Exit Interviews Unconscious Bias Training Key Performance Indicators (KPIs) Professional management training Destination survey of former postdocs for Academic Officers and HoS (with gender Longitudinal data survey of academic dimension) staff Management Practices Know Your Audit admin by academics Organisation Monitor workload model Pledges from College senior management to Gender-proof policies show commitment to addressing challenges policy & Good Practice Institutional Benchmark against top (video, written Commitment 50 HEIs & online) **Engagement** Organisational Submit Athena SWAN Pledges from School of Decision Structure senior management application indicating actions to Makers be taken Pro-rata equal status for part-time academics Disaggregated Data Review childcare Academic Research Professional Development provision for non-Portfolio standard events (e.g. Work-Life Provost's election) Career Early Career Research Support Office **Balance Progression** Targets for applications One-term sabbatical without teaching for staff for promotion returning from extended Tailored mentoring for leave Culture & Raising Profile of Academics staff Management Extend Paternity Leave Effective appraisal system Practices Family-related protocols for managing workload of staff More female external lecturers members on parenting leave & visiting professors Monthly lunches hosted by Academic Leadership Programme Head of School Media Training School Social Club Workshop

Orientation



Transformational Gender Action Plan Framework

