

Dear Dr Gilligan,

I am pleased to submit the University of Wolverhampton's Athena SWAN Bronze application.

As a University that prides itself on being a champion for equality, diversity and inclusion, we were disappointed not to be successful in our renewal application, having been awarded a Bronze award in 2013. We took the decision to look very carefully at how we can learn from the feedback that we received and evaluate what went wrong in order to make a successful application.

What we learnt was that although we are committed to gender equality, and always have been, we were not strategic enough, which is ultimately the point of Athena SWAN. Although we have worked hard to run events, improve processes and embed gender equality within our culture, with some success, we recognise that we have not been targeted or evidence-based enough.

The result of our reflection has been a re-formed self-assessment team and a complete overhaul of our EDI structures:

- We have embedded EDI at the very top of the organisation, by ensuring that all Deans, Directors and senior staff have EDI targets that are reviewed as part of their annual appraisal.
- Each Faculty now has its own EDI committee to start embedding EDI locally, and they will be responsible for sharing Athena SWAN good practice across their Schools and Institutes.
- Schools will start receiving their own 'data dashboard', so they are able to analyse their own data, enabling them to begin their own self assessments.
- We have identified Schools to support and encourage in applying for their own Athena SWAN awards, and we are aiming to have seven School awards by the time we re-apply for the institutional award in 2023.

I've mentioned above that we have had some success, and I want to celebrate that:

- We have overall gender balance in our Deans of Faculty and Heads of School
- Our main committees have strong female representation
- In 2017/18 we launched the new Wolverhampton Academic Framework, which has already seen success with two women promoted to Associate Professor, who otherwise would not have been promoted.

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However, there is still a lot to do and specifically:


- Plugging the persistent pipeline gap to Professor for female academics.
- Tackling gender imbalances in specific Schools, and that includes female-dominated Schools, as well as those that are male dominated.
- Tackling our gender pay gap which requires significant improvement.
- Embedding Athena SWAN into the fabric of the University.

We are proud to represent and serve our local community. We always emphasise in our induction for new starters that we believe in opportunities for all: going to university is life-changing, and has the power to increase personal life chances and choice. Our job now is to make sure those chances and choices are equitable, diverse and inclusive for all.

My sincere gratitude and thanks go out to the self-assessment team responsible for this application. They have taken on board all of our previous feedback, conducted a thorough self-assessment of our data, and developed a comprehensive, evidence-based action plan which we are confident finds the balance between ambition and realism. We are clear that if we are successful in achieving our Bronze award, we will continue to make the progress necessary to ensure that we retain it.

Finally, I can confirm that the information presented in this application (including qualitative and quantitative data) is an honest, accurate and true representation of the University of Wolverhampton.

Yours sincerely,



Geoff Layer
Vice-Chancellor
University of Wolverhampton

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