

# Extension of Athena-SWAN action plan

November 2021-November 2022

The School of Mathematical Sciences will continue to implement those tasks outlined in the Action Plan November 2017-2021 that are still relevant. For the period November 2021-November 2022 we have added actions that refer to recent changes at University level in the Widening Participation Programme (A42) and to measures to mitigate the effect of the Covid pandemic (A43-A44).

Fostering a new generation of mathematicians						
Action	Objective	Rationale	Specific actions and implementation	Responsibility	Timeline	Success Criteria / Measures
A42	Reinforce connections with the University Widening Participation Team to enrol and support a diverse spectrum of students.	The University is reorganising its Widening Participation programme and this seems a good opportunity to reinforce our connections with the Widening Participation team and to bring to the table our subject-specific expertise (e.g. the scheme in Action 41).	Establish regular communication channels with the Widening Participation team.  Co-develop activities aimed at mathematics students.	HoAU Outreach team	Starting from 2021	Establish a framework for collaborative actions to increase diversity in Mathematical Sciences students.

Mitigating the effects of the Covid pandemic						
Action	Objective	Rationale	Specific actions and implementation	Responsibility	Timeline	Success Criteria / Measures
A43	Review of promotions processes, to ensure impacts of pandemic on parents and carers are taken into account.	The pandemic has put considerable strain of people with caring or parental responsibilities.	The promotion panel will take into account of how covid has affected individual candidates.	HoAU	April 2020 onwards	Policy in place
A44	Perform regular checks with staff and PhD students, to ensure they have the resources needed for their work, their workloads are manageable, and their wellbeing is being supported.	The pandemic has enforced work from home, possibly with limited resources, and has increased considerably the workload and, at the same time, the sense of isolation from colleagues and fellow students.	Programme of regular individual meetings with staff. Reminders to PhD supervisors and Personal Academic Tutors to meet regularly with their charges. Monitoring of meetings.	HoAU FOS team PhD supervisors Personal Academic Tutors	April 2020 onwards	Regular contact is made with staff and students (UG, PGT and PGR) to ensure their well-being and that their needs are met within the reason.