Welcome from the Chair – Prof Tom Robinson
This is the first issue of the WLG Newsletter, we hope to keep you informed about all the activities of the WLG and what we can and are doing for you. This first issue will be an introduction to the members, our terms of reference, what we’ve achieved so far and a vote and a competition. There is also a brief paragraph from the Social Committee and the Athena SWAN Chair: Tim Coats.

Away Day Feedback
Thanks to everyone for all your comments and suggestions – we had 5 pages of them! Obviously, this is going to take a while to sort through. However, we will be discussing them all over the next few WLG meetings and we’ll do our best to resolve some of the issues you have raised. We will bring you regular updates in our newsletters and of course, on our website.

How to Apply
The Departmental Working Lives Group seeks interest from new members annually. However, we do restrict the numbers to a maximum of 20, whilst maintaining a balance of gender, staff group and seniority of position/tenure. Accordingly, we will be seeking self-nomination using the membership template to be submitted to Tina (as secretary of the Working Lives Group) by 31st July 2016. This will allow nominations to be reviewed by the group for our August meeting with a view to new members joining for our October meeting.

If anyone wishes to know what is involved before submitting an application, contact one of the members above who would be more than happy to have an informal conversation.

Terms of Reference
We have been asked to provide our Terms of Reference. In answering this question, we realise that these have not been re-visited since the formation of the Group following the Bronze AS Award. Our remit has now clearly changed, so thank you for asking to see our Terms of Reference as we now need to review them!

Have your Vote - The new “fun” face of the Department
Three photographs have been shortlisted to go on the first page of the Cardiovascular Sciences website but which one is your favourite? The photos are below but you’ll need to go to the WLG Website to vote.

Contents
Welcome from the Chair – Prof Tom Robinson .......... 1
Away Day Feedback ........................................ 1
How to Apply ................................................. 1
Terms of Reference .......................................... 1
Have your Vote - The new “fun” face of the Department .................................................. 1
Members of the Working Lives Group ............... 2
What have we done so far? .................................... 6
Caption Competition ............................................ 6
Associated Groups ............................................. 6
Social Committee ............................................. 6
Athena SWAN .................................................. 6
Members of the Working Lives Group

Tom Robinson
Based at: LRI, RKCSB
Committee Memberships:
Dept Working Lives Group (Chair)
Dept Executive Committee (Deputy Head)
Dept Research Committee (Chair)
College Research Committee
College MD Board of Studies (Chair)
Hobbies: Running in an attempt to reduce my half marathon time to less than 1h 40m!

Eleanor Jackson
Based at: GGH, CVRC
Committee Memberships:
Dept Working Lives Group
Dept Executive Committee
Dept Athena Swan Self-Assessment Team
College Equalities Committee
Hobbies: I love walking, travelling and skiing – if only there were snowy mountains in the Midlands!

Dave Lambert
Based at: LRI, RKCSB
Committee Memberships:
Dept Academic Committee
College - Director PGR
Plus more cess than you would like to know about
Interesting Fact: I failed O-level maths (=GCSE) three times !
Hobbies: Aviation – I hold glider pilot licence with basic aerobatic rating and also basic power licence.

Tim Coats
Based at: LRI, Emergency Department
Committee Memberships:
Dept Working Lives Group
Dept Athena SWAN (Chair)
Interesting Fact: Secretly wishes that he had been an archaeologist (Time Team addict).
Hobbies: Creating a nature reserve of wildflower meadows and woodland, see
https://woodlandandwildflower.blogspot.com for the details..
Emma Stringer
Based at: GGH, CVRC
Committee Memberships:
Dept Working Lives Group
Dept Research Committee
Dept Athena Swan Self-Assessment Team
Animal Welfare and Ethical Review Body
Central Research Facility Management Team
Interesting Fact: Close friends and family call me ‘Spam’, a nickname I earned 20 years ago and it’s stuck!
Hobbies: I have two small children so have no concept of what a hobby might be, but I do enjoy ‘a’ glass of wine........

Glenn Rodrigo
Based at: GGH, CSW
Committee Memberships:
Dept Working Lives Group
Dept Athena Swann SAT (Gender Equality Lead)
Dept Intercalated BSc Committee
CRF management board (CVS representative)
College imaging committee (CVS representative)
College Gender Equality Committee (CVS GEL)
Interesting Fact: Did my BSc and PhD at Leicester prior to becoming an itinerant travelling academic, including 7 years in New Zealand.
Hobbies: Newly acquired granddaughter (cutie) and Labrador retriever (crazy). Newly found Italy “cheers”

John McDonald
Based at: LRI, RKCSB
Committee Membership:
Dept Working Lives Group (Member)
College Sub-Committee for Research Ethics
Interesting Fact: I have a Lightsaber in my office
Hobbies: I enjoy running and like jumping on the bed with my daughter

Sonja Khemiri
Based at: LRI, RKCSB
(Working hours Tuesday to Friday 9.30-2pm)
Committee Memberships:
Dept Working Lives Group (Member)
Interesting Fact: Converted to Islam when I was 33.
Hobbies: Love gardening, reading, travelling and spending loads of fun time with my kids.
Gina Barnett
Based at: GGH, CSW
(Part time – not in on Thur & Fri pm)
Committee Memberships:
Dept Working Lives Group
Dept Social Committee
Interesting Fact: I learnt to cycle (first bike at the age of 39!) One of the best things I’ve done.
Hobbies: I enjoy pottering round my garden, playing board games, going to Lindy Hop swing dance lessons and I have a very large ‘dressing up’ box of costumes which gets used quite regularly!

Carole Patrick
Based at: LRI, RKCSB
(Working hours: Tue – Fri)
Committee Memberships:
Dept Working Lives Group (Member)
Interesting fact: I have enjoyed getting to know colleagues socially over lunch time in our new RKB coffee/meeting room.
Hobbies: I enjoy listening to music, reading, yoga but most of all the long walks with Molly the Collie (our 2 year old Boarder Collie).

Sue Lewin
Based at: LRI, RKCSB
(Working hours: Mon, Tues, Thurs Fri)
Committee Memberships:
Dept Working Lives Group (Annual Staff Survey)
Interesting Fact: Carole and I were spotted on the TV in Australia whilst playing in the samba band leading the UoL conga supporting the Blues!
Hobbies: I enjoy cycling, playing tennis and walking with friends. We are currently walking the Leicestershire Round – only another 50+ miles to go

Tina Godfrey
Based at GGH, CVRC (LRI, RKCSB on Wednesdays)
Committee Memberships:
Dept Working Lives Group (Secretary)
Interesting Fact: love camping – go away most weekends to our caravan in Bedfordshire (current singles table tennis champion for 3 years in a row and miniten singles champion (runner up was 73!))
Hobbies: Reading (my Kindle is my best friend!), miniten, petanque, finska and computer games - highly addicted to Settlers and 2048!
Laki Liyanage
Based at: LRI, RKCSB
Committee Membership:
Dept Working Lives Group
Interesting Fact: I always have a variety of snacks at my desk, though I probably shouldn’t advertise it too much...
Hobbies: Aforementioned snacking, listening to too much music, dance, and other non-science hobbies.

Richard Mbasu
Based at: CVS
Committee Memberships:
Dept Working Lives Group
Postgraduate Research College representative
Postgraduate Research Society (President)
College academic committee
Research degrees committee
Personal tutor project (Member)
Student Lifecycle change programme (Member)
Cardiovascular sciences social committee (Member)
Interesting Fact: In 2014, I sat on a table with the former president of Ghana, H.E John Kufuor and former president of Botswana H.E Quett Masire and had a chat about leadership
Hobbies: Travelling, football, rugby, socialising

Sadaf Afreen
Based at: GGH, CSW
Committee Memberships:
Dept Working Lives Group
Interesting Fact: I have lost 14 kg of weight over a period of 1 year time.
Hobbies: I enjoy my cooking and trying out new recipes . I love swimming and running.

More members wanted – could this be you?
Click on the link above to apply
What have we done so far?
We have examined a number of issues on your behalf since the WLG commenced in 2013, which has resulted in a significant impact on the working lives culture of the department.

These include, but are not limited to: the dignity at work statement; improving departmental communications; opportunities for voting (e.g. refurbishment of the coffee area in the RKCSB); introduction of video conferencing facilities for cross-site meetings; improving the induction process and offering a buddy system; important meetings being held within core hours and start/finish times adjusted to correspond with the hopper timetable; the investigation and identification of available breast feeding facilities across sites; the opportunity for leavers to talk about their experiences within the department by means of an exit interview; the introduction of annual surveys and All Staff Away Days and the opportunity for PIs to undertake management training in the form of Performance Management for Academic Leaders.

The WLG has a dedicated website containing information for staff and students with quick links to key information and FAQs. It also offers the ongoing opportunity for anonymous comments and suggestions to be posted to the WLG for consideration at subsequent meetings.

Caption Competition
The Social Committee is also launching a caption competition. Four photos are available from the recent Away Day for your intelligent and/or witty (not rude!) captions. Visit our caption competition webpage (login required), there's a prize for the best caption on each of the four photos.

Associated Groups
Social Committee
The Social Committee was instigated by the WLG in response to staff and student requests for more organised social events in 2015. Our objective is to bring the department together through organised activities both on and off site and generally have lots of fun!!

Thus far we have organised the Christmas lunch in aid of Professor Samani’s knighthood, pizza lunchtime quiz extravaganza, bowling, the big breakfast and the away day afternoon.

We aim to organise an activity every 2 months, any suggestions are most welcome!

Our current members are: Manish Asiani, Saseela Atwal, Lindsey Ball, Gina Barnett, Sarah Greatrex, Richie Mbasu, Manolo Papakonstantinou, Hash Patel, Shilpi Sheth, Meetal Solanki and myself. We would however like several more people to join. Both students and staff are most welcome, especially from the LRI as we currently only have Sarah based there.

So if you enjoy organising events and having a good time, and you would like to do something for the department, please contact Tracy Kumar.

Athena SWAN
The Athena SWAN self-assessment team guide the Department’s activity and is aimed at improving the career progression of women in both academic and administrative career pathways. Activity was initially focussed on women in academic careers, and our efforts resulted in a Silver Athena SWAN award in 2015. The Athena SWAN system has since broadened the scope of its activity to cover all staff groups, and is now hard at work monitoring and helping the various Departmental Committees with the implementation of our Athena SWAN Action Plan. We also work closely with Glenn Rodrigo who is the CVS Gender Equality Lead.

Our current members are: Matt Bown, Pete Braund, Tim Coats, Veryan Codd, Matt Denniff, Eleanor Jackson, David Lodwick, Kim Mason, Aisling McMahon, Meeta Patel, Suki Rai, Glenn Rodrigo, Nilesh Samani, Jodie Sandhu and Emma Stringer.