

Dr Ruth Gilligan, Assistant Director - Equality Charters  
Advance HE,  
First floor,  
Napier House,  
24 High Holborn  
London  
WC1V 6AZ

Sept 23<sup>rd</sup>, 2022

Dear Dr Gilligan,

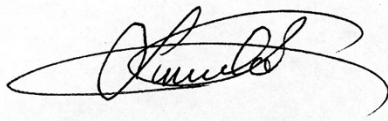
**Request for extension to Silver Athena Swan Charter Award – Babraham Institute**

I am writing on behalf of the Babraham Institute to request an extension to our Silver Athena Swan Charter Award. In addition to the one year extension all members were offered as part of the Charter transformation, Cheryl Smythe and Elizabeth Wynn previously agreed with Jessica Kitsell and Dani Glazzard that the Babraham Institute could apply for an additional six months due to our exceptional circumstances of having had three different directors over the last 2.5 years due to a death and a resignation. Our current award is due to expire on 31/10/2022 and we are requesting that our new proposed submission date is 31/7/2024.

The Babraham Institute remains firmly committed to upholding the Charter principles and have many ongoing initiatives that promote gender equality and address our specific circumstances. We have a permanent ‘equality4success’ team that collects and analyses data, designs actions and initiatives, and implements and monitors our equality work. This team includes members of senior management as well as representation of staff from all areas of the organisation. Earlier this year we established new Institute values, one of which is Integrity and explicitly affirms we “creat[e] an inclusive and motivating environment.”

Finally, we have created an extended action plan which reflects our newly identified priorities and will address our specific gender inequality issues.

Your sincerely,



Dr Simon Cook FRSB  
Institute Director