



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

Equality & Diversity  
Corporate Annual Report  
**2013**



# Foreword

As Vice Chancellor, I would like to express my wholehearted thanks to everyone for the progress we have made this year as evidenced within this Equality and Diversity report.

We have continued to meet the many challenges that the higher education sector is facing head on, remaining committed to realising our future vision to become a leading UK Higher Education Institution by 2020.

As we continue to grow and develop as an institution; we are ambitious and through the diversity of our staff and students we are creating and benefiting from a dynamic and an exciting environment where everyone within our university community contributes to make our institution the great place that it is.

Together through the way we behave, treat others, test and challenge socially defined norms or assumed 'knowledge' demonstrates daily this shared contribution to a vision of equality and diversity.

Within our University community we have so many opportunities to learn so much from each other, enrich our own experiences and understanding of the different cultures and the world. The great thing is all we have to do is talk and engage with fellow staff and students.

I'm proud of what we have achieved thus far, and I'm excited about our future that we are creating together.

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

**Professor Mary Stuart**  
Vice Chancellor



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# Introduction

Creating an excellent environment that engenders the promotion of equality of opportunity for all of our University community whether as a staff or student member is important to us.

This year we have had a particular focus on advancing the equality and diversity agenda through embedding and linking it as an integral aspect of other initiatives and work streams, such as our wellbeing agenda, the continued development of our respect charter campaign and our drive for greater levels of engagement of staff and students in everything we do.

This year we have had record levels of staff and student engagement in two of our most influential and important feedback surveys, the Staff Survey and the National Student Satisfaction Survey (NSS). 70% of staff have shared their views on many topics about working at the University and a record 73% of students have participated in the NSS. These levels are measures of success and a testament that our efforts to increase staff and student engagement levels are working.

We are looking forward to working through the results over the course of this next year to take action on the things that matter to our diverse community of staff and students.



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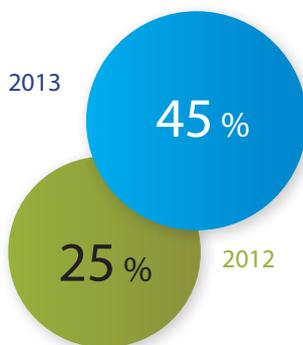
# Equality & Diversity Developments

## Taking forward the E&D agenda

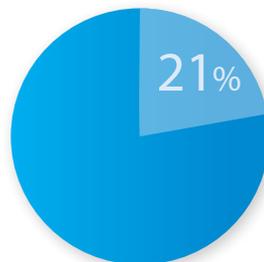
Over the past year we have continued to see various positive measurable changes in the equality and diversity of our workforce. These are a result of the work we have so far undertaken to effect these changes.

During 2013 we moved closer towards achieving our Equality Corporate Objective whereby 80% of all staff have attended cross cultural training by 2016. Over the year, training completion rates increased from 8% (1st May 2013) to 18% (as at 1st March 2014).

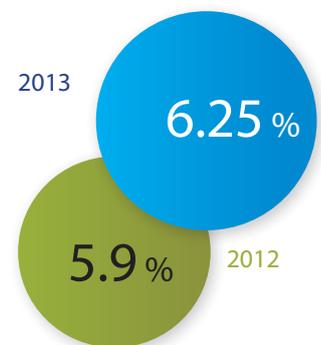
These changes include:



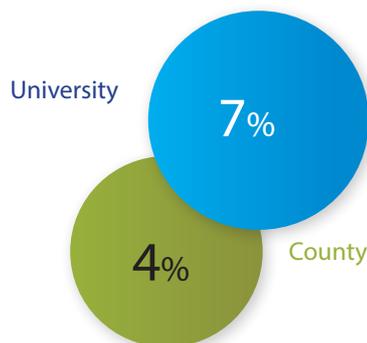
An increase in the number of females promoted via the Academic Promotion Process from 25% (2012-13) to 45% (2013-14)



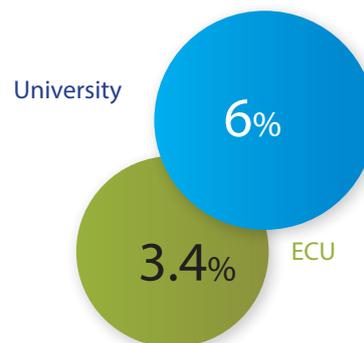
21% of all new starters in 2013 were recruited from nationality groups other than the UK



Conversion rates between the stages of the recruitment cycle have increased for international candidates applying for academic roles – up from 5.9% to 6.25%.



Our workforce is 3% more ethnically diverse than the demographical makeup of the county – the ethnicity profile of our workforce is 7%.



Disability disclosure rates amongst the workforce are recorded at 6% and this remains higher than the national sector average of 3.4% (Equality Challenge Unit, annual statistical report 2013).

## Increasing awareness of the E&D agenda

This year we are pleased to report that awareness of the University's equality and diversity policies, initiatives and agenda has reached an all time high.

97% of respondents to the 2013 Staff Survey stated that they were aware of the University's equality and diversity policies.

## Equal Pay – Bridging the gender gap year-on-year reductions

The University's organisational gender pay gap remains lower than the sector average by 2.22%.



*Ref - Equality Challenge Unit Annual: Equality in Higher Education : Statistical Report 2013*

We have continued to positively reduce the pay gap within the University's Professional Support Group (comprising of Administrative and

Professional Support, Manual, and Technical staff) by 2.33% to 18.05%.

The Academic and Research job family's pay gender gap has once again seen a year on year reduction of -1.62%. The gender pay gap is now 6.55%.

## Diversity and Promoting Wellbeing

Promoting and supporting the wellbeing of our staff and students is an important value for the University. Our people are diverse, and we have acknowledged this by proactively linking our work strands of wellbeing and diversity to help to promote greater awareness about issues in relation to mental health and caring responsibilities. We have also tried to help to breakdown the cultural barriers to improve health equality, particularly in relation to men's health through providing a holistic programme and awareness programme.

## A new wellbeing blog:

The wellbeing blog and website pulls together in one place all the University's wellbeing initiatives and information. This is helping to increase access to health information.



## Health promotion campaigns:

This year, we launched a month by month programme of health promotion campaigns. Colleagues also have the opportunity to meet with the Occupational Nurse to discuss any individual matters in more detail.

Month	Theme
January	Healthy Eating and Diabetes    Mental health - Winter Blues SAD
February	Know your numbers - weight, height, BMI, cholesterol, body fat content, BP
March	The importance of sleep    Personal Resilience
April	Bowel Cancer Awareness    Healthy Eating
May	Back care    Mindfulness    Relaxation exercise
June	Health Heart & exercise
July	Skin care, sun awareness
August	Know your numbers – weight, height, BMI, cholesterol, body fat content, BP
September	Prostate Cancer and Testicular Cancer    Personal Resilience    Influenza
October	Smoking cessation    Personal Resilience
November	Resilience - part four    Mental health - SAD
December	Drink wise

# Staff Survey Results

This year our staff survey received a response rate of 70% - our best ever.

The overall findings indicated that there has been a statistical improvement in the wellbeing of employees with a 20% increase in people feeling secure in their jobs and a more positive outlook overall.

We also found that there has been a positive shift in communication and culture with more people identifying with our strategic objectives and feeling that their contribution is important and valued.

## Equal opportunities

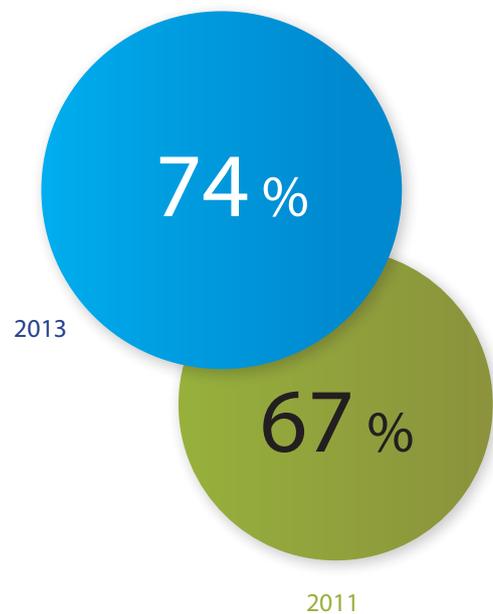
We are pleased with the positive developments we have made this year in terms of raising awareness of E&D policies and ensuring colleagues feel confident that the University is committed to equality for all.

Our survey showed that 87% of respondents felt that the University is committed to equality of opportunity for its entire staff.

97% of respondents agreed that they were aware of the University's Equality and Diversity Policies (+1% 2011)

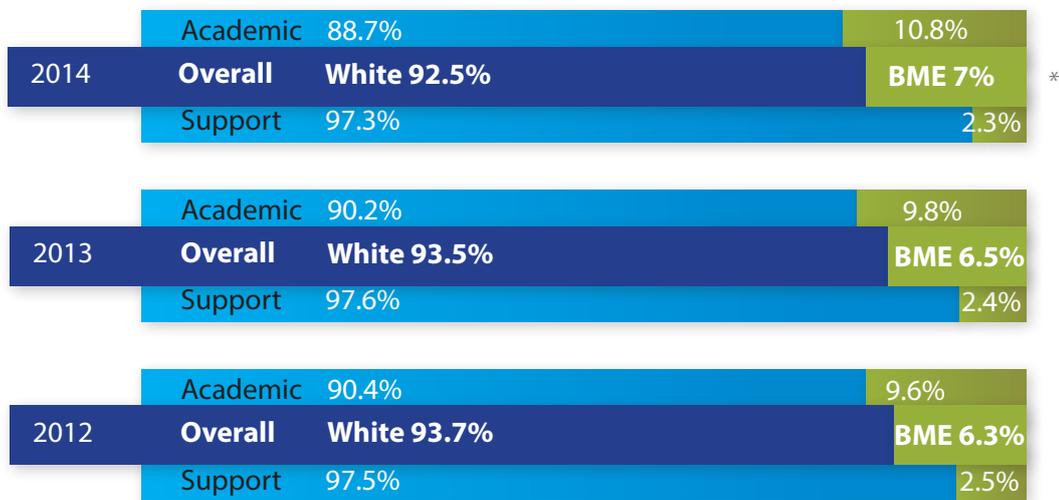
'I feel my experience is valued by the University'

7% improvement



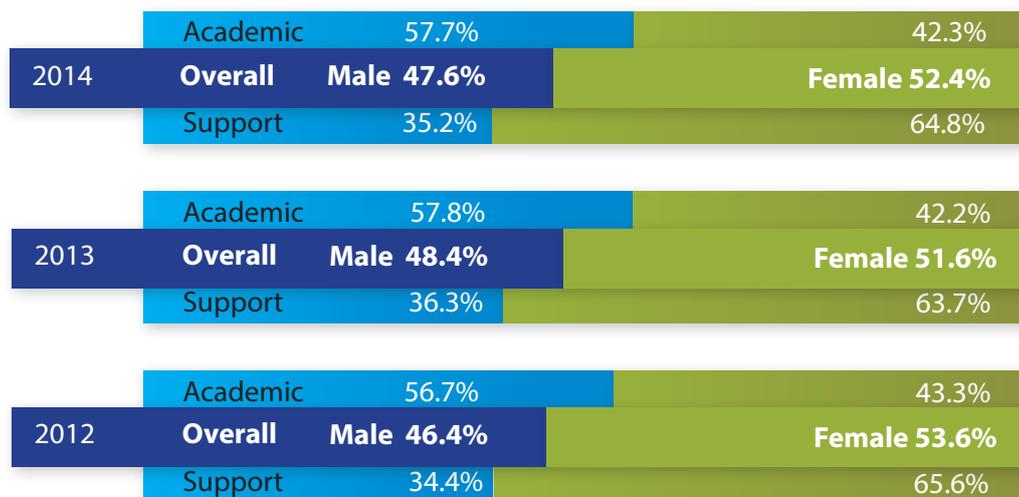
# Monitoring and Reporting - Staff

## Ethnicity

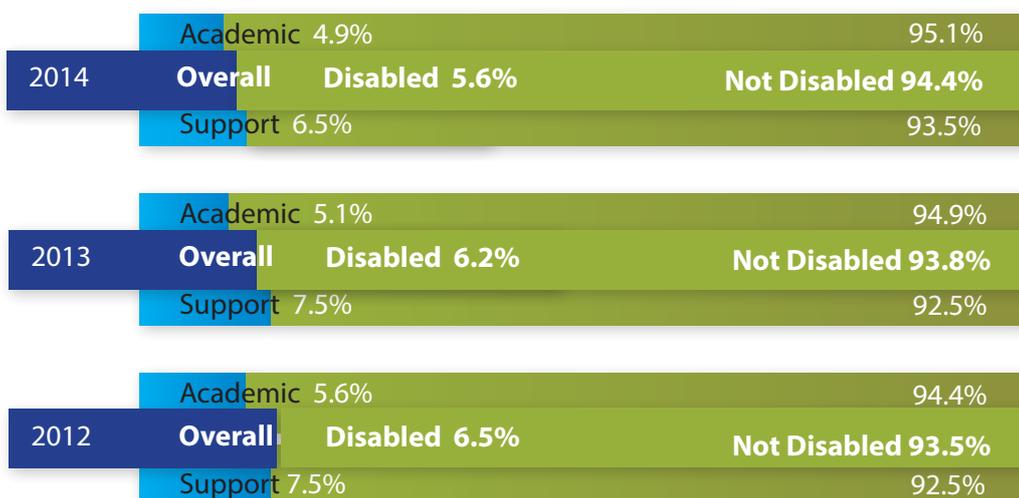


\*also included 'other' at between 0.4% and 0.5%

## Gender

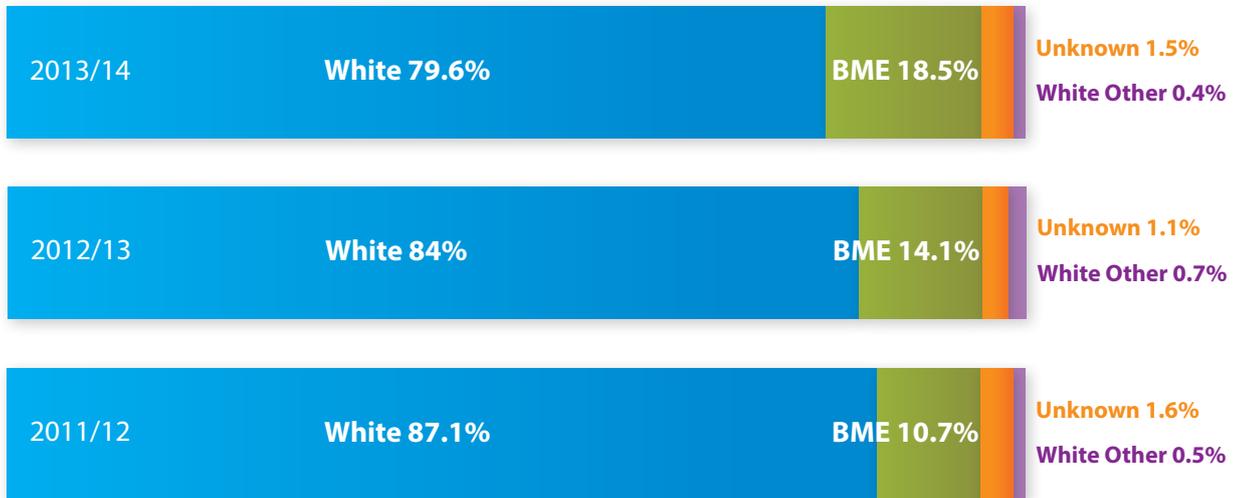


## Disability

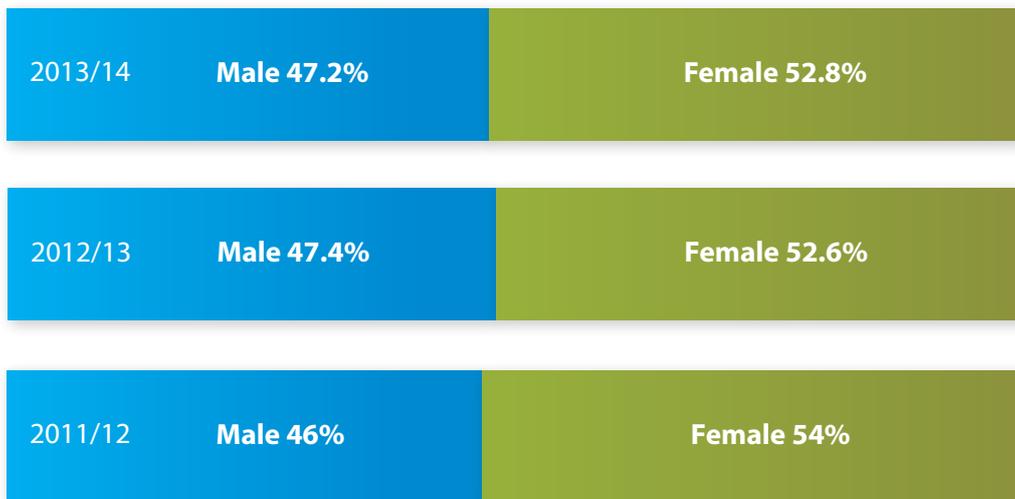


# Monitoring and Reporting - **Student**

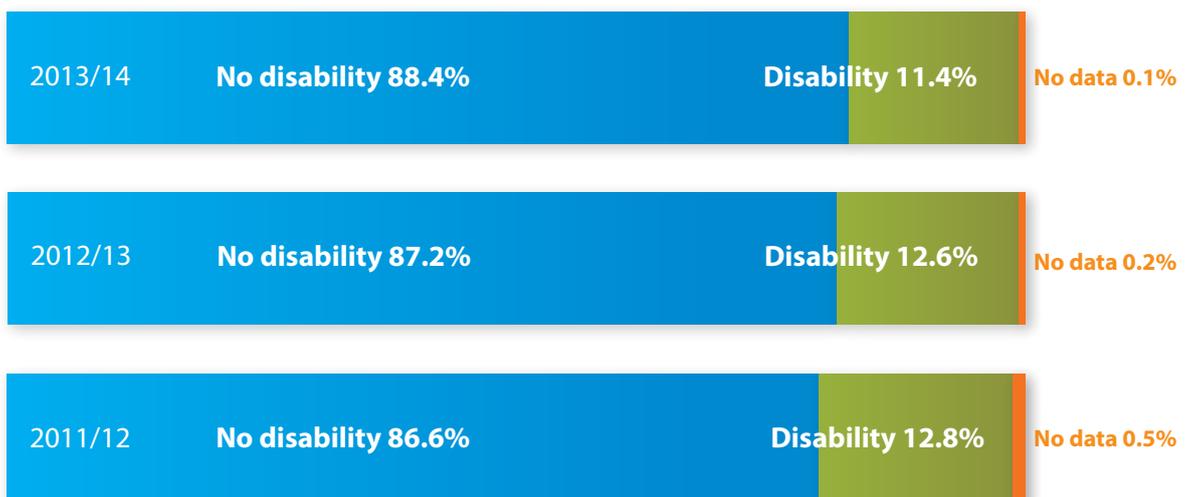
## Ethnicity



## Gender



## Disability



# New initiatives

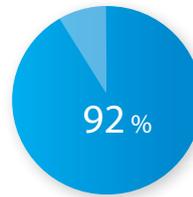
## Respect Charter – Relunched

The University's 'Respect Charter' recognises everyone's entitlement to respect.

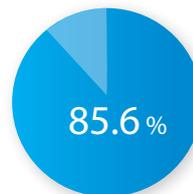
This year we have continued to extend the good working partnerships we have with our unions both Staff (UCU, Unison) and our Students' Union (SU) and have jointly prepared and delivered the relaunch and rebrand of the Respect Charter 2013/14.

Using various mediums, including social media, we have advanced the profile of the Respect Charter and awareness amongst all members of our University community.

Our staff survey results have helped us to measure and show that such pieces of work do help achieve and support the diversity of our community through promoting our values.



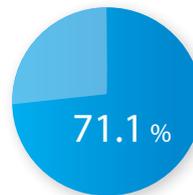
**92%** of staff feel respected by their colleagues – a major step-forward and positive indictment that a culture of respect pervades the University.



In our new Start of Year Student Survey **85.6%** of first year student respondents feel they have settled well into their course.



**83.2%** stated that they know where to find help if and when needed.



**71.1%** of first year student respondents stated that they felt part of the student community.

## 'I feel respected by...'

Colleagues within my work area



Colleagues outside of my work area



Managers within my work area



Managers outside of my work area



## Work-life balance

Awareness of work-life balance is high at the University and continues to increase year-on-year.

This year, 74% of colleagues reported that they feel the University provides good support to help them balance work and personal commitments – increasing from 73% in 2011 and 70% in 2009.

I am able to work my regular, contracted hours without difficulties



The University provides good support to help me balance my work and personal commitments



My immediate manager supports me in finding a good work-life balance



I can approach my manager to talk openly about flexible working



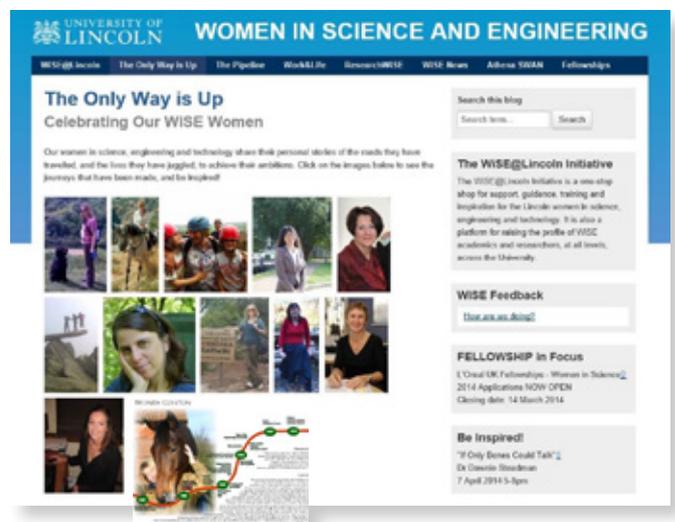
I think everyone is treated equally with regard to helping them balance their work and personal commitments



A particular focus for 2013 has been developing the work life theme as part of our Women in Science, Technology, Engineering and Maths (STEM) work which has led to many developments, notably the Women in Science and Engineering (WiSE) blog.

The University's WiSE blog provides information to help support women, whether staff or student, at different points of their academic career, from post-graduate studies, to early career researcher (ECR) or returning from a career break. The WiSE blog illustrates the variety of pathways possible, and how work-life balance can be achieved.

Alongside this specific piece of work we have other publicised resources and documents all designed to promote and help our staff manage the right kind of balance.



# Training events and initiatives

As part of the University's Be Inspired! Lecture Series (2014-16), eminent female scientists are delivering high-profile research lectures, and giving insight to career paths taken.

The Be Inspired! speakers serve as role models for female ECRs (Early Career Researcher) and our Post-graduate students. The lecture series was launched in April 2014, with Dr Dawnie Steadman's 'If Only Bones Could Talk'

**UNIVERSITY OF LINCOLN** **WOMEN IN SCIENCE AND ENGINEERING**

WISE@Lincoln The Only Way is Up The Pipeline Work&Life ResearchWISE WISE News Athena SWAN Fellowships

## Be Inspired! Lecture Series

The 'Be Inspired!' Lecture series, which is free and open to the public, will see eminent female scientists deliver high-profile research lectures, and give an insight to the career paths they have taken.

# Be Inspired!

22 July 2014, 5.30pm

### Women in Science: What did chemistry ever do for me?

#Professor Lesley Yelloweas CBE PhD FRSC FInstP FRSE

'As the first woman president of the Royal Society of Chemistry in its 171 year history I am passionate about inspiring and increasing the numbers of women studying and working in the sciences. It is of great concern that the majority of women with qualifications in science, technology, engineering and mathematics (STEM) subjects do not work in STEM areas in Scotland. This is in contrast to men. The consequence is a serious loss to the economy and to the subject area. The 'leaky pipeline' as it has been christened has significant implications for skills shortages in STEM areas. This is not a problem unique to Scotland but what can be done to fix the leak?

So why do so many female scientists opt not to have a career in STEM? If there was only one reason then it would be easier to tackle. Instead there are many, such as long working hours, lack of support, unconscious bias, macho culture, family considerate working conditions, inflexible funding structures, isolation. Some of these reasons are real and some are perceptions but the distinction between these two doesn't really matter. In contrast I have had a very positive experience in Chemistry and try and make it a priority to remember the help and support I was given and to give back. Statistics, observations and recollections will all feature in the presentation'.

This talk is free and open to the public. Registration opens soon.

**Be Inspired!**  
What Did Chemistry Ever Do For Me?  
Professor Lesley Yelloweas  
22 July 2014, 5.30pm  
Lincoln University

**Search this blog**  
Search term... Search

**The WISE@Lincoln Initiative**  
The WISE@Lincoln Initiative is a one-stop shop for support, guidance, training and inspiration for the Lincoln women in science, engineering and technology. It is also a platform for raising the profile of WISE academics and researchers, at all levels, across the University.

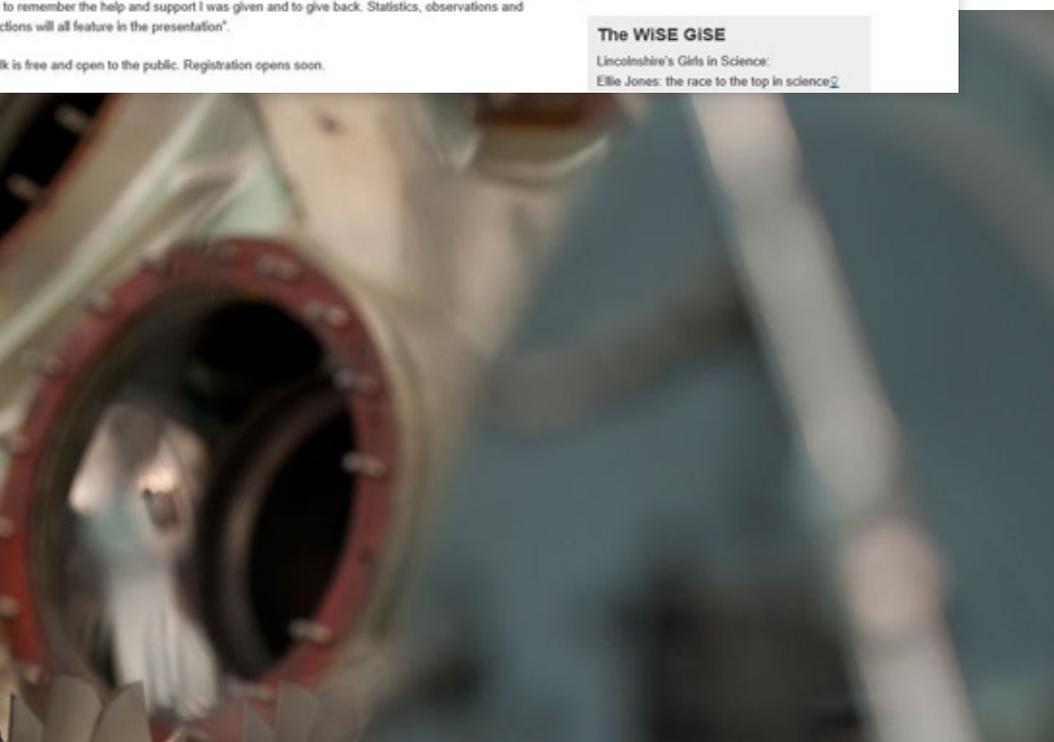
**WISE Feedback**  
How are we doing?

**FELLOWSHIP in Focus**  
L'Oréal UK Fellowships - Women in Science  
2014 Applications NOW OPEN  
Closing date: 14 March 2014

**Be Inspired!**  
'If Only Bones Could Talk'  
Dr Dawnie Steadman  
7 April 2014 5-8pm

**Applying to work at Lincoln?**  
Five reasons why you should choose Lincoln

**The WISE GISE**  
Lincolnshire's Girls in Science:  
Ellie Jones: the race to the top in science



# 2014 Year of Science

## University of Lincoln Year of Science 2014 Gender equality in STEM - Athena Swan

The University is well on its way to establishing a strong Science, Technology, Engineering and Maths base and has invested £0.5M in this project to date.

Recent developments include the recruitment of a full-time Athena SWAN Project Officer; the establishment of the Lincoln Fellowship – a three-year post-doctoral position aimed at increasing female researchers in Computer Science and Engineering and the Returners' Research Fund which enables our female scientists to plan and sustain their research activities either during or after maternity leave.

We have also implemented a three-year action plan to build on these achievements so far and to help us sustain the impact that has already started to emerge, with more of our women moving into senior grades.

**WiSE@Lincoln**  
Women in Science, Engineering & Technology



The implementation of our strategy and plan is assisted by our **Women in Science, Engineering and Technology Group, WiSE@Lincoln.**

The Group aims to move forward the University's ambitions to achieve Athena SWAN awards at both institutional and school level.

Progress was achieved through a series of working groups across the year. Since 2012, the University has made significant progress in its Athena SWAN engagement and an application for a Bronze award is well underway.



### Sue Thomas

...Recently retired, our thanks to Sue for all her support over the years as an active member of the Equality & Diversity Committee and local Athena SWAN champion



Juggling our jobs  
and parenting hasn't  
always been easy  
but is enormously  
rewarding.

*Ruth Gaunt*

# Top Employers for Working Families Award 2014

The University has been shortlisted for another prestigious award and is a finalist in the Top Employers for Working Families under the category of the 'Best for all stages of motherhood award'.

The award nomination recognises the University's extensive suite of provisions for mothers, along with its 'supporting new and expectant families' policy.

We have also renewed our Mindful Employer Pledge for 2014. A lead focus under this pledge will be expanding the awareness and training for staff as part of our established staff development programme.



# Training events and initiatives

These are just a few of the events and training opportunities that have been made available to staff and students over the past year...

## EVENTS

### Chaplaincy Events

- Family Saturday Club
- LENT Reflection study
- Mass on Campus
- Jumma prayer
- Ecumenical Christian Meditation group
- Chinese New Year

### EASTIVAL! April 2014

Lincoln Children's Arts Festival – including fun creative play sessions; live music and dance and children's theatre.

### March 2014

Inspiring young people through science and technology – children created their own state-of-the-art 3D worlds thanks to youth charity The Prince's Trust.

We also hosted young people from two local schools, are taking part in The Prince's Trust xl club, designed to support young people in developing the skills and confidence at school needed to progress into a positive future.

### March 2014

Cancer volunteering launch in Lincoln  
Volunteering opportunities were unveiled to students and staff as part of a new collaboration between the University, the Students' Union and Macmillan Cancer Support.

### March 2014

Professor Julia Knight (Sunderland) presented the LSM Research Seminar: Delving into the work of Cinema of Women

### April 2014 Student Conference

raises awareness of domestic abuse 'behind closed doors'

### University of Lincoln Dementia Interest Group

covering key aspects of dementia care and collaboration on projects, teaching and research.

### Inspiring the next generation of

**scientists** National Science & Engineering Week 2014

### PSRC Research Seminar Summary:

Dr Susan Milner (University of Bath)  
The EU's gender equality policy: a stalled revolution?

### Mid Career Planning and Financial Education workshop

## TRAINING

- Cross Cultural Awareness
- Dis-ability Confident
- E&D Training for Managers
- E&D online module
- Anti-Bullying and Anti-harassment