



The University of  
Nottingham

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LONDON MATHEMATICAL SOCIETY  
GOOD PRACTICE  
SCHEME

The School of Mathematical Sciences at Nottingham is a Supporter of the [Good Practice Scheme](#) co-ordinated by the London Mathematical Society. This means that we have publically committed to taking practical actions that aim to cultivate a working environment in which all staff and students can achieve their full potential. In embracing the principles of the Good Practice Scheme, we strive to deliver:

- equality of opportunity and reward;
- appointment and promotion processes that encourage men and women to apply for academic posts at all levels, and to progress and develop their careers;
- a management structure and culture that is open, inclusive and transparent; and
- a flexible approach to the working day, the working year and a working life that enables everyone to maximise their contribution to mathematics and to the activities of our School.

Here we present a selection of the actions that we are taking in response to the challenge of improving gender diversity within our community:

-We offer two Margaret Jackson summer bursaries each year for female undergraduates. This ongoing initiative has been supporting female undergraduate research since the summer of 2014.

-We host fortnightly Afternoon Teas for the women in the School to chat, exchange experiences and get to know each other. MSc and PhD students, postdocs and academic staff are all welcome, and undergraduates interested in studying for a PhD are also invited to join.

-We work with the East Midlands Further Mathematics Support Programme to host university taster days targeting girls in local secondary schools; the first "Girls in Maths" day was in June 2014, and we now run similar events each summer.

-We maintain an '[Equality, Diversity and Inclusion](#)' webpage showcasing video profiles of some of our staff, and highlighting a range of relevant news, events, opportunities and resources.

-We launched, in 2013, a Facebook group for "[Women in STEM at UoN](#)" as a platform to exchange ideas and promote activities. Building on the positive response we received, we now also administer a global [Facebook group for women working in the mathematical sciences](#), one for women working in physical sciences and a [public page](#) that strives to challenge stereotypes about female mathematicians.

- We have extended the period of paid maternity leave for School-funded postgraduate students to six months, bringing it in line with those funded by the EPSRC.
- We have set up a fund to cover up to £200 of additional childcare costs that arise for staff and PhD students as a result of attendance at academic conferences or workshops, potentially including additional nursery costs or a contribution to the costs of travel of an accompanying family member.
- We advertise all research and teaching posts via the [European Women in Mathematics](#) association. We refer to the University of Nottingham's commitment to promoting women in science in all academic job advertisements.
- We include a designated Athena SWAN Champion on all School appointment panels for posts at or above Assistant Professor level.
- We encourage all seminar and conference organisers to consider the gender balance of their programmes. We monitor the number of male and female invited speakers at our seminars and conferences.
- We offer support and mentoring to academic staff in preparing grant and fellowship applications, and have increased the use of internal peer reviews.
- We encourage staff to request to give a virtual talk at a conference if they are not able to attend due to family responsibilities or similar.
- We encourage students and postdocs to attend the [LMS Women in Maths Days](#) and to contribute talks or posters; we offer to pay for their travel.
- We monitor a wide range of gender data, including undergraduate and post graduate admissions and performance statistics, and data relating to the recruitment and promotion of academic staff.
- We liaise closely with the University's Gender Equality in Nottingham Group – [GEN](#) – to encourage Good Practice at an institutional level and to exchange ideas and feedback with other Schools.