

2025-26 EDI priorities for Department of Physics, submitted by Mary Matthews

Priority	EDI theme or type	Planned actions	Rationale (including baseline data)	Responsible	Timeline (including milestones)	Measure of success (including key metrics)
1.	To develop tools and methodologies to monitor and eliminate the attainment gaps at student levels within the department	<p>Establish working group within Teaching Committee with responsibility for eliminating the attainment gap.</p> <p>Trail of longer exam times</p> <p>Undertake steps for a timetable with a better work/life balance for UG Year 1 and 2</p> <p>Launch a review of modules to assess where disparities in attainment arise</p> <p>Target modules which require further development of collaborative or coursework teaching techniques</p> <p>Launch research into enabling different problem-solving approaches</p> <p>Identify students who would benefit from levelling-up skills classes</p> <p>Explore offering increased female groupings within academic tutorials</p>	<p>It is clear from our internal physics dept data that there is a striking attainment gap for WP and female students in particular for awards of 2.2 or below. Data can be found in Athena SWAN application appendix.</p> <p>It is exceptionally difficult to identify specific causes for attainment gaps, however we aim to trial a number of initiatives, to measure their success, while also trying to address cultural barriers.</p>	DHoD of Teaching and DHoD of people Culture and environment	<p>Within Athena SWAN we have developed actions which are planned over a 5 year timeline. In this first year 25-26 the priority is to launch initiatives aimed at Years 1 and Years 2, in particular to have an improved timetable by Y26/27. Intervening milestones are to ascertain availability of lecture theatres by January, and by February to have a list of unnecessary timetabled components.</p> <p>We aim to have a list of modules which require modification or development by December.</p> <p>Timetabling and exam development is done on a yearly basis, and we aim to trial a longer exam for first or second years this year</p>	<p>To have no lectures after 5pm for the year 1 UG cohort by 26/27</p> <p>To achieve improvements in the overall "good degree" rate this year.</p> <p>To observe an improvement in the attainment gap in Y2 exams/final grades.</p> <p>To have developed a streamlined module review process for tackling annually attainment gaps in modules.</p>

2.	To develop, implement and monitor strategies to improve the gender balance, promotion and pipeline for female staff	<p>Develop in conjunction with FONS a targeted scheme for recruitment of female academics which is also aligned with Physics research strategy</p> <p>Develop a rapid response recruitment process</p> <p>Create FONS and Departmental funding for new posts in order remain globally attractive to women</p> <p>Foster pipeline of female fellows internally who can be recruited to permanent positions</p> <p>Measure and quantify research support on a gender basis, i.e. lab space, DLA of postdocs, participation in large grants, leading of grants as PI.</p> <p>Attribution of authorship in collaborations.</p> <p>Develop tools, specifically a workload model, to track gaps in research support, teaching and admin allocations</p> <p>Use this tool, and data, to develop initiatives to retain female academics and other under-represented groups, e.g. to inform PhD allocation at critical stages of careers, to inform pay and promotion decisions and lab space allocation, and post award support.</p>	<p>The department of physics has a historically low gender balance, which remains lower than other peer physics departments in the Russel group and Oxbridge.</p> <p>To tackle this we need targeted recruitment.</p> <p>We require commitment from FONS and College in planning rounds, for long term spending decisions such as recruitment, therefore we need close liaison.</p> <p>Internally we want to develop, foster and support female fellowship talent in preparation for future recruitment rounds.</p> <p>Female academics can be disproportionately asked to attend committees etc. Developing a workload model and data collection on research support will enable appropriate support if required and identify any gaps. This will help with staff retention also.</p>	HoD and DHoD of Research and DHoD of People culture and environment DHoD Infrastructure	<p>Planning round is already underway, however we aim to have this incorporated into community and department research strategies for 25/26, with a timeframe clearly established by January.</p> <p>Workshop schedule, talent identification and advertising channels will be completed by December for the fellowship pipeline.</p>	<p>A commitment from FONS and College to a long term (5year) strategy for recruitment of female academics, in conjunction with a strategy for rapid recruitment calls.</p> <p>To have a impacted workshop apprentices/technicians recruitment.</p> <p>Staged workshops on fellowships, and increased applications from female candidates with a commensurate increase in success rates.</p> <p>Have a data set that will show any gaps in research resource allocation across under-represented groups.</p>
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3.	<p>Develop further efficiency, transparency and accountability in our management structures, procedures and communications</p>	<p>Streamlining of promotion, probation and pay rises processes.</p> <p>Consultation and review on how to optimise community administration for both PTO and academic staff.</p> <p>Consultation and Review of workshop provision</p> <p>Review to measure and quantify research support on a gender basis, i.e. lab space, DLA of postdocs, participation in large grants, leading of grants as PI. (action associated with priority 2 also).</p> <p>Reviews will be followed by implementation period</p>	<p>Transparency, accountability and fairness in decision making and processes are key to enabling a level playing field and eliminating barriers to progression across different job families. We want to ensure all staff have a consistent, efficient and fair experience when accessing services and resources.</p> <p>These reviews aim to improve efficiency but also consistency of service, transparency and equitable access.</p>	<p>Staffing Coordinator, DHoD Infrastructure Director of Operations, DHoD of People Culture and Environment</p>	<p>Staffing coordinator is will iteratively work to optimise each round of probation, promotion and pay rises calls with targets to be set by November. Calls happen 2-3 times a year and a timetable will be drawn up against these.</p> <p>Workshop Review is underway and aims to be completed by the end academic year with any recommendations established for 26/27</p> <p>Review of Community admin is underway and aims to be completed within a year, in preparation for 26/27.</p>	<p>Reviews completed with clear recommendations to be implemented.</p> <p>Set of data outlining any resource allocation gaps fed into post and pre-award processes.</p>
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