



Athena SWAN Charter Principles

The Athena SWAN Charter is based on ten key principles:

1. Academia cannot reach its **full potential** unless it can benefit from the talents of all
2. Advancing gender equality in academia, in particular, addressing the **loss of women** across the career pipeline and the **absence of women** from senior academic, professional and support roles.
3. Tackling the **gender pay gap**
4. Removing the obstacles faced by women, in particular, at major points of **career development and progression** including the transition from PhD into a sustainable academic career
5. Addressing **unequal gender representation** across academic disciplines and professional and support functions. Disciplinary differences include:
 - 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**)
6. Addressing the **negative consequences** of using short-term contracts for the retention and progression of staff in academia, particularly women.
7. Tackling the discriminatory treatment often experienced by **trans people**
8. Advancing gender equality demands **commitment and action** from all levels of the organisation and in particular active **leadership** from those in senior roles.
9. 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 and considering the **intersection of gender with other factors** wherever possible.