

NUFFIELD DEPARTMENT OF CLINICAL NEUROSCIENCES

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NDCN Athena Swan Self-Assessment Team Terms of Reference

Mission

The Athena SWAN scheme recognises the importance of ensuring gender equality in scientific career advancement. Following the department's previous Silver Award, the Athena SWAN Self-Assessment Team (AS SAT) has a remit to implement the Athena SWAN action plan and to prepare for the next application, as well as to advise the Head of Department, Strategy Group, and Senior Management Group on NDCN's Athena SWAN activities and gender equality in the Department. The AS SAT forms part of the People & Culture Committee.

Meetings

The committee will meet every two months.

Terms of Reference

- To ensure that objectives from the Department's 2019 Athena SWAN application and action plan are met, whilst preparing for any subsequent submissions and updating the action plan as needed
- To communicate effectively with other committees and departmental teams regarding Athena SWAN actions that require implementing
- To coordinate with other committees on areas of overlap and integration, for instance with the EDI and Research Culture working groups.
- To collect and analyse the data needed to support action plan success criteria, and advise other committees and departmental teams on the data collection required for the Athena SWAN application