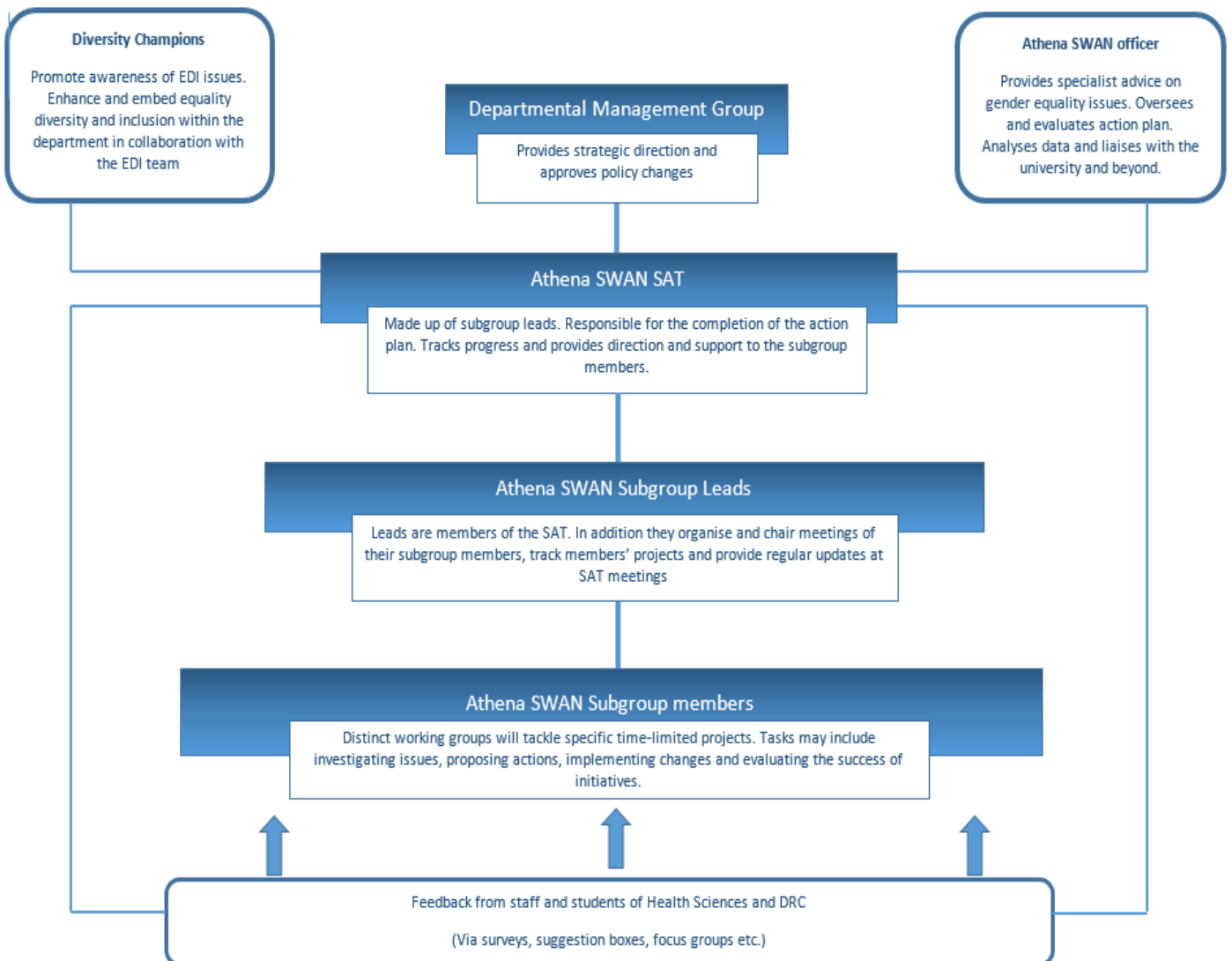




How the SAT works

In order to include everyone in the department we have created a system of subgroups. Any staff member can join a subgroup and influence the department. The flow diagram (figure 1) demonstrates how the views of staff are taken into account and fed up the management chain.

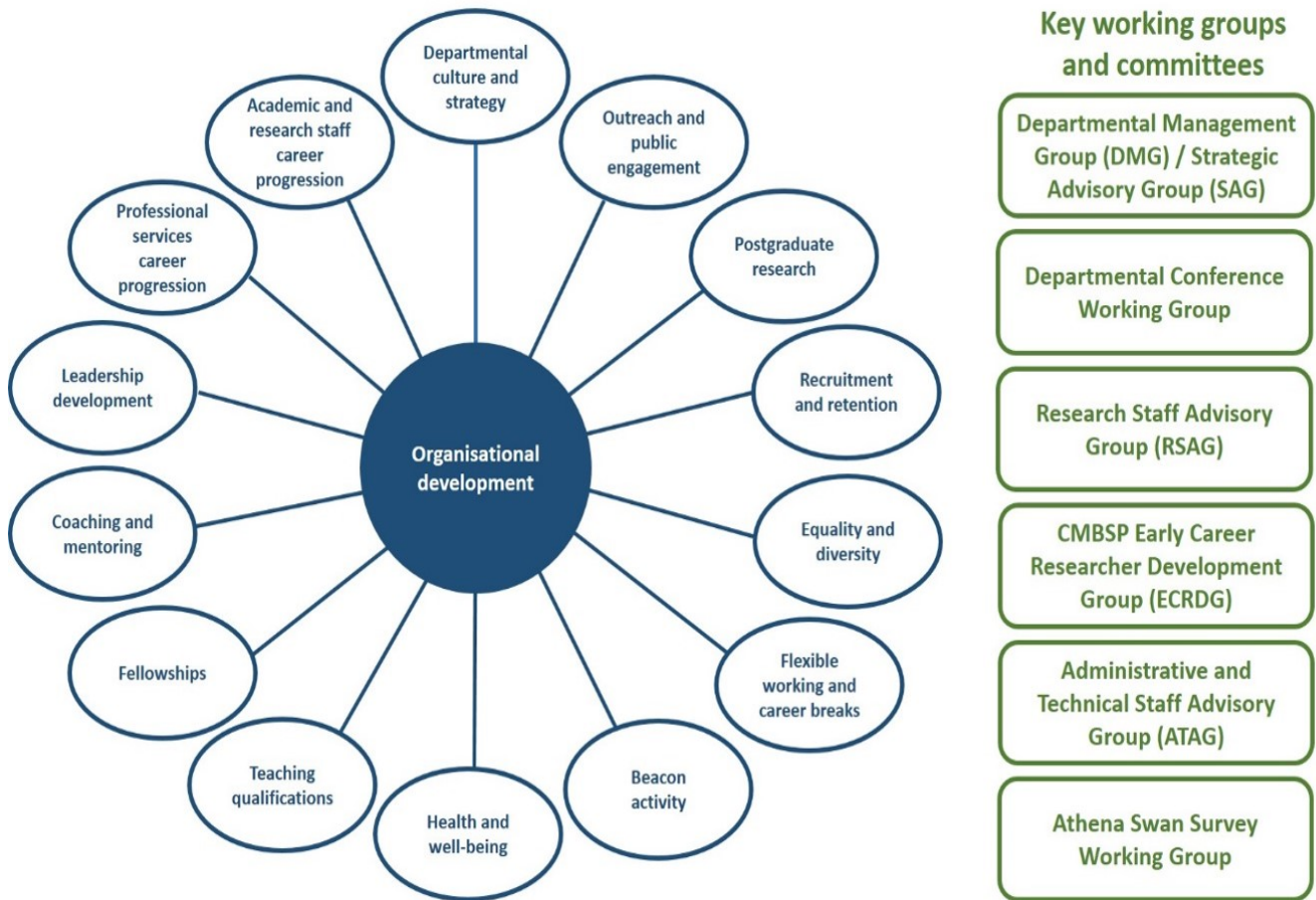
Figure 1 the reporting structure of the SAT 2018



Each subgroup works on specific targets and tasks from our Athena SWAN action plan. Originally 15 subgroups and an Athena SWAN survey working group were created (figure 2). As our action plan has developed we have found that some subgroups have naturally merged or worked more closely with each other.



Figure 2 Athena SWAN subgroups



The lead for each subgroup (or a deputy) attends the monthly SAT meeting. This provides an opportunity for them to report on completed actions, ask for comments from other SAT members and discuss any matters that have arisen. It ensures that momentum is maintained and that we are constantly evaluating our actions and impact.