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Sharing Good Practice in Gender Equality: The University of Sheffield WARP Scheme

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Agenda

- What is WARP?
- Aims of WARP
- Drivers for implementing
- Set up process
- Benefits and Impact



What is WARP?

- Targeted support to returning women academics and researchers in STEM subjects
- Launched in January 2006
- Eligibility criteria:
 - Member of academic /Research staff within STEM area
 - Be taking maternity leave
 - Be absent for a minimum of 6 months
 - Have 6 months remaining on contract upon return



What is WARP?

- Funding: £10K per place, total budget of £150K
- Use of funding:
 - Additional post
 - Extra day/additional hours
 - Training/conferences
 - Purchase essential laboratory equipment
- Application process



Aims of WARP

- Provide additional support to allow focus on research, minimising impact of absence on career development.
- Offer practical resource support
- Create a working environment that encourages women academics to flourish professionally
- Continue to develop forward thinking, innovative staffing practices
- Improve representation of women in STEM



Drivers for implementing

- ‘Accumulated disadvantage’ relating to female progression.

	Jan 08	Jan 09	Jan 10	Jan 11	Jan 12
UEB					
HoD	18%	23%	29%	29%	31%
Prof	16%	18%	18.5%	20%	21%
Reader	22%	24%	21%	18%	17%
SL	33%	32%	34%	37%	36%
Lecturer	44%	45%	44%	44%	45%



Drivers for implementing

- Increased drop out rate following maternity leave.
- Feedback from female academics and researchers following Women's Week & other E&D events.
- University KPI – to increase the % of female senior academic staff.



Set up process

- HEFCE Rewarding & Developing Staff Monies
- Commitment by University Executive Board.
- Ongoing commitment by University (now recurrent University budget)
- Continuous review by Female Academics' Progression Steering Group.
- Third review in progress.



Benefits and Impact

- 81 places awarded to 70 women
- Turnover rate of maternity returners has decreased from 25% to 14%
- £1.8M in research grant capture
- 17% have been promoted
- Positive feedback
- Recognition: 2007 Opportunity Now award, Athena Swan



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Questions

