**Example Athena Focus Group Questions**

**Introduction**

Outline the Athena SWAN Gender Charter aims and principles

Present data outlining the gender (im)balance in the School

**Questions**

We want to explore and understand the issues that lie behind this data to inform our actions and develop initiatives to create a greater gender balance:

1) What do you think contributes to the under-representation of women at senior levels?

Follow up questions:

i) What barriers to greater female representation have you experienced/witnessed/perceived?  
ii) What (if anything) makes it easier for male colleagues to progress their careers?

2) What would you like the School to do differently to support women in progressing their careers?

3) What could the School do differently to create a supportive working environment for all?  (Men too! This is to get people thinking more broadly about working culture and that managing work/home responsibilities affects everyone)

4)  What one action would make the biggest difference to the representation, retention and progression of women? (Maybe get attendees to write this down on a post-it/piece of paper, to help prioritise issues)

Note for the workshop session leaders: The general themes that are covered in the Athena application that we’d want to attendees to think about, are: workplace culture, transitioning to an academic career, promotions, managing work and home responsibilities and support on taking and returning from maternity leave.