



The Athena SWAN Charter

The Athena SWAN Charter is based on ten key principles. By being part of Athena SWAN, institutions are committing to a progressive charter mark; adopting these principles within their policies, practices, action plans and culture.

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.
2. We commit to advancing gender equality in academia addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.
3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise disciplinary differences including:
 - the relative underrepresentation of women in senior roles in arts, humanities, social sciences, business and law (AHSSBL)
 - the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM)
4. We commit to tackling the gender pay gap.
5. We commit to removing the obstacles faced by women at major points of career development and progression including the transition from PhD into a sustainable academic career.
6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.
7. We commit to tackling the discriminatory treatment often experienced by trans people.
8. We acknowledge that advancing gender equality demands commitment and action from all levels of the organisation and active leadership from those in senior roles.
9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.
10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.
11. **I pledge** Rothamsted Research:
 - to action at institution and department levels
 - to monitor its progress towards an organisational culture where all can thrive, are equally valued and experience equality of opportunity for career progression

I understand that:

- Information on charter signatories, the institution's charter contact person and institution and department holders of Bronze, Silver and Gold awards will be posted on ECU's website.

Rothamsted Research has nominated Karen Ferguson, HR Business Partner, Karen.ferguson@rothamsted.ac.uk as its designated Athena SWAN Charter contact. The contact will coordinate internal questions on the charter and be the conduit for communication with the Athena SWAN Charter.