

## LUMSAthena SwanAction Plan

LUMS received the Athena Swan Bronze Award in April 2021. During the self assessment process, we identified 13 action areas summarised below that have been aligned to our strategic capabilities.

### Building community

LUMS will continue to build on promoting a healthy, diverse and growing community of staff and students. We aim to provide an environment and educational experience that enables students and stakeholders to develop the tools needed to create positive social impact.

Data	Below HESA average on female students both UG and PG.	We need to undertake a UG and PG review of programme and marketing content, with the aim of understanding and reversing both the temporal decline in proportion of female students and the structural gender imbalance.
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		leave etc.To work with RES to explore PURE changes.
Action Area6: Human Resources	Inconsistency and lack of awareness of HR policies which could be contributing to low uptake in areas such as training parental leave, and developmental opportunities.	Create a new EDI Committee with good representation both PS and academic to increase the awareness of HR policies across the school and EDI issues/actions.

<p>Developing People  LUMSs committed to providing an inclusive, enabling and rewarding environment. Through development and training, we leverage our academic excellence and contribute to leading, impactful research</p>		
Action Area	Report Findings	Actions
Action Area 7: Academic Promotion	Our findings showed that females take longer to apply for promotion	

	COVID has accelerated our need to carefully review flexible working	consider ways PSS can have increased flexibility
Action Area 12: Culture	<p>Our 2019 staff survey revealed that female staff feel less safe and secure in their work environment which we want to investigate further.</p> <p>There were discrepancies between male and female staff (especially academics) over the perception of implementation of core hours. It was also highlighted that we do not undertake enough LUMS specific staff and student surveys to effectively assess perceptions and experiences of the LUMS culture.</p>	<p>Undertake focus groups to understand why women feel less safe and to gauge their perceptions of equality and opportunity.</p> <p>Evaluate implementation of core hours</p>
Action Area 3: Wellbeing	Our recent Athena Swan padlet indicated that we need to put wellbeing as a priority	Continue initiatives started during the COVID pandemic