

Project Juno

IOP gender equality awards for physics in the UK and Ireland

Project Juno is an awards scheme managed by the Institute of Physics. The scheme recognises and rewards physics departments, institutes and groups that can demonstrate they have taken action to address the under-representation of women at all levels, and are encouraging better working practices for all.

The five principles of Juno

Examples of good practice are shown beneath each principle

1

A robust organisational framework to deliver equality of opportunity and reward.

- Senior management are actively involved in equality and diversity activities such as workshops and being members of the Juno committee
- Departmental staff surveys or focus groups are carried out with results shown by gender and results are acted upon.



2

Appointment and selection processes and procedures that encourage men and women to apply for academic posts at all levels.

- Staff involved with any interview process, including PhD positions and undergraduate admissions, undertake gender awareness and equality and diversity training.
- Women are actively encouraged to apply for posts through active search committees.



3

Departmental structures and systems which support and encourage the career progression and promotion of all staff and enable men and women to progress and continue in their careers.

- Mentoring schemes are in place for all staff and research associates.
- An impartial person is available to undertake staff reviews and feedback is used to develop the review process.
- Staff are considered for promotion annually and have access to a mentor to help them prepare their promotions cases.



4

Departmental organisation, structure, management arrangements and culture that are open, inclusive and transparent and encourage the participation of all staff.

- Equality and diversity training is mandatory for all academic staff and demonstrators.
- There are agreed targets for female seminar speakers.
- A work allocation model that can be viewed by all staff is in place.



5

Flexible approaches and provisions that enable individuals, at all career and life stages, to optimise their contribution to their department, institution and to SET.

- Returners' scheme is in place for all, including shared parental leave.
- Career breaks allow for a reduced or no teaching load to enable a return to research.
- Specific initiatives are introduced for female academics taking maternity leave such as funding for a Research Associate to help with postgraduate supervision and maintain contact with collaborators.

The Juno journey

Supporter

The department starts its Juno journey by endorsing the five principles and making a commitment to work towards Practitioner and then Champion.

Galway Mayo Institute of Technology
Glnlwr University
Heriot-Watt University
Institute of Astronomy (University of Cambridge)
Liverpool John Moores University
Loughborough University
National Physical Lab (NPL)
Northumbria University
Sussex University
Swansea University
University College Dublin
University of Central Lancashire
University of Huddersfield
University of Hull
University of Kent
University of Leeds
University of Liverpool
University of Portsmouth
University of Southampton

Practitioner

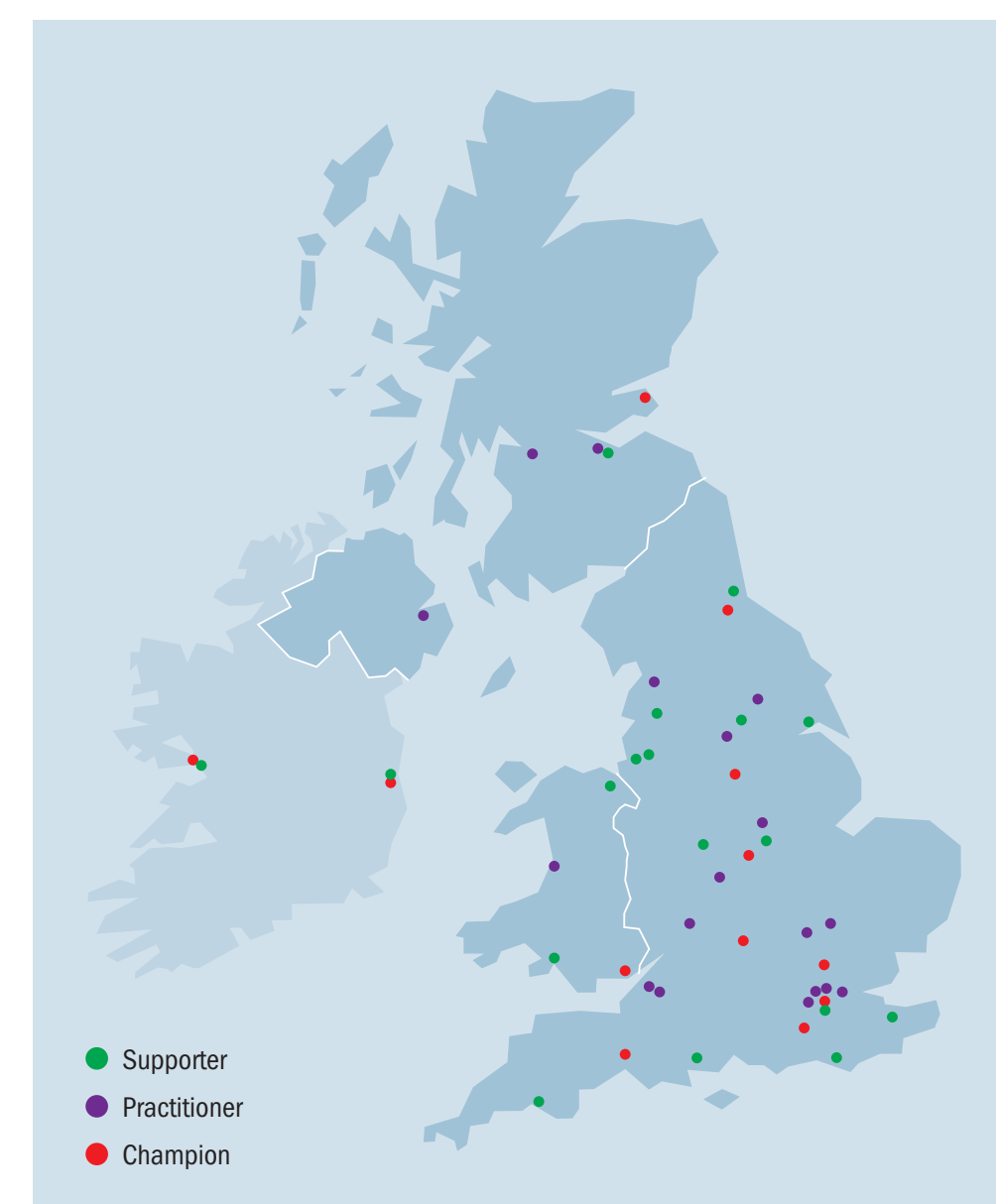
The department demonstrates that its Juno journey is well underway. Qualitative and quantitative evidence is gathered and its initial action plan demonstrates how the department aims to achieve Champion status.

Aberystwyth University
Cardiff University
Durham University
King's College London
National University of Ireland Galway
Trinity College Dublin
University of Bath
University of Bristol
University of Exeter
University of Hertfordshire
University of Leicester
University of Sheffield
University of St Andrews
University of Surrey

Champion

The department demonstrates that the five principles are embedded throughout the department. Further evidence is gathered and its action plan demonstrates how the department will continue to further good practice.

Imperial College London
Open University
Queen Mary University of London
Queen's University, Belfast
Royal Holloway, University of London
University of Nottingham
University College London
University of Birmingham
University of Cambridge
University of Edinburgh
University of Glasgow
University of Lancaster
University of Manchester
University of Oxford
University of Warwick
University of York



We produce a range of materials to support your Juno journey. Contact us for more information.

Institute of Physics, 76 Portland Place, London W1B 1NT
Tel +44 (0)20 7470 4800 Fax +44 (0)20 7470 4848

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