



**The Schools of Chemistry and Pharmacy
have received Bronze Athena SWAN awards
for their commitment to advancing gender
equality in Science.**



Any employee who has worked at UEA for 26 weeks continuously can request formal flexible working arrangements.

Guidance and the application form are on the HR webpages
<http://tinyurl.com/y65sks6s>





PHA and CHE have provision for parental, paternity, maternity, adoption and care leave.

Find out more on the HR webpages

<https://www.uea.ac.uk/hr/employee-information/leave>





SCI Return to Work and Family Support Fund - open to all SCI staff and PGR students to:

- **Support transition back to work/research following a significant period of absence e.g. IT/research equipment, accompanying persons costs, AT support**
- **Fund child/dependent care when attending professional development events or working weekend Open/Applicant Days**

For more information or to apply: sci.equality@uea.ac.uk



UEA's Student Support Service offers advice on:

- Study skills
- Finance
- Support for disabilities
- Support after a break in studies
- Wellbeing (incl. counselling & mental health)
- Living on and off campus

studentsupport@uea.ac.uk, 01603 59 2761





The Student Support Service have Financial Advisers who can provide one-to-one consultations and tips on how to manage your money effectively.

There are loans available for students in financial hardship.

fac@uea.ac.uk, 01603 593290



The UEA has:

- an on-site nursery available to both staff and students
- a family room in the Elizabeth Fry Building fitted out for nursing mothers – contact the Equality & Diversity Team for access: equality@uea.ac.uk





Career Central offer career development support for Researchers & PGRs:

- **confidential guidance appointments**
- **range of workshops**
- **mock interviews**



Chemistry and Pharmacy run a formal induction programme for all new staff and assign a mentor.

For further details contact your Head of School PA.



Following a period of ill health, we offer support for returning to work.

This may include access to a phased return, short term amendments to duties or working hours, or adjustments to the physical environment.

You can also apply for help from the SCI Return to Work and Family Support Fund, for more information or to apply email sci.equality@uea.ac.uk





ResNet is a network promoting gender equality and fairness across UEA and the Norwich Research Park.

Events are open to everyone and aim to provide inspiration, information and support.

<https://portal.uea.ac.uk/resnet>



**The Chemistry and Pharmacy
Equality and Diversity Committees
want to hear from you so if you have
any problems or suggestions, please
get in touch.**

**PHA: Dr. Rosemary Norton (r.norton@uea.ac.uk)
or Prof. Maria O'Connell (m.oconnell@uea.ac.uk)
CHE: Dr. Garth Jones (garth.jones@uea.ac.uk)**





We organise lots of outreach and engagement activities with Schools, the Community and the Royal Society of Chemistry.

For more information contact:

Anna Fuller (CHE) – anna-marie.fuller@uea.ac.uk

Rosemary Norton (PHA) - r.norton@uea.ac.uk



Students are able to request a change of Adviser. To do this please contact your Student Hub.





CSED run a coaching scheme to help staff move forward in their professional and personal development:

<https://portal.uea.ac.uk/csed/coaching>



Career Central services are available to you throughout your studies and up to three years after you graduate:

- **One-to-one guidance appointments**
- **Mock interviews**
- **Help finding jobs, work experience, internships, volunteering**
- **Advice on starting your own business**

For more information visit:

<https://mycareercentral.uea.ac.uk/students/events>





All staff should have an annual appraisal, this is an opportunity for you to:

- **highlight achievement & progress**
- **suggest improvements & changes**
- **identify learning opportunities & future goals**



Prof Stephen Ashworth (CHE) and Dr Aram Saeed (PHA) are our Disability Champions, providing staff and students with a point of contact for advice and guidance about disability issues and support.



**Dr Richard Stephenson (CHE) and Dr Sheng Qi (PHA)
are our Directors of Employability, providing career development
support to undergraduates.**



Prof. Ganesan (PHA) is PHA's Director of Postgraduate Research and Postgraduate adviser.

Independent advisors are also available within UEA if you are experiencing difficulties with your supervisor – speak to your School's PGR Director or contact the PGR service.





**Prof. Steve Meech (CHE) and Prof. Julea Butt (CHE)
are CHE's Director and Deputy Director of Postgraduate Research and Postgraduate advisers.**

Independent advisors are also available within UEA if you are experiencing difficulties with your supervisor – speak to your School's PGR Director or contact the PGR service.



The Chemistry and Pharmacy Staff Student Liaison Committees want to hear from you so if you have any problems or suggestions please get in touch:

CHE UG/PG: Dr Tom Storr (T.Storr@uea.ac.uk)

PHY UG: Dr Magnus Borgh (M.Borgh@uea.ac.uk)

PHA UG: Mrs Emma Marks (E.marks@uea.ac.uk)

PHA PG: Dr Debi Bhattacharya (D.Bhattacharya@uea.ac.uk)



Parental leave is available to give parents the right to take a period of time off work to look after a child.

In addition - employees have the right to take reasonable time off during working hours to deal with crisis incidents affecting dependants.

**For more information visit:
<http://tinyurl.com/y5ca8nvw>**



**Dr. Vasily Oganessian (CHE) is the
CHE Research Staff Coordinator
and chairs the quarterly RA
Forum meetings**

(V.Oganessian@uea.ac.uk)





CHE and PHA are committed to implementing the Athena SWAN Charter to address gender equality and progression and we welcome your suggestions!

Find out more at

<https://www.uea.ac.uk/chemistry/equality>

<https://www.uea.ac.uk/pharmacy/equality>

