

Extension of UK Athena Swan award validity to five years

The Independent Steering Group recommended that the duration of Athena Swan awards be extended to five years. As part of Advance HE's transformation plan, we recognise that this is a recommendation that can be enacted in the short-term in the UK. We have developed a light-touch process to enable this, whilst ensuring that award holders remain committed to progressing gender equality.

The following table outlines our approach and the actions requested of current and prospective award holders.

Current UK Athena Swan award holders

Current award expiry date:	New award expiry date:	Notes	Action required to confirm new expiry date:
April 2020	November 2020	Due to the Covid-19 pandemic, this extension has already been offered.	None.
November 2020 onward	One year later (eg awards due to expire in April 2021 will be valid until April 2022)	<p>This excludes applicants whose awards were due to expire in April 2020, but who have accepted the offer of a Covid-19 related extension.</p> <p>This includes awards conferred in</p>	<p>Award-holders wishing to take up the extension must:</p> <ol style="list-style-type: none">1. Extend their existing action plans by one year.2. Submit a letter to Advance HE from the head of institution (institutional awards) or head of department (departmental awards), confirming that the institution/department will continue to:<ul style="list-style-type: none">• uphold the Charter principles, and;• address gender inequality through an extended action plan. <p>The letter should be returned by email to as-</p>

		<p>the November 2019 round.</p> <p>Applicants who have already been offered an extension to their current award may still activate this additional year of validity.</p>	<p>extensions@advance-he.ac.uk and be addressed to: Dr Ruth Gilligan, Assistant Director - Equality Charters, Advance HE, First floor, Napier House, 24 High Holborn, London WC1V 6AZ</p> <p>Once the letter is received and checked, Advance HE will confirm the extension with award-holders. We will prioritise the processing of extensions to awards expiring in November 2020 and April 2021. Other award-holders are thanked for their patience during this process.</p> <p>Note that there is no requirement to return the modified action plan to Advance HE. However, we encourage award-holders to make their extended action plans publicly available on their website.</p>
--	--	--	--

Please note that UK institutions (or the parent institution of an award-holding department) must have chosen the Advance HE Athena Swan accreditation package to be eligible for the above award extension.

Future UK applications

Note: This table was updated in August 2020 to reflect a change to the start date of future award periods. Future award validity will start from the date of results communication (rather than date of submission).

Applications submitted in:	Conferred awards valid until:	Notes	Action required to confirm new expiry date:
April 2020	5 years from communication of result		<p>Prior to submission: None.</p> <p>On receipt of award: Award-holders will be requested to ensure that their action plan to address gender inequality spans five years, extending it if necessary.</p>

			Note that there is no requirement to write to Advance HE, or return a modified action plan.
November 2020	5 years from communication of result	This includes applicants whose awards were due to expire in April 2020, but who have accepted the offer of a Covid-19 related extension.	<p>Prior to submission: None (although applicants are welcome to submit a five-year action plan as part of their application).</p> <p>Following receipt of award: Award-holders will be requested to ensure that their action plan to address gender inequality spans five years, extending it if necessary.</p> <p>Note that there is no requirement to write to Advance HE, or return a modified action plan.</p>
April 2021 onward	5 years from communication of result		Applicants are required to submit an action plan covering five years as part of their application.