

# Gender Equality at King's

## Athena SWAN Charter 2020

### General Executive Summary

King's is committed to creating a culture in which all of our staff, students and partners are equally valued and empowered to reach their full potential. We believe that everyone has the right to work in a supportive environment, free from discrimination and inequality. Our commitment to enhancing equality, diversity and inclusion runs throughout all of our activities.

Gender is one important aspect of equality, diversity and inclusion. We want all genders to be able to enter, progress and succeed in every discipline and role at King's.

#### **Introduction**

Athena SWAN is the sector-wide benchmark and accreditation for an institution's commitment to progressing gender equality in UK Higher Education. King's is proud to have held an Athena SWAN Bronze Award since 2008, when the scheme was first launched.

Beginning in June 2019, King's has conducted a detailed university-level self-assessment. This document summarises the key findings from our self-assessment and commitments made in our Athena SWAN 2020 application and action plan. The self-assessment process was led by the Athena SWAN Leadership & Action Team (ASLA) chaired by Professor Evelyn Welch and Dr Martin Kirk, with support from the Equality, Diversity & Inclusion Function, led by Helena Mattingley.

On November 27, 2020, following internal and external consultation, we will be submitting our Institutional application for an Athena SWAN Silver award.

For any Athena SWAN award at university level, we need to demonstrate a thorough self-assessment based on five years of quantitative data for every point on the staff lifecycle and multiple sources of qualitative data. Unlike departmental submissions, it does not include student data. We need to convey our understanding of barriers to gender equality within King's and have a clear, SMART Action Plan. For the Silver award, we also need to provide evidence of progress and impact since our last application.

#### **Self-Assessment Evidence**

Our self-assessment reviews and documents progress at King's in relation to gender equality. The focus of the framework at institutional level is predominantly on staff,

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however we recognise the importance of the whole pipeline including the work in faculties and directorates to widen and balance our student intake and continuation.

As part of the self-assessment, we analysed:

- Staff and student data 2014/15 – 2017/18 via [PowerBI](#)
- Surveys
  - Capita Staff Engagement Survey (2017)
  - Parents and Carers Survey (2017)
  - Qlearsite Staff Inclusion Survey (2019)
  - Career Researchers Online Survey (2019)
- Pay Gap Reports and Research (2019)
- Athena SWAN Discovery Cafés (2019)
- Directorate and Faculty Engagement responses (2020)
- All AS applications from Faculties and Departments since 2016.

Summaries of these qualitative inputs are available on request. These surveys identify similar themes around opportunities to improve flexibility, transparency and trust, communication and an inclusive working environment; this has informed the selection of areas identified for action.

## Areas of Progress and Positive Impact

Between 2016- 2020 we see progress in a number of areas, such as:

- Rewards for the significant investment in people data and business analytics expertise and systems. The quantity, quality and robustness of our people data alongside our analytic capabilities and tools (e.g. data for recruitment, grievances and disciplinaries) mean we can better meet the requirements of the Charter.
- Improvement in gender balance in SMT through senior female appointments to 40% in 2020/21.
- Improvement in proportions of women in:
  - A&S Professors: 3% point increase, from 22% to 25% female
  - Health Professors: 4% point increase, from 27% to 31% female
  - Senior PS staff: 4% point increase, from 41% to 45% female
- Introduction of Professorial Pay Framework to ensure clear and transparent decision-making on salaries
- Reduced Gender Pay Gap by 1.7% points, to 17.8%
- Strengthened transparency of Promotion Processes
  - Number of applications by women has doubled since 2015/16
  - High success rate for promotion (female success rate 96%, male success rate 95%, 2017/18)
  - Introduction and iterative improvements of personal circumstances process used by 25% of applicants in 2017/8 (39% of female applicants and 14% of male applicants)
- Introduction of the Academic Education Pathway (2018/19)
  - 61% of AEP transfers were women (2018/19)

- High success rate for women transferring in 2018/19 (94%, compared to 83% for men).
- High success rate in AEP promotion (2019/20) 73% of Academic Education Pathway promotion applicants were women, 88% female success rate, compared to 67% of men.
- Targeted marketing materials and outreach to successfully attract a wider and more diverse audience, e.g. to attract men into nursing and women into engineering.
- Increase in Professional Services EDI engagement, e.g. through Diversity and Inclusion Group in IT (DIGIT), and emerging work in Estates & Facilities and RMID
- Continued faculty and department level Athena SWAN success across King's, recent successes in NMS raise our current awards total to
  - Five Health Silver Awards
    - Faculty of Dentistry, Oral & Craniofacial Sciences
    - Faculty of Life Sciences & Medicine
    - Nursing & Midwifery
    - Cicely Saunders Institute of Palliative Care
    - Institute of Psychiatry, Psychology and Neuroscience
  - 8 Bronze and 1 Silver Award in A&S
    - Physics (Silver)
    - Chemistry
    - Engineering
    - English
    - Geography
    - Informatics
    - History
    - Law
    - Mathematics

## Areas for Action

To demonstrate that we are at Silver level and maintain this into the future, in addition to the progress identified above, we must continue to prioritise and invest in gender equality. We must continue to undertake self-assessment in departments and faculties to identify local patterns, including underrepresentation of men in female dominated areas.

We have identified six universal key areas for action:

- Move towards gender parity in student admissions in highly gendered disciplines (be that male or female dominated) especially in STEM and Economics, and continue progress on parity in less gendered areas
- Reduce the drop in the proportion of female students between UG and PGT stages, and PGT to PGR stages through our student pipeline
- Reduce gendered attrition between junior and more senior roles in staff career pipeline, recognising and supporting talent through our careers
- Reach gender parity in recruiting to senior roles
- Continue transparently implementing progression, promotion, reward and recognition for staff, particularly for PS staff
- Enabling flexible working and support for staff returning from a prolonged absence (e.g. maternity and shared parental leave).

To address the key areas for action we have centred our Athena SWAN *Gender Equality Matters* Action Plan around 7 themes:

- Improved working environment, including flexible working and tackling bullying and harassment
- Leadership and data
- Improved management capability
- Recruitment, selection and redeployment
- Role models and visibility
- Career development
- Improving the student experience for specific groups, e.g. for student parents, Graduate Teaching Assistants

The action plan sets out five years' activity to improve gender equality at King's. For successful delivery, the Athena SWAN Action Plan, like the Race Equality Action Plan, must remain a priority in terms of resource allocation at all levels. While Athena SWAN is EDI led, action owners and responsibility is held by faculties and directorates. These actions are indicative and will be agreed and confirmed prior to submission. We need all Faculties and Directorates to understand their own EDI data, think intersectionally, and continually improve their inclusive culture.

Flagship actions include:

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- 1) A shift to 'day one' maternity and shared parental leave and pay to attract and retain talented applicants who are planning families.
- 2) A shift to six-week paid paternity / partner leave to increase equality in parental leave and reduce gendered impacts of caring responsibilities in a child's early years.
- 3) Improve recruitment processes, e.g. through use of valid and reliable assessments, data-informed short-listing, introduction of recruitment training, facilitating job shares and redeployment.
- 4) Continuing to reduce the proportion of our workforce on fixed-term contracts, targeting all staff on FTCs with more than four years' continuous service for transfer to open ended contracts.
- 5) Flexible by default campaign to support staff to manage their work life balance through flexible working, encouraging managers to design new roles and adapt to bring flexibility into as many roles as possible at King's.
- 6) Ensure that experience from Covid19 of flexibility and remote working is built into new ways of working.
- 7) Research and investment into emergency childcare cover, e.g. My Backup Care to support parents and carers.
- 8) Global Institute for Women's Leadership Enhanced Diagnostic Assessment (for four areas) and a randomised controlled trial intervention to kick start gender equality and tackle stubborn challenges.
- 9) Update images in high status rooms to reflect greater diversity, e.g. Council Room.
- 10) Launch 'Conversations with...' event series to role model successful women and men who balance family and career

While we hope for the recognition of a successful Athena SWAN Silver award, the work and our progress towards gender equality are the focus of our activity. We are focusing on delivering the action plan to improve gender equality at King's. We can expect the results of our application in March/April 2021.