## LUMSAthena SwanAction Plan

LUMS received the Athena Swar Bronze Award in April 2021 During the self assessment process, we identified 13 action area summarised below that have beer 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 at the stakeholders of develop the tools needed to create positive scatimpact.

	Below HESA average on female students	We need to undertake a UG
Data	both UG and PG.	and PG review of rogramme
		and marketingcontent, with
		the aim of understanding and
		reversing both the temporal
		decline in proportion of
		female students and the
		structural gender imbalance.

		leave etc.To work with RES to explore PURE changes.
Action Area6:	Inconsistency and lack of awarenessHR	Create a new EDI Committee
Human Resources	policieswhich could becontributing to low	with good representation
	uptake inareas such as trainingarental	both PS and academic to
	leave, and developmental opportunities.	increase the awareness blfR
		policies across the school and
		EDI issues/actions.

DevelopingPeople LUMSs committed to providing an inclusive, enabling and rewarding environment. Through development and training, we leverage our academic excellence and contribute to levelopment impactful research				
Action Area	ReportFindings	Actions		
Action Area 7: Academic Promotion	Ourfindingsshowed that females take longer to apply for promotion			

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		COVID has accelerated our need to	consider ways PSS can have
		carefully review flexible working	increased flexibility
	Action Area 12Culture	Our 2019 taff survey revealed that female	Undertake focus groupto
		feel less safe and secure in their work	understand why women feel
		environmentwhich we want to investigate	less safeand to gaugeheir
		further.	perceptions of equality and
		There were disepancies between male	opportunity.
		and female staff (especially academics)	Evaluate implementation of
		over the perception of implementation of	core hours
		core hours It was also highlighted that we	
		do not undertake enoughLUMS specific	
		staff and studensurveys toeffectively	
		assess perceptions and experiences of th	
		LUMS culture.	
	Action Area 8:	Our recent Athena Swan padlet indicated	Continue initiatives started
	Wellbeing	that we need to put wellbeing as a priority	during the COVID pande