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## Recent Press Releases

### Physics departments recognised for reducing gender inequality

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Three university physics departments have been recognised by the Institute of Physics (IOP) for efforts made to reduce gender inequality among academic staff.

The IOP's Juno Code of Practice seeks to redress a long-sustained issue of under-representation of women at the very highest level of physics academia in the UK and Ireland.

Following in the footsteps of Imperial College and University of Warwick – the inaugural Juno Champions – the Universities of Glasgow, York and Royal Holloway (part of the University of London) have now been awarded the status of Juno Practitioner, which is a large step towards becoming fully-fledged Champions.

While approximately 20% of England's physics undergraduates and lecturers are female, the same can only be said of 5% of professors. This shows that not only is the proportion of female undergraduates still disappointingly low, but also that it gets worse as academics move further up the university ladder.

The Juno Practitioner level was designed to reward progress made by departments towards ensuring equal opportunity to all – to be seen as a staging post towards becoming a Juno Champion.

Jennifer Dyer, Diversity Programme Leader at IOP, said: "We are delighted to recognise and reward physics departments on their journeys towards becoming Champions. Embedding the Juno principles across the department will have a positive impact on the working lives of all staff.

"Examples of change in working practice that have been proven to reduce gender inequality, like increasing the transparency of procedures involved in promotion, are the sort of things that departments must do to gain recognition. All the departments involved have found that frank and open discussions about gender issues in the workplace have led to a happier workforce."

Professor Andrew Long, Head of Physics at The University of Glasgow, said: "In Glasgow we have found the Juno process very useful not only in highlighting areas where gender equality might be improved, but also in identifying areas where our provision for both genders is relatively weak and could be strengthened."

Professor John Saunders, Head of Physics at Royal Holloway, University of London, said: "We are delighted to receive the Juno Practitioner Award. Applying for Juno Practitioner has promoted discussion of gender and other equality issues at a variety of events within the Department of Physics at Royal Holloway. The award recognises that the RHUL Physics Department has been developing and demonstrates our equitable working culture in which students and staff, men and women, can realise their full potential. We look forward to achieving Juno Champion status in the future."

Dr Irene D'Amico, the Juno lead for the Department of Physics, University of York, said: "I think that the process leading to the Juno Practitioner Award has substantially deepened our understanding of the complex issues behind the under-representation of women in physics. We are delighted to see the good practice in our own Department recognised and we look forward to improving on it further following the critical analysis we made while working toward the award."

#### Notes to editors:

##### 1. Contact

For further information contact IOP's Senior Press Officer, Joe Winters on 020 7470 4815 or, out of hours, 07946 321473, or email [joseph.winters@iop.org](mailto:joseph.winters@iop.org).

##### 2. Juno Code of Practice and levels of engagement

The Institute of Physics (IOP)'s Code of Practice was developed in response to a recommendation of the International Perceptions of UK Research in Physics and Astronomy report that a special focus to attract and retain women in physics is needed. The Code is based on best practice identified from

IOP's "Women in University Physics Departments: a Site Visit Scheme", which ran from 2003 to 2005. It sets out practical ideas for actions that departments can take to address the under-representation of women in university physics and emphasises the need for dialogue, transparency and openness.

There are three levels of engagement with the Code. As a Supporter, physics departments endorse the five principles set out in the Code of Practice. Practitioner status requires the department to demonstrate that its Juno journey is well underway and an initial evidence-based action plan demonstrating how the department aims to achieve Champion status is created. As a Champion, physics departments are confirmed to have met the five principles set out. There are now two Champion departments, three Practitioners and 24 Supporters.

[Further information](#)

### **3. The Institute of Physics**

The Institute of Physics is a scientific charity devoted to increasing the practice, understanding and application of physics. It has a worldwide membership of more than 36 000 and is a leading communicator of physics-related science to all audiences, from specialists through to government and the general public. Its publishing company, IOP Publishing, is a world leader in scientific publishing and the electronic dissemination of physics. Go to <http://www.iop.org/>.

### **4. Royal Holloway, University of London**

Royal Holloway, University of London is one of the UK's leading teaching and research university institutions, ranked in the top 20 for research in the 2008 Research Assessment Exercise. One of the larger colleges of the University of London, Royal Holloway has a strong profile across the sciences, social sciences, arts and humanities. Its 8,000 students work with internationally-renowned scholars in 18 academic departments. Over 20% of students are postgraduates and 22% come from 130 different countries. Renowned for its iconic Founder's Building, Royal Holloway is situated on an extensive parkland campus in Egham, Surrey, only 40 minutes from central London.

### **5. University of Glasgow**

The University of Glasgow is the fourth oldest university in the English-speaking world. Founded in 1451, it has spent the last half-millennium earning an international reputation for research innovation, making connections with experts in global business, and inspiring thinkers from eminent scientist Lord Kelvin to the father of economics, Adam Smith. Building on such vast experience, it's no surprise that Glasgow is in the top 1% of the world's universities today (Times Higher Education World University Rankings).

Glasgow's position in the UK's top 10 earners for research and as a member of the elite Russell Group enables the University to provide an education that inspires respect from employers and satisfaction from students. Welcoming 16,500 undergraduates, 5,000 postgraduates and around 5,000 adult learners each year, it attracts students from Iceland to India, from Cardiff to Korea and from South America to the south of England. Finding community within diversity, the University's students come from more than 120 countries around the world to build friendships and networks that last a lifetime.

### **6. University of York**

Founded in 1963 with 200 students, the University of York now has some 12 000 students and more than 30 academic departments and research centres. The University of York is regularly ranked in the top 10 of UK universities and is in the World Top 100 universities.

The 2008 Research and Assessment Exercise saw the University ranked 8th in the UK for research. In addition to this IOP award, the University's commitment to supporting women in science has been recognised through five awards from the Athena SWAN Charter including the first ever gold award, presented to the Department of Chemistry.

The Department of Physics is driven by excellence in both research and teaching. We have particular research expertise in the areas of Condensed Matter Theory, Plasma Physics and Fusion, Nanophysics, and Nuclear Physics and Nuclear Astrophysics.

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