

The Athena SWAN Charter is based on ten key principles.

- 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 disciplinary differences including:
 - the relative underrepresentation of women in senior roles in arts, humanities, social sciences, business and law (AHSSBL)
 - 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 organisation 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, 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.