

## **EQUALITY AND DIVERSITY IN THE SCHOOL OF PSYCHOLOGY**

### **The Athena SWAN Charter**

The Athena SWAN Charter is a recognition scheme for UK universities and their STEM departments. The aim of the scheme is the advancement of women in science, engineering and technology in higher education and a significant increase in the number of women recruited to the top posts. As part of its commitment to Equality and Diversity, the University is a founder member of the Charter and has Bronze recognition for its ongoing work in this area. In addition, a Bronze SWAN recognition award is held by the School of Psychology in recognition of its actions to promote women's success in this subject.

Actions that support women's career advancement can benefit *all* staff. Therefore the School and University take active steps to create and maintain a culture of diversity where all can thrive and be rewarded for their contribution, regardless of gender and family circumstances. What follows is information for employees on the key actions and support systems which are part of the School's and University's commitment to the Athena SWAN Charter and to Equality and Diversity more broadly. More detailed information on the University's Equal Opportunities Policy can be found on [www.plymouth.ac.uk/equality](http://www.plymouth.ac.uk/equality) or by telephoning the Equality & Diversity Unit on 01752 582060, or emailing [equality@plymouth.ac.uk](mailto:equality@plymouth.ac.uk)

### **Gender Monitoring**

The Faculty monitors staff and students by gender and examines the impact of its specific policies and practices on different genders. We collate data on a number of areas including: applications, promotions, staff turnover, future recruitment needs and undergraduate and postgraduate attainment and destinations.

### **Equality & Diversity awareness and training**

The School of Psychology has an Athena SWAN Action Plan, and the Head of School, the Senior Management Group, and the Athena SWAN self-assessment team (please contact Dr. Michaela Gummerum for more details; [michaela.gummerum@plymouth.ac.uk](mailto:michaela.gummerum@plymouth.ac.uk)) are responsible for its implementation and monitoring. The School and the University is taking steps to promote good relations and prevent discrimination by raising staff awareness of Equality and Diversity. All new staff are asked to participate in an online Equality & Diversity training module.

### **Work-life balance policy**

The School of Psychology will take account of the needs of individual members of staff. Requests for changes to working patterns to fit in with family-life/caring responsibilities will be considered fully where reasonably practicable, subject to operational needs. The University's policy on flexible working can be found on the Talent and organizational Development (HR) intranet community (<https://intranet.plymouth.ac.uk/staffcom/comms/intranet.htm>).

### **Parental leave and Return to work policy**

We will endeavour to support all staff returning to their jobs after a period of leave. Flexible arrangements (such as a period of part-time working) to facilitate their return will be considered fully where reasonably practicable, subject to operational needs. The School will keep in regular touch with parents on parental leave.

### **Childcare**

Freshlings Nursery is situated on campus in Endsleigh Place, offering childcare to the staff and students of the University. The Nursery is registered with OFSTED to take up to 85 children between the ages of 0-5 years. The nursery is open: Monday to Friday 08.15 – 17.45 all year round. A flexible service is offered with both part-time and full-time care available. The nursery is registered to offer government funding for all 3 and 4 year old children and children with special needs are welcome. The nursery also accepts corporate childcare vouchers. For further information or waiting list see <http://www1.plymouth.ac.uk/childcare/Pages/default.aspx>, email [freshlingsnursery@plymouth.ac.uk](mailto:freshlingsnursery@plymouth.ac.uk) or Tel: +44 (0)1752 588550.

### **Nursing mothers**

The University of Plymouth wishes to encourage an understanding of breastfeeding and a positive and supportive attitude towards breastfeeding among all staff. Mothers who wish to continue breastfeeding when they return to work are positively supported. Facilities for expressing breast milk are provided in the Nancy Astor Sports Complex in Endsleigh Place.

### **Performance Development Review and mentoring**

All new staff will be allocated a Reviewer within the Performance Development Review (PDR) scheme. The PDR is there to ensure everyone has the opportunity to discuss their Personal Development needs and how their role contributes to the strategic intent and ambitions of the School, the Faculty and the University. PDR is conducted on an annual basis. The School strives to allocate a permanent Reviewer who can monitor and advise on a long-term basis. However, Reviewers can be changed, if requested.

All new staff are also paired with a Mentor who deals with everyday questions and concerns particularly at the beginning of the appointment.

### **Progression and Promotion**

Staff will be provided with regular information and updates on the promotions process by the University. PDR Reviewers and/or line-managers will discuss promotion possibilities as part of the PDR process and will actively encourage those staff considered ready to apply for promotions.

**Further advice**

There are many sources of advice in addition to line-managers, mentors and colleagues in the Faculty and Schools. The University has a strong commitment to Equality and Diversity which is supported by a number of specialist departments. For example, the Equality and Diversity Unit welcomes enquiries in relation to equality of opportunity and the implementation of the University's Equality Policies and action plans.

Occupational Health (OH) looks after the health and wellbeing of employees and supports employees in effectively managing sickness absence

(<https://www1.plymouth.ac.uk/health/occhealth/Pages/default.aspx>; Tel: 01752 587 412).

Equality policies are supported by an Equality and Diversity Training Strategy and the delivery of professional development activities for staff overseen by the Talent and Organizational Development team (please email [hr@plymouth.ac.uk](mailto:hr@plymouth.ac.uk) or call 01752 588180 for more details).

If you have any queries in relation to this information sheet or require this document in a larger font or an alternative format please contact:

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