



UNIVERSITY OF  
LINCOLN

# PROMOTING EQUALITY, EMBRACING DIVERSITY



Equality & Diversity 2014

# Growing a Globally Diverse Population

We continue to make positive progress in attracting both staff and students from an ever increasing globally diverse population to join our university community.

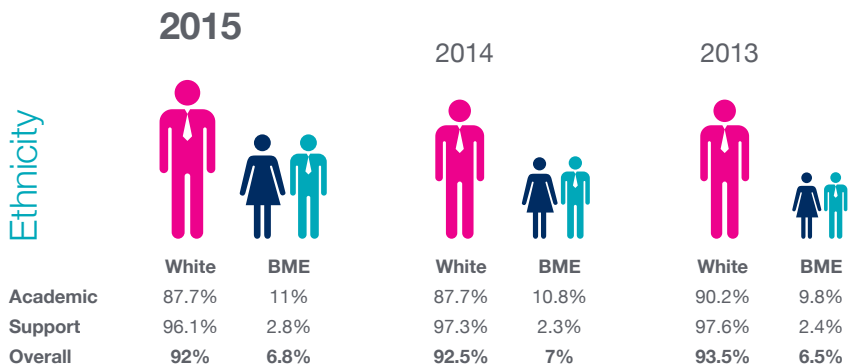
We have representation from over 90 countries across the globe and have taken steps to support staff and students in understanding what cultural difference means and how we can learn from and with each other.

In support of this, we have developed and implemented a specific online module which looks broadly at the internationalisation experience at the University of Lincoln through the eyes of a newly arriving student.

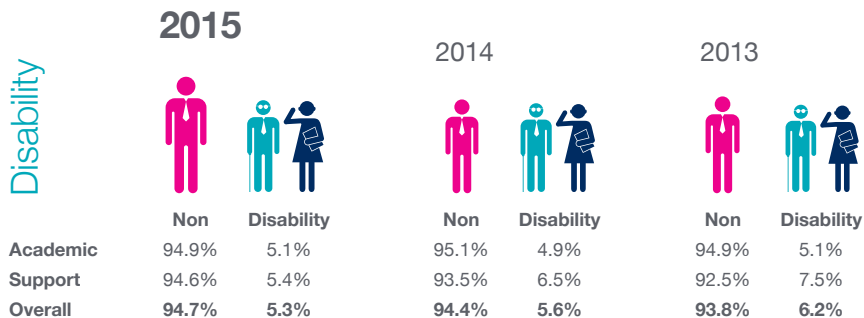
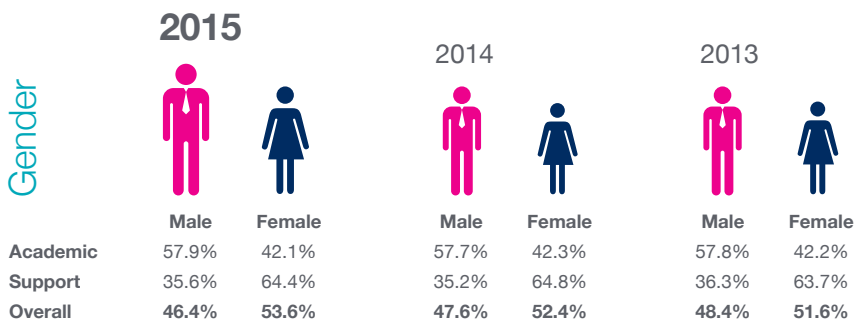
In recognition of the growing diversity of our university community and the evolving needs of our staff and students, we have developed and made available a dedicated bank of online resources and information, that provide practical information and guides on a broad range of topics from accommodation, to UK culture; living in Lincolnshire to the university's international network group.



# Monitoring and Reporting - Staff



*Due to small number of staff opting not to disclose their ethnicity the numbers are less than 100%.*



# Monitoring and Reporting - Students

## Ethnicity



White



BME



Unknown



White Other

2015

79.4%

18.3%

2.3%

0.4%

2014

79.6%

18.5%

1.5%

0.4%

2013

84%

14.1%

1.1%

0.7%

## Gender



Male



Female

2015

48.1%

51.9%

2014

47.2%

52.8%

2013

47.4%

52.6%

## Disability



Non



Disability



No Data

2015

87.3%

12.7%

0%

2014

88.4%

11.4%

0.1%

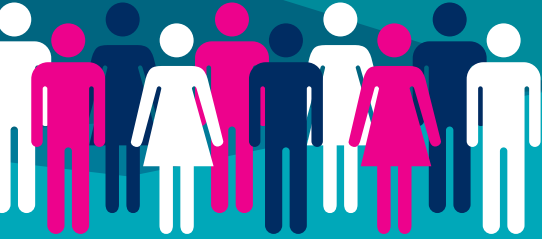
2013

87.2%

12.6%

0.2%

# Training and Development Support



**322 staff** have attended a cross cultural awareness workshop

**58% of managers** have completed their specific Equality & Diversity training



**58%**  
COMPLETED



**Over 1,000 staff** have completed the Diversity in the Workplace online module

# Actively Supporting Gender Equality in Academia

The University is proud to have been successfully awarded the institutional Athena SWAN bronze award and has continued to build on this success with two of our STEMM based schools; School of Computing Science and School of Sports and Exercise Science. Both schools recently received individual bronze awards in recognition for their work in support of gender equality.

The University has become a member of The Equality Challenge Unit (ECU) and we are currently working to expand our gender equality work across the institution by working towards the newly expanded ECU Athena SWAN Gender Equality Charter mark.

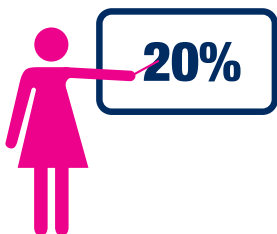
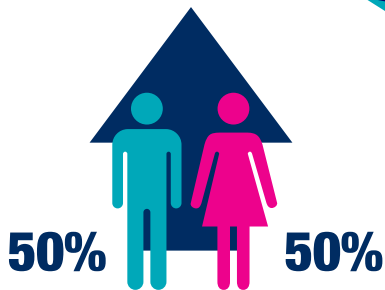


## Supporting Gender Equality in Leadership - Aurora

Aurora is a national programme delivered by the Leadership Foundation in Higher Education with the specific intention of halting the decline of numbers of female leaders by supporting females to take steps to progress their careers. This programme is now in its second year and over 900 women across the UK are taking part in the 2015

programme. The University of Lincoln is proud to report that we have now supported 14 women from the institution in taking part in this national programme. We are currently preparing a 2015-16 programme of support.

**50%** of the successful academic promotions in the 2014-15 round **were women**, a **5% increase** on the 2013-14 round



**20%** of our staff that hold the title professor are **female**

The university's overall organisational gender pay gap is **18.58%**. Sector average as reported by ECU (2014) is **19.0%**



**Disability disclosure amongst staff** remains higher than the sector average UL = 5.3% ECU report sector average = 3.9% (2014)

**Disability disclosure amongst students** remains higher than the sector average UL = 12.7% ECU report sector average = 9.5% (2014)

