

# University of Cumbria

## Commitment to the UK Athena Swan Principles

In committing to the principles of the Athena Swan Charter, the University of Cumbria, has joined a global community with a shared goal of addressing gender inequalities and embedding inclusive cultures.

In joining this community, the University of Cumbria, has committed to:

- 1 adopting robust, transparent and accountable processes for gender equality work, including:
  - a) embedding diversity, equity and inclusion in their culture, decision-making and partnerships, and holding themselves and others in the University accountable
  - b) undertaking evidence-based, transparent self-assessment processes to direct their priorities and interventions for gender equality, and evaluating their progress to inform their continuous development
  - c) ensuring that gender equality work is distributed appropriately, is recognised and properly rewarded.
- 2 addressing structural inequalities and social injustices that manifest as differential experiences and outcomes for staff and students
- 3 tackling behaviours and cultures that detract from the safety and collegiality of their work and study environments for people of all genders, including not tolerating gender-based violence, discrimination, bullying, harassment or exploitation
- 4 understanding and addressing intersectional inequalities
- 5 fostering collective understanding that individuals have the right to determine their own gender identity, and tackling the specific issues faced by trans and non-binary people because of their identity
- 6 examining gendered occupational segregation, and elevating the status, voice and career opportunities of any identified under-valued and at-risk groups
- 7 mitigating the gendered impact of caring responsibilities and career breaks, and supporting flexibility and the maintenance of a healthy 'whole life balance'
- 8 mitigating the gendered impact of short-term and casual contracts for staff seeking sustainable careers.



Alison Johns  
Chief Executive

Advance HE



Stephen Marston  
Chair of the Board of Directors

Advance HE