



UNIVERSITY OF  
**LINCOLN**

**University of Lincoln**

**Promoting Equality, Embracing Diversity**

**Equality & Diversity  
Corporate Annual Report  
2010/2011**

# Embracing change with resilience, flexibility and speed

This year the University has faced considerable challenges as the higher education sector has undergone one of the most radical shake-ups in our lifetimes. Yet in spite of this, the University has remained true to its values and aims. For that reason, I am especially proud to present this year's Equality & Diversity report.

In the midst of many changes and improvements, we have remained true to improving our student experience, attracting students from all walks of life from across the globe to our positive, inclusive and diverse environment.

We are now on the brink of becoming a top 50 UK university and last year we hit our international student recruitment target. There is still so much for us all to do. However, it is right that we should take this opportunity to recognise the great strides forward that we have made this year and to celebrate our Equality & Diversity activity that



extends across all our programmes, projects and policies.

I hope you find this report encouraging and I would like to thank you all for your continued support.

Professor Mary Stuart

Vice Chancellor

“IT IS RIGHT THAT WE  
CELEBRATE OUR EQUALITY &  
DIVERSITY ACTIVITY BUT  
THERE IS STILL MUCH FOR US  
TO DO”

# Introduction

At the University of Lincoln, equal opportunity, equal treatment and mutual respect are the values and behaviours that we live by each day. This year's report clearly identifies the various ways in which we continue to uphold a positive environment for students and staff.

The Equality and Diversity Committee provides equality and diversity advice and reports to the Executive Board.

This review communicates the progress we have made across the E&D agenda in 2011. 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 as values at the heart of the University.



96%

OF STAFF ARE AWARE OF THE  
UNIVERSITY'S EQUALITY AND  
DIVERSITY POLICIES

# What are we striving to achieve?

## The University of Lincoln's Corporate Equality Objectives

### Students

- Improve the overall satisfaction rating score of the National Student Survey for disabled students from - 0.13 to +0 by 2016
- Reduce, year on year the first class honours degree attainment gap between fulltime BME students and non-BME students.
- Provide more opportunities, as part of the student Welcome Week, to support and encourage greater student awareness of diversity within our University's community.

### Staff

- Increase the diversity of the staff population as the student body evolves.
  - Increase application rates from international candidates for academic posts from 37% in 2011 to 39.5% by 2016
  - Increasing the numbers and diversity of our staff base as our student body evolves based on the percentage Black and Minority Ethnic (BME) of the academic staff population from 8.77% in 2011 to 10.20% by 2016
- 80% of the workforce to have completed a cultural awareness module for all staff by 2016

### Community

- Work with local partners and community groups to hold and support annual cultural and diversity awareness activities within the city.

82%

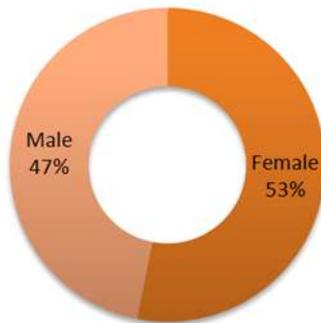
OF STAFF AGREE THAT THE UNIVERSITY IS COMMITTED TO EQUAL OPPORTUNITY FOR ALL STAFF

# How are we doing?

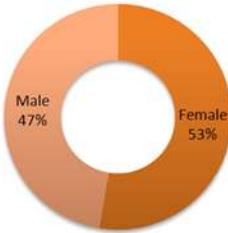
## Annual Equality and Diversity data

### Our staff by gender

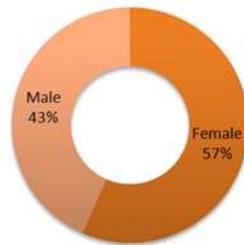
**Total Workforce**



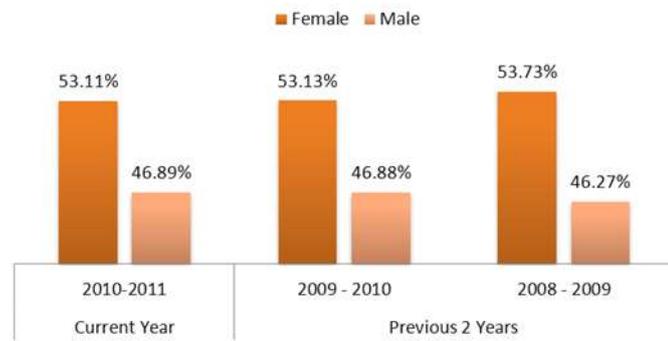
**Academics**



**Professional Support**



**Gender - Year on year change**



### Our staff by disability

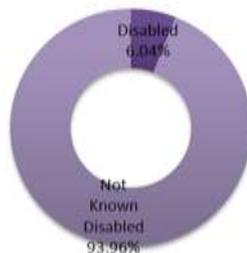
**Total Workforce**



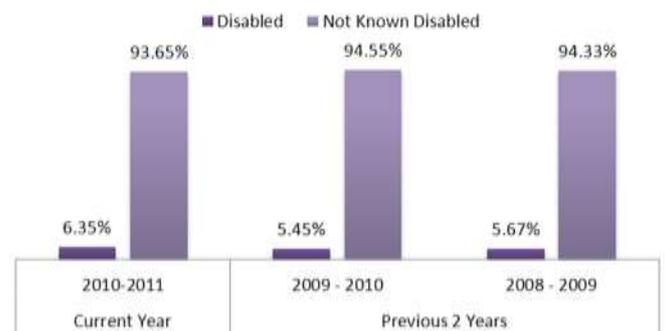
**Academics**



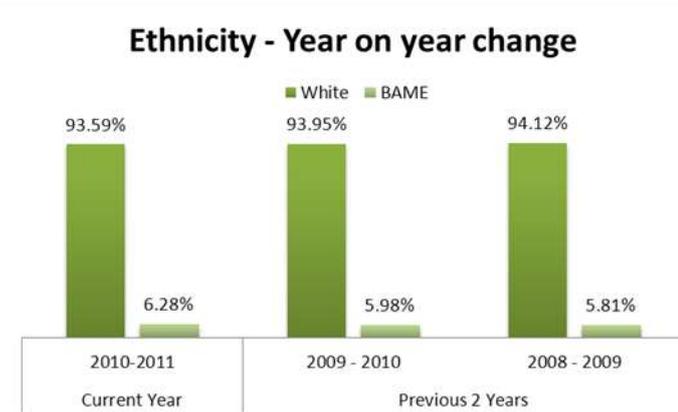
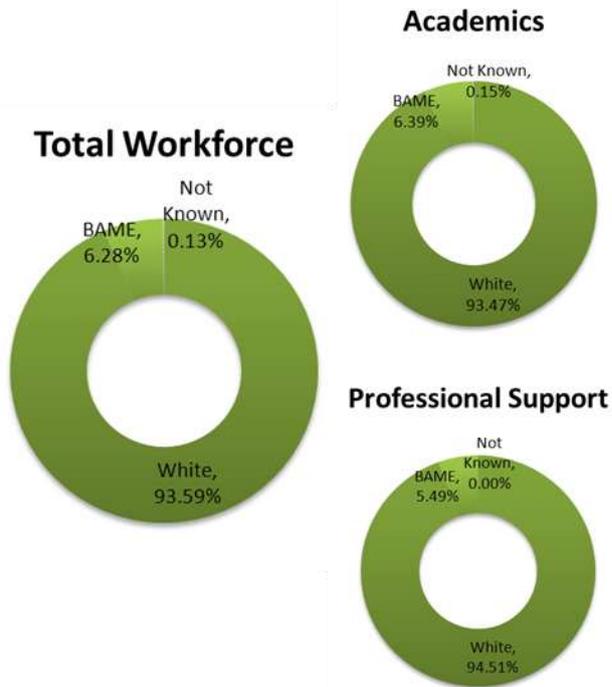
**Professional Support**



**Disability - Year on year change**



## Our staff by ethnicity



This data, which reflects the period 1st September 2010 to 31st August 2011, can be accessed by visiting the University's Staff Portal via the

[Equality and Diversity home page](#) > [annual equality and diversity data](#)

## Our staff's views

As well as the statistics outlined above, the University invests in research by Capita to understand its employees views and ascertain whether its equality and diversity initiatives are making a difference.

This year's staff survey saw an increase in responses to 65% of staff compared to 61% in 2009. There is very high awareness of the University's equality and diversity policies (96%), and the majority (82%)

agree that the University is committed to equality of opportunity for all staff.

In relation to Health and Wellbeing, there was an increase in the number of staff who feel that the University provides good support to help them balance their work and personal commitments (up to 73% from 70% in 2009), and that everyone is treated equally in this respect (up to 63% from 55% in 2009).

The majority of staff (97% - 849 out of 874) did not feel they were being bullied or harassed at work – reflecting no change from the 2009 results.

**73%**

OF STAFF SAY THEY GET GOOD SUPPORT TO HELP THEIR WORK-LIFE BALANCE

# Key Equality & Diversity developments

Over the past 12 months, we have continued to raise awareness of the importance of equal opportunity for all, both internally and externally. To facilitate this, we have repeated the successful initiatives of previous years and introduced new activities that further promote the E&D cause. This includes:

- Launch of the University's Respect Charter
- Staff E&D online training package (completion rate of 57% )  
E&D People Managers' Training – launched bespoke guides to E&D in practice and how to manage bullying and harassment in the workplace. A one day diversity workshop is also now mandatory for all managers.
- Running workshops and development programmes to highlight issues of disability awareness and etiquette.
- Updated our family-friendly policies to align them to new legislation e.g. Paternity Leave, Adoption, Maternity policies
- Introduced a new online recruitment system which allows for more accurate equal opportunities monitoring for recruitment and selection. The system also complies with disability accessibility standards (WAI AA standard).

We have also participated in several high-profile events including:

- Supporting the 2011 campaign for Blue September
- Hosting the Egyptian Paralympic Team ahead of the 2012 Olympics
- Hosting the Staff and Student community day
- Hosting a guest lecture by Trevor Phillips, chair of the Equality and Human Rights Commission
- Celebrating the International Day of Disabled Persons
- Partnership working with other Lincolnshire Public Sector organisations to raise equality and diversity issues across the County
- Working collaboratively with the community to better meet the diverse needs of our stakeholders



ALL OF THE UNIVERSITY'S  
MANAGERS NOW HAVE TO  
UNDERTAKE A ONE DAY  
DIVERSITY WORKSHOP

# Equal Pay

In previous years, the University's annual audit and review of its pay gaps within the organisation has focussed upon gender only. This year, we have expanded the scope of our monitoring to include disability and ethnicity too.

Whilst this is at a high level, we are pleased to announce that this first step has been taken as it aligns with our values and supports the principle of equal pay for work of equal value.

In December 2011 we conducted our fifth annual audit and review of pay gaps within our organisation. Our findings were that:

## GENDER PAY GAP

18.8%

The University has continued to reduce its organisational gender pay gap, albeit marginally by 0.33%. The University's overall gender pay gap is 2.16% lower than the sector average (21.0%), as reported by the Equality Challenge Unit in November 2010.<sup>1</sup>

The job family with the largest pay gap continues to be the Professional Support Group (comprising of Administrative and Professional Support, Manual, and Technical staff), although this figure has been reduced by 1.23%

## DISABILITY PAY GAP

9.16%

The staff disability disclosure rate is 6.3%. Due to the small numbers involved, and our need to ensure confidentiality and protection against the possible identification of individuals there are limits to what we are able to report on.

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

That across the grade bandings no gap exceeds the <3% tolerance levels.

## ETHNICITY PAY GAP

8.9%

The overall organisational pay gap is generated by an under representation of other ethnic background staff at the senior levels of the organisation.

That across the grade bandings where any pay gap of > 5% exists this is due directly to length of service and the gap will close year on year as those individuals accrue more service.

OUR OVERALL GENDER PAY GAP HAS CONTINUED TO REDUCE AND IS

2.16%

LOWER

THAN THE SECTOR AVERAGE

<sup>1</sup> Equality Challenge Unit (ECU) - *Equality in higher education Statistical Report 2010*

# The Respect Charter

## Everyone needs respect!

This year we launched the University of Lincoln 'Respect Charter'. It recognises everyone's entitlement to respect regardless of background, ethnicity or gender and has been created to convey the core values of ethnicity and diversity to the whole university community.

The Charter was launched in October 2011 via high profile internal communications to all staff and students along with supporting material.

It was very well-received by both students and staff.

The Respect Charter makes an unequivocal commitment to the University's core value that respect is central to how we should interact with one another. It marks the principles that form part of the University's expectation that every member of its community will hold to in their actions.

The 'Respect Charter' states that all members of the University community will:

1. Recognise that we will not always share the same points of view and accept that differences of opinions are an inevitable and normal part of life.
2. Treat people fairly, with courtesy and respect their personal dignity at all times.
3. Acknowledge that our personal behaviour has an impact on others and that this can be positive or negative. Where it causes offence to others, where reasonable, we will take steps to modify it.
4. Own and try to learn positively from our mistakes.
5. Be mutually supportive, recognising that the strength and growth of the University's community will be improved through our ability to work and learn together.

## What does respect mean to our staff and students?

*"Lots of people talk about having respect for others – but talking about it is the easy bit. It's the way you act that shows you mean what you say."*

Helen Arnold, HR Business Advisor

*"For me, a person that takes the time to develop their knowledge and understanding of such cultural differences is really important and in itself a sign of respect."*

Manjeet Ridon, Director of International Office)

*"My view is that everyone benefits from being in a community that is committed to the principle of mutual respect. You cannot put a price on a culture of considerate conduct."*

David Head, Dean of Business and Law

*This is what some of our students say:*

*"I try to treat people as I would like to be treated myself – I don't think I can go far wrong with that kind of approach."*

*"Recognising people as people and that everyone has something to contribute."*

*"Being self aware and thinking about how we impact others, our friends and families by what we do and say."*

# Changes to the default retirement age

## Engaging with staff to assist them with their retirement choices

On 1<sup>st</sup> October 2011 the default retirement age of 65 was officially scrapped by the Government. For employees, this means that individuals can no longer be automatically retired on the grounds of age.

To assist employees to make an informed, well-considered decision about their

retirement age, the University held a series of discussion forums about how the University can help employees and managers to plan as early as possible to achieve the retirement they desire.

The changes put the onus on to the employee to be proactive in deciding and

managing their own retirement timeline. The University wants to ensure that employees have all the support, assistance and resource possible to help them make the choices that work best for them.

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## Equality Act update

The main provisions of The Equality Act (2010) came into effect on 1st October 2010. Throughout the year, we have kept staff informed and fully briefed on changes to the Equality Act through a series of briefings and information pages on the University's website.

### We aim to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic
- Foster good relations between people who share a relevant protected characteristic and those who do not share that characteristic.

We have also acted upon data collected via the University's Staff Survey which indicated that our disabled staff were less satisfied than non-disabled colleagues. We have:

- Expanded the Manager's tool kit and made it available via the University's Staff Portal – this toolkit now includes ten disability factsheets covering a range of disability and health conditions and examples of possible workplace reasonable adjustments.
- Provided information about Access to Work for both staff and managers.
- Commissioned best practice workplace reasonable adjustment case studies to be used by staff as examples of best practice and advice.
- Secured a central budget to support workplace adjustments.

OUR MANAGERS TOOLKIT NOW

INCLUDES **10** DISABILITY

FACTSHEETS COVERING A RANGE OF DISABILITY AND HEALTH CONDITIONS

# Women into Research network

We have continued to run a successful series of academic profile workshops as part of the Women into Research network.

## Athena SWAN

The Athena SWAN Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research.

Having made significant improvements and run numerous initiatives during 2011, including the Women in

Professor Val Singh and Professor Deirdre Anderson from Cranfield University continue to deliver seminars to female academics on how

to build their academic and research profiles. Feedback has been very positive.

Research Network and academic profile workshops detailed above, the University is once again applying for a Bronze Award in 2012. Getting this award is a crucial step towards securing SET research funding, which is currently only available to those with a Silver Award.



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## External Awareness Events

### Blue September



This year, we supported Blue September – a charity that raises awareness among UK men and women about all forms of cancer, urging men to take preventative action by

improving their lifestyle choices.

The University of Lincoln teamed up with Lincoln City Football Club to host a friendly football tournament for staff and students.

Damian Froggatt, Schools & Education Coordinator for LCFCSET said, "*We are fully*

*committed to building on our community partnership with the University of Lincoln, and we would like to be able to support the University again in the future by providing staff and resources to help with other worthwhile causes."*

**"WE ARE FULLY COMMITTED  
TO BUILDING ON OUR  
COMMUNITY PARTNERSHIP  
WITH THE UNIVERSITY OF  
LINCOLN"**

**DAMIAN FROGGATT,  
SCHOOLS & EDUCATION  
COORDINATOR FOR  
LCFCSET**

## International Day of People with Disability



Former England Rugby International Matt Hampson gave a guest lecture to help

celebrate the International Day of Disabled Persons in December. The lecture was widely attended as both staff and students listened to Matt's triumphant and inspirational story about how he overcame the adversity of a

serious spinal injury sustained while training with England U21s.

The University heard how, through the Matt Hampson Foundation, Matt is delivering hope to other young people with similar injuries.

## Egyptian Paralympics athletes

The University has been selected to host Egyptian Paralympics athletes in the build-up to the London 2012 Games. The Egyptian Paralympics Committee will be

using the Pre Games Training Camps in Lincolnshire for a one week performance camp prior to the Paralympics Games in August.



## Stand Up Speak Up



Stand Up Speak Up is a community-based initiative aimed at bringing together a

rich mix of cultures and nationalities and also breaking down language barriers through sport.

Almost 30 youngsters taking part in the 'Stand Up Speak Up' Saturday morning club at Lincoln City FC's Sincil Bank stadium were given free match tickets courtesy of funding support from the University of

Lincoln as part of our community event support programme. The children also got the chance to show off their football skills at half time in front of almost 2,000 Imps fans.

# What's next?

Despite the considerable progress described in this report, the University is acutely aware that there is still a great deal to do.

For this reason, we are now embarking on a project which is designed to continue to build on the success to date and ultimately ensure we achieve our corporate equality objectives.

Over the next three months we are delivering an innovative training programme for the University's Equality & Diversity Committee members. The programme will enable them to instil the appropriate behaviours throughout the University's population and ensure the University achieves its goals in

providing a great student experience.

The E&D Committee member role is to investigate equality and diversity in the University of Lincoln and then put forward a set of propositions that identify some key issues and the priority actions required to achieve practical outcomes in each of them. By doing this they will have a considerable influence on our internal culture.

We will also help to raise awareness of cultural diversity, respect and tolerance amongst our staff and student community by delivering bespoke training over the next 12 months. We will also promote an environment of support and inclusivity to try and improve

the number of staff declaring a disability.

The Research Excellence Framework (REF) 2014 requires significant input from an equality perspective. We will be working hard to ensure that appropriate diversity training is provided to all those involved and that staff with complex personal circumstances have appropriate mechanisms in place to disclose these and are not treated unfavourably.

By embedding equality and diversity throughout the University's staff and students via the ambassadors, we are confident that we will report significant further success in next year's report.

*AS WE STRIVE TO BECOME A TOP 50 UNIVERSITY, WE WILL WORK HARD TO CONTINUE TO EMBED EQUALITY AND DIVERSITY AS VALUES AT THE HEART OF THE UNIVERSITY.*