In 2016, the Department of Chemistry at Lancaster received an Athena SWAN Bronze Award in recognition for its efforts to promote gender equality and diversity in all areas of departmental life, for students and staff alike. By being part of Athena SWAN, our Department is committed to adopting the ten key principles of the Athena SWAN Charter within our working practices, action plans and culture.

1. We acknowledge that academia cannot reach its full potential unless it can benefit from the talents of all.

2. We commit to advancing gender equality in academia, in particular addressing the loss of women across the career pipeline and the absence of women from senior academic, professional and support roles.

3. We commit to addressing unequal gender representation across academic disciplines and professional and support functions. In this we recognise the particularly high loss rate of women in science, technology, engineering, mathematics and medicine (STEMM).

4. We commit to tackling the gender pay gap.

5. We commit to removing the obstacles faced by women, in particular, at major points of career development and progression, including the transition from PhD into a sustainable academic career.

6. We commit to addressing the negative consequences of using short-term contracts for the retention and progression of staff in academia, particularly women.

7. We commit to tackling the discriminatory treatment often experienced by trans people.

8. We acknowledge that advancing gender equality demands commitment and action from all levels of the Department and the University and, in particular, active leadership from those in senior roles.

9. We commit to making and mainstreaming sustainable structural and cultural changes to advance gender equality in the Department, recognising that initiatives and actions that support individuals alone will not sufficiently advance equality.

10. All individuals have identities shaped by several different factors. We commit to considering the intersection of gender and other factors wherever possible.