



Promoting **Equality**, Embracing **Diversity**

Equality & Diversity
Corporate Annual Report
2012

 UNIVERSITY OF
LINCOLN

Taking the equalities agenda to the heart of the University's strategy

It is with a sense of pride that I introduce this year's Equality & Diversity report, in view of the landmark achievements that the University has made over the past year.

We have surmounted many of the challenges that the higher education sector continues to face in terms of funding, competition and legislative policy. Yet we have remained focussed on our strategy to become a top 50 UK University.

It is right that we should celebrate this achievement and the role that our staff and students play within it. In particular, we recognise the vital role that our equality and diversity agenda has in enabling us to achieve our strategic goals.

That is why we have launched a new developmental equality programme that we believe will assist us in our next step, to become a top 40 UK University.

We know that, thanks to the dedication of our staff and students who are committed to making the Lincoln experience amongst the best in the country, we will keep moving forward to build on this tremendous achievement.

I hope you find this report encouraging and inspiring.

Thank you for your continued support and commitment to the equality and diversity agenda.

Professor Mary Stuart
Vice Chancellor



The University
has achieved its
goal to become
a top 50 UK
University

Introduction

The equalities agenda has an important role to play in helping our institution to become a top 40 UK University through the diversity of its people.

This year, the equalities agenda has become firmly embedded as a core contributor that directly supports the University's strategic plan as well as generating measurable local level impact.

Throughout this year we have built upon our commitment to equality and diversity as we have actively supported and challenged senior staff, governors and other members of the University community to demonstrate our values more visibly in our every day activities.

This year's report identifies the various ways in which we have continued to push and expand the positive diversity work, which continues to create a challenging and progressive environment for students and staff to prosper. It communicates the progress we have made across the equality and diversity agenda in 2012 and how this agenda feeds into the University's strategic plan.

We're proud of the developments we have made in nurturing and refining our diverse environment and of the positive experience our staff and students create. We recognise that there is still much more that we can do and we are working hard to continue to embed equality and diversity within the heart of the University.



We have a strong commitment to providing an excellent student experience

Key Equality & Diversity Developments of 2012

A key objective for the E&D Committee during this year was to further embed and enhance the equalities agenda for staff and students.

To support this work the E&D Committee membership elicited the support of National Diversity Champion and provocateur Simon Fanshawe, of Astar-fanshawe, facilitated a developmental programme that challenged and enabled the E&D Committee to examine how far the values of equality and diversity are the actual lived experience of our staff and students.

The Committee has worked to:

- Engage senior leadership as well as local level ownership of the equalities agenda to encourage a culture shift
- Support the University in becoming a top 40 UK University through the diversity of its people
- Create a positive impact which can be witnessed, felt and measured

Throughout this work, the Committee membership has engaged with staff and students from across the University to gain a level of insight about their lived experiences of the University.

This work has helped the Committee to identify five diversity and equality related areas that have the potential to significantly impact on the achievement of the University's strategic plan:



Simon Fanshawe

Areas with the potential to have the greatest transformational impact

Area	Rationale based upon initial insight evidence and relationship with strategic plan
1 Manual staff	This group of staff make an important contribution towards the student experience but more could be done to recognise their contribution.
2 Student engagement in learning	Student experience, cultural diversity and the international agenda.
3 Gap between policy & impact in relation to student experience in accessing support	Student experience, diversity of student population, cultural differences and internationalisation.
4 Transparency of workload & outcomes (academic)	Gender and BME equality of opportunity, development and REF potentials.
5 Gender imbalance & BME in senior academic posts	Gender and BME representation.

These areas were then explored in more detail by sub-groups of the E&D Committee and resulted...

...in a series of recommended actions for consideration by the University's Senior Management Group. As a direct result of this work, the E&D Committee has taken forward the following key pieces of work and actions:

- 1 The renovation and reconfiguration of Witham House to provide a multi-faith facility for staff and students.
- 2 The expansion and development, through the support of the International Office, of the quality and frequency of events hosted at the University to engage all students and staff in cultural celebrations.
- 3 Expansion of the 'Get Started' programme which welcomes incoming students to include pre-arrival information and access to University services.
- 4 Strategic level monitoring and reporting of two new KPIs to support the Athena SWAN agenda and International staff recruitment.

Promoting equal opportunity

We have also worked hard to continue to raise awareness of the importance of equal opportunity for all, internally and externally.

To facilitate this, we have repeated the successful initiatives of previous years, including the Women into Research Network, and commissioned a newly designed disability focussed workshop - dis-Ability Confident.

The workshop is open to all staff to further promote the equalities agenda across the University.



dis-Ability is all about our staff having confidence in their knowledge, attitude and approach to disability

Awareness Events and New Initiatives

Lincoln University signs up to the National Mindful Employer Charter

Health and wellbeing is a key part of the University's equalities agenda and we recognise the need to support employee resilience. We also acknowledge the importance of creating and maintaining a mentally healthy workplace. The University has subscribed to the National Mindful Employer Charter.

We have made a pledge to:

- Develop and pilot a general mental health awareness programme, which will feature as a regular development opportunity for staff
- Develop an 'intranet' page to provide staff with information about Mindful Employer and how to access further information and support
- Initiate a culture of openness to start conversations about mental health through the use of internal communication media e.g. blogs and staff magazine articles, in support of the Time to Change campaign 'It's Time to Talk.'
- Run a launch event to coincide with World Mental Health Day

Lincoln launches mental wellbeing event

Last October, we launched our first ever mental health awareness event for our staff and students. The event, which took place on World Mental Health Day on 10th October 2012 aimed to raise awareness about mental wellbeing. Specifically it encouraged staff and students to acknowledge and talk about mental health issues more generally, especially in the workplace.

Whilst the event in itself was important as an initial awareness raising event, it forms part of our long term commitment to challenge negative attitudes towards mental health and to positively value health and wellbeing in the workplace.

We have also developed and introduced an accessible web-based staff resource guide – 'Increasing and Developing Personal Resilience'. Our employees can access this through the University's HR Mindful Employer portal page.



Portal Home
> *Human Resources*
> *Employee Assistance Programme*

Portal Home
> *Human Resources*
> *Mindful Employer*



Lincoln welcomes Indian architecture students to its summer school

In July this year, more than 30 Indian architecture students visited the University to revisit historic ties between the architectural histories of India and Britain and inspire further partnerships.

The University of Lincoln was chosen as a base for the Rethinking Architecture Summer School because of Lincoln's historic architectural status. The agenda of the summer school was based on issues of urban design, architecture and sustainability in the context of globalisation; areas that are highly relevant to the challenges international architects face today.



Blue September is a Shower of Success

The University of Lincoln has supported the charity Blue September for the past two years. The charity aims to raise awareness among UK men and women about all forms of cancer that can affect men and urges men to take preventative action by improving their lifestyle choices and by seeking medical advice early.

This year, the Blue September awareness campaign gained even greater support as staff and students from the University were joined by teams from other local organisations.

The annual charity evening and raffle raised a grand total of £900.78 for Blue September.

September 2013 will be even bigger and better!



New Staff Volunteering Scheme Is Launched – Give Back Days



In support of our commitment to the growth and development of our local community, this year the University has introduced a new staff volunteering scheme called 'Give Back Days'

Working in partnership with the Students' Union Volunteering Team the University has been able to offer staff the benefits of a professionally supported volunteering placement experience.

So far this year, staff have donated their time and resource to several valuable projects.

These include: the Revival Café who provide support for members of the local community that are affected directly or indirectly by mental health and wellbeing; school volunteering reading support schemes and local environment initiatives to reclaim green spaces for the benefit of the local community.

If you would like to find out more about volunteering, contact the UL SU Volunteering team either directly on ext 6420/6922 or email volunteer@lincolnsu.com or go to www.lincolnsu.com > [volunteering](#) > [staff volunteering](#).



Monitoring and Reporting - **Staff**

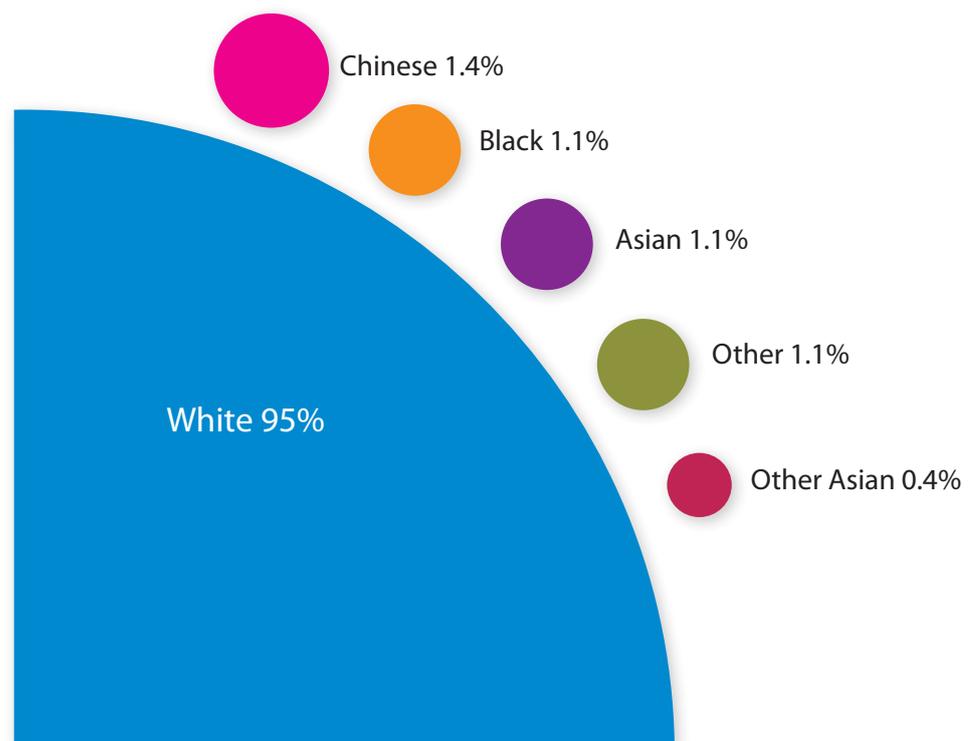
Disability

The data (5.3% and 8.8%) shows an increase in staff self-declaration of disability compared to the previous years (3.7% and 5.5%). This is due to a change in Higher Education Statistical Agency (HESA) codes which provided classification of types of disability. We continue to promote the message at induction and other training events.



As a total of the University's workforce 6.3% staff have declared that they have a disability. As an institution we still continue to have a significantly higher declaration rate compared to the sector, which is currently reported as being at 3.2%

Ethnicity



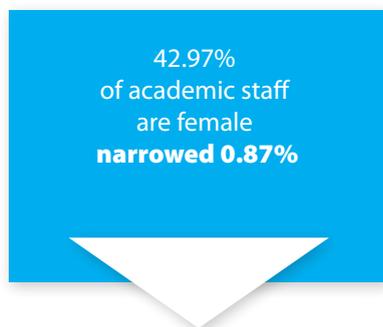
Staff Ethnicity as a percentage

*The above data has been sourced from the Heidi system 2010-11

Gender

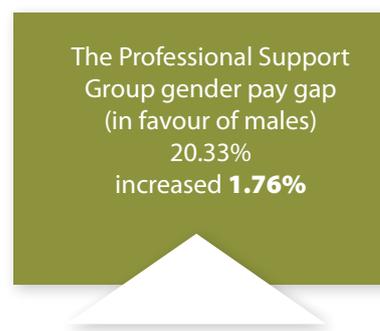
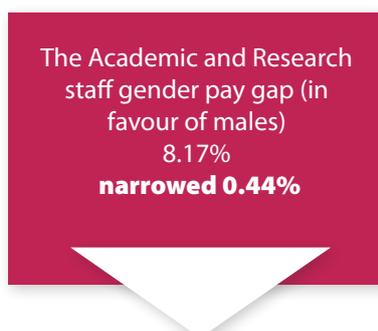
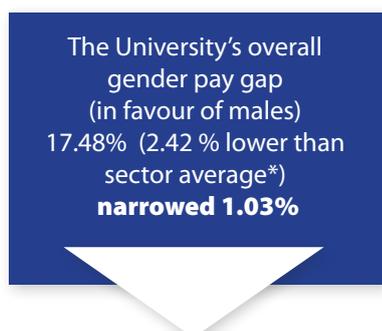
The University's 2012 organisational gender pay gap is now 17.48% in favour of males, and this continues to indicate a year-on-year narrowing, by 1.03% in the past year. The overall gender pay gap for academic / research staff has seen improvement and has narrowed from 8.61% to 8.17%, and is significantly better than the reported average sector pay gap of 12.8%.

As reported by the Equality Challenge Unit in November 2012.



Equal Pay

Our commitment to equal pay and equalities pay gap monitoring continues. With each year we continue to advance and develop our work in this area.



Disability

Improvements have been made to the overall organisational disability pay gap. This has reduced from last year's 9.16% to 8.24%.

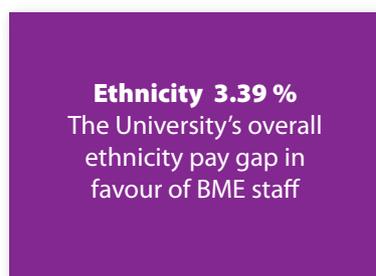
The staff disability disclosure rate remains unchanged from the previous year at 6.3%.

The overall organisational pay gap is generated by a under representation of declared disabled staff representation at the senior levels of the organisation.

Ethnicity

This year we have changed the classification of Other Ethnic Background to align our report with the Equality Challenge Unit's definition. According to the new criteria, staff representation of the broad ethnic category 'Other Ethnic Background' is at a rate of 6.43%. This is 4.2% below the Equality Challenge Unit's reported sector average of 10.63%. The overall organisational other ethnic background pay gap is 3.39% in favour of other ethnic background.

The latest HE sector average pay gap published by the ECU is 5.4% in favour of staff without a disability. The University is currently 2.84% above this figure.



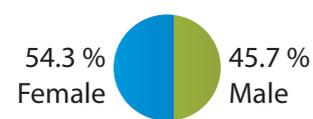
The latest HE sector average pay gap published by the ECU is 2.1% in favour of white staff. The University pay gap is roughly the same, but in favour of BME staff.

Monitoring and Reporting - **Student**

Gender

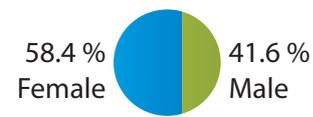
Students by Gender, Mode and Level of Study for 2009-2010 compared to the sector (First degree)

Lincoln Full-time vs Sector



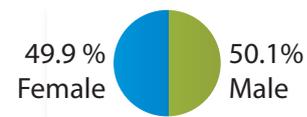
Sector comparison

Lincoln Part-time vs Sector



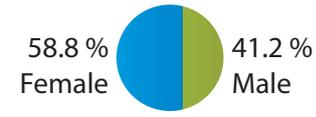
Sector comparison

Lincoln Full-time Post grad vs Sector



Sector comparison

Lincoln Part-time Post grad vs Sector



Sector comparison

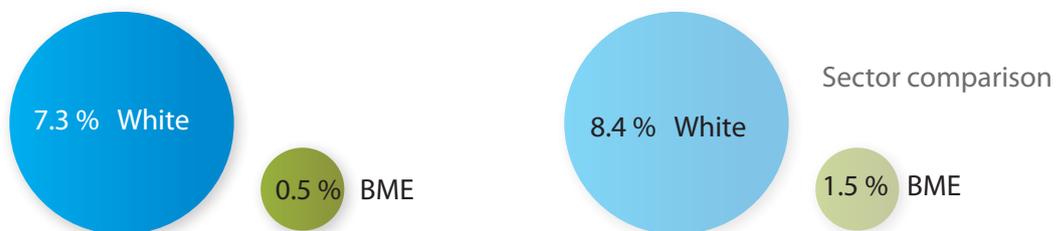
Ethnicity

Students by Ethnicity, Mode and Level of Study for 2009-2010 compared to the sector

Lincoln first degree Undergraduate Full-time vs Sector



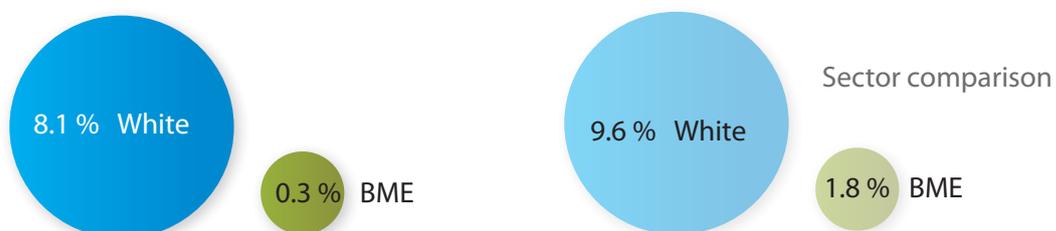
Lincoln first degree Undergraduate Part-time vs Sector



Lincoln Full-time Postgraduate vs Sector



Lincoln Part-time Postgraduate vs Sector



This data, which reflects the period 1st September 2011 to 31st August 2012, can be accessed by visiting the University's Staff Portal via the Equality and Diversity home page > annual equality and diversity data.

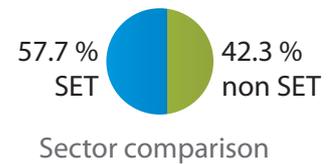
*The above data has been taken from the HEIDI system 2010-2011

Gender and Science Engineering Technology (SET)

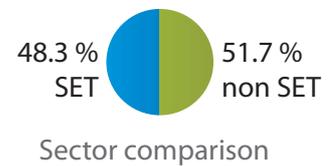
We have near parity of female representation in SET compared to the sector. The representation of females in SET at Lincoln is expected to change with the opening of the new schools, as well as the activities from the University's Athena SWAN Action Plan commencing 2013-2014 (which is designed to address the national under-representation of women in SET).



Lincoln Male



Lincoln Female



Committing to support the career development of female staff and students in SET disciplines is a key objective at Lincoln

What's in store for 2013?

- 1** Advance our Athena SWAN ambitions throughout 2013 with the introduction of a dedicated mentoring scheme the 'Pipeline' and the launch of Wise@Lincoln
- 2** Create a centralised online resource for staff to help improve and ease access to available support, information and guidance as part of our Mindful Employer and wellbeing at work pledge.
- 3** Continue to actively monitor and report on performance against our Corporate Equality Objective: 80% of staff to have participated in cross cultural awareness by 2016
- 4** In response to positive feedback received from delegates attending the cross cultural awareness programme we will for 2013 introduce two new specifically tailored cultural awareness sessions regarding Chinese and Indian cultural diversity.

Equality & Diversity Corporate Annual Report 2012

