














Athena SWAN – SAT Bio’s

Name	Position	Bio	
Professor Andrew Hassall	Head of School of Medicine	<i>We have some fantastic examples of Athena Swan values in action in terms of the current national leaders in Medicine. It is crucial that, as a School, we promote and adhere to such values.</i>	
Dr Tracy Lovatt	Deputy Director, Postgraduate Programmes	<i>After taking a career break to raise my young family, I was supported to undertake teaching qualifications to Master's level, gradually increase my hours as the children became more independent and work flexibly through part-time to full-time hours. I believe it's important to nurture and promote talent from a diverse workforce and I'm reassured that the School of Medicine is committed to this agenda.</i>	
Dr Lisa Dikomitis	Senior Lecturer in Sociology of Health		
Naomi Romeo	Administrator to the School Executive	<i>As a mother of one, working full time, I rely heavily on the support of my family but flexible working allows me to attend important events in my child's life.</i>	
Dr Clive Gibson	Senior Lecturer in Medical Education Director of Undergraduate Staff Development, Director of Postgraduate MMedEd	<i>Flexible working arrangements mean that I am able to maintain a good work-life balance; this is especially suited to me when running a portfolio career with time divided between practice and academic work and as my partner is a GP also working long and varied hours.</i>	

Alan Harper	Lecturer in Biosciences	The School of Medicine has been an incredibly supportive environment both personally and professionally as a gay member of staff. I am keen to start a discussion of gender equality, and persuade others that it is not a zero-sum game.	
Debbie Paddison	Postgraduate Manager	I am a full-time manager within the School of Medicine responsible for a group of 9 administrators some of whom work part-time to suit their child care arrangements.	
Emma Green	PhD Student	<i>As a first year PhD student, being part of the Athena SAT has helped me to realise the possibilities of having both a career and family, something I always thought I would have to choose between</i>	
Hannah Barjat	Athena Swan Support Officer & Staff Equalities		
Margaret Hollins	Head of Business and Finance	<i>I have worked at Keele for 34 years, starting on a part-time basis when I had a very young family. I have had several changes in role and work hours/patterns during my career, and at one stage was combining studying for a part-time degree whilst also working. Now in a major School role in financial and strategic planning, I have recently started working part-time again by arrangement with the Head of School, in the run-up to future retirement. I am very grateful for this opportunity, as I very much enjoy working in the School and have always found the culture very supportive and flexible.</i>	

<p>Pamela Sturges</p>	<p>Student</p>	<p><i>As a mature medical student with caring responsibilities and family commitments, balancing studying with family life, part-time work and commuting is a challenge to say the least. The School is understanding and considerate of my commitments outside of medicine both practically and pastorally. This has ensured I can progress with my studies in medicine knowing I have a network of support around me.</i></p>	
<p>Vanessa Hooper</p>	<p>School Manager</p>		
<p>Dr Will Carroll</p>	<p>Consultant Paediatrician</p>	<p><i>I am impressed at how senior leaders have helped to promote Athena SWAN. I have found that consistently promoting a family-friendly workplace helps productivity and quality, Athena SWAN provides a useful focus for us</i></p>	
<p>Bushra Kabiri</p>	<p>Student</p>	<p><i>As one of the youngest members on the panel, what Athena SWAN are working towards now will determine the quality of the workplace I will end up in. As a female medical student, I know these factors will be important to me when I enter the medical profession, hence I can provide a student's perspective on today's issues to make my tomorrow better</i></p>	