



There is an Athena SWAN committee at Rothamsted Research made up of employees from across the organisation who are working to take forward the Athena SWAN principles and embed them into our working practices and ensure continuous improvement for all.

Recent Athena SWAN committee achievements:

- **Recruitment**
 - Revision of the equality and diversity training programmes.
 - Training for interview panels.
 - Review of recruitment adverts.

- **Career Development**
 - Review of grade D and above staff to identify those eligible for promotion but “left behind”.
 - PPDR process amended to include a career development discussion.
 - Mentoring scheme
 - Generic job descriptions, which will provide a baseline for comparison to identify any gender bias in progression or recruitment.

- **Training**
 - Facilitation of ‘Women as Leaders Programme’ and EMBO management training courses.
 - Career Development Programme which supports employees progressing to careers beyond the institute.
 - Share PGTC document on student expectations of supervisors with all new PhD supervisors and with existing supervisors during their refresher training.

- **Terms and Conditions**
 - Flexible benefits reviewed – RRES staff can buy additional leave.
 - New ways to reward excellence, such as team and director awards.

- **Improving Family Friendly Working**
 - Reinforcement to managers regarding support for work life balance.
 - Station seminars reviewed to ensure fair representation of women at the Institute’s most prestigious seminars (Tables 1 and 2)

- **Communications internal and external**
 - More focused media representation of women in Science.
 - ‘A day in the life of’ to highlight gender and roles in science