath positively to internal and external audiences
- Integrity, wisdom and good judgement
- Has previous experience and a commitment to equality, diversity and inclusion issues
- Experience of leadership and chairing meetings.

Contacts - Internal:

- Equality, Diversity & Inclusion Manager and EDI Officer, part of whose time is committed to Athena SWAN.
- Athena SWAN representatives from faculties, departments and professional services (as chair of Athena SWAN USAT).
- Senior managers and academic colleagues to promote Athena SWAN.

External (*directly and/or via EDI Manager*):

- University's AdvanceHE contact for Athena SWAN (AS).
- Regional and national Athena SWAN networks.
- Experts in fields of promoting and implementing practices to achieve aims of AS/EDI.

How to apply: If you are interested in the position please email a CV and cover letter to the University Secretary (m.g.w.humphriss@bath.ac.uk) detailing in the letter why you want to be chair and what skills you will bring. Please feel free to talk informally to any of Linda Newnes (current Chair), Mark Humphriss (University Secretary), or Georgina Brown (Equality and Diversity Manager).

The deadline for applications is **Monday 9th July**.