



UNIVERSITY OF
LINCOLN

University of Lincoln

Promoting Equality, Embracing Diversity

**Equality & Diversity
Corporate Annual Report
2009/2010**

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VICE CHANCELLOR'S FOREWORD

As Vice Chancellor, I am delighted to present the University's 2009/10 Equality and Diversity report. I am very proud to witness the progress and efforts we are making to ensure that the promotion of an inclusive and positive environment is an inherent part of the University's ethos.

The contents of this report – and that of previous years, demonstrate our commitment to supporting the diversity of our staff and students. We have taken several positive steps forward this year, yet we recognise that there is still more for us to achieve.

Promoting equality and embracing diversity is not just a legislative requirement for the University, the principles form part of our organisation's living values. As we step closer to achieving our vision of becoming a leading top 50 institution, diversity has to play a part in our ability to be successful.

We believe that to secure the economic growth of the University and to engage proactively with the local community, it is essential that we capitalise on the diversity of the region's people and communities. To ensure this, we have worked to incorporate Equality & Diversity activity across our programmes, projects and policies.

I hope you find this report encouraging and engaging. I welcome your continued support as we take forward the equality and diversity agenda throughout 2011 and beyond.

Professor Mary Stuart
Vice Chancellor

INTRODUCTION

The University of Lincoln's core business is to provide a quality education for all our students, to grow and develop our research and to ensure we make a difference to our wider community. Promoting equal opportunity for all and embracing the diversity of our staff, students and wider community is a key part of our business and is central to our existence.

This review marks the third formal Annual Equality and Diversity (E&D) report and communicates the progress we have made across the E&D agenda. Over the past 12 months we have continued to develop and improve the experience of staff and students at the University. This has been achieved through the development of mandatory equality and diversity training for all staff, the growth of support networks and forums and the promotion of a positive work-life balance. Our Women into Research network, for example, is going from strength-to-strength and we have received support from several high-profile speakers across the year.

Much of the basis for our new activity has revolved around the results of our staff attitude survey, which despite achieving outstanding results regarding the level of awareness within the workforce there is still work to do to increase the confidence amongst our Disabled, BAME and Women in SET colleagues in our commitment to equality and diversity. Over the forthcoming year, we will be conducting further research into the experiences of Disabled, BME and Women in SET employees to identify what further steps we need to take.

In 2010, the Equality Bill received Royal Assent and was transposed into law. In keeping with this, we have introduced our Single Equality Scheme, which acts as a framework for equality within the University. We continue to make good progress against its associated Action Plan. In terms of the new Equality legislation, we will be briefing staff on changes as they come in throughout the year.

During 2010, we continued to support various external activities and events. This included National Carers' Week and the International Day of Disabled Persons. We also ran a very successful community engagement event in partnership with Lincolnshire Police and Lincoln City's Community Imps.

The project engaged people from different ethnic backgrounds and social status, bringing the entire community together through a relaxed and fun environment. We engaged with approximately 70 people and received good coverage in the press, which further promoted our equality agenda.

This year we have also received highly-regarded external recognition of our E&D policies and programmes. We submitted entries to the HR Excellence Awards and National Employee Benefits Awards. We won Highly Commended and Runner-Up awards for our benefits strategy for working parents and carers and for the most effective benefits strategy in a public sector organisation.

As a university, we can be proud of the steps we have taken this year to raise the importance of equality issues.

3. OUR APPROACH TO EQUALITY & DIVERSITY

At the University of Lincoln, the 'equality agenda' is not simply about compliance, but a means to promote a positive environment that provides equal opportunities for all. As a result, we are committed to ensuring that we have the right people in place to uphold our responsibility to ensuring quality, diversity and transparency throughout the organisation.

The Executive Board

The senior management team (the Executive Board) lead the organisation with the equality and diversity agenda at the forefront. This year, each senior champion has made a visible contribution to the agenda, driving the equality schemes forward throughout the organisation.

During 2010, Mike Neary (Dean of Teaching and Learning) sponsored the University's *Kick it Out* project and actively participated in the football programme. Jayne Billam (HR Director) also actively sponsored and supported the Women into Research programme, visibly demonstrating the value that the University places on gender equality and diversity issues.

The Executive Board are also responsible for approving the Single Equality Scheme, annual Equality & Diversity report and ensuring the actions set out in the scheme are achieved.

The Equality and Diversity Committee

The E&D Committee reports to the Executive Board providing regular updates on matters relating to E&D. The Committee also acts to drive forward the implementation of the Single Equality Scheme and provides the Executive Board with an annual Equality & Diversity Report.

The Sub-Committee also receives quarterly updates outlining progress that has been made against the Single Equality Scheme's Action Plan.

Equality Working Groups

Equality Working Groups are in place to maintain a focus on developing and sustaining equitable treatment for all.

Each of the University's Equality Schemes is sponsored by a senior manager. Their remit is to raise the profile of the Equality Schemes and to Chair the relevant Equality Working Group.

4. 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.

Adoption of the Equality Act and the launch of the University's Single Equality Scheme has formed a central part of our activity in 2009/10. This is discussed in more detail within the report.

Activities this year include:

- Operating and developing the University's support networks including Women into Research, Contact Persons Network, Lesbian, Gay, Bisexual and Transgender (LGBT) network, Staff Carers Forum.
- Further enhancing our data analysis and reporting position
- Staff E&D online training package – completion rates increased by almost 10%
- E&D People Managers' Training – completion rates increased by almost 15%
- The launch of *Anti-bullying and Anti-harassment in the Workplace* training. The Board has made this training mandatory for all staff
- Participating in Diversity and Gender Equality Benchmarking exercises via Opportunity Now

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

- Supporting National Carer's Week
- Supporting International Day of Disabled Persons
- Managing 'Kick-it out' – a diversity-promoting, awareness-raising event for staff, students and local residents
- Partnership working with other Lincolnshire Public Sector organisations to raise equality and diversity issues across the County

This year the University has received external recognition of its work across diversity in its employee relations and employee benefits strategies through the National Employee Benefits Awards and the HR Excellence Awards:

- Most effective benefits strategy for working parents and carers (Highly Commended)
- Most effective benefits strategy in a public sector organisation (Finalist)
- Best Workplace Diversity Strategy 2010 (Finalist)

5. RAISING INTERNAL AWARENESS AND SUPPORT

Successful staff engagement is at the heart of our efforts to promote equality and positive attitudes towards diversity. This year, many of our support networks and forums have gone from strength-to-strength, gaining positive associations and growing in the number of staff and students that access them.

5.1 Contact Persons' Network

The Contact Persons' Network is a valuable, accessible and well-used network that staff can access. It currently has 9 members of staff that are trained to provide a confidential listening service if staff feel they are being bullied or harassed within the workplace. Each contact person operates independently and confidentially.

The network has seen its use increase, which demonstrates the value that staff place on the service. We have also actively promoted the service across the year through advertisements and via the staff induction and other development programmes.

5.2 Women into Research Network

The Women into Research (WiR) network has gained momentum across the year, with high-profile guest speakers sharing their knowledge and encouraging more women to get involved in research activities.

There have been presentations from both internal and external speakers, on broad array of subjects and they have included:

- Professor Mary Stuart
And how was it for you Mary? Life history research and academic leadership
- Professor Laura Serrant-Green
Researching sex, gender and ethnicity in health
- Professor Ann Gray
Women in and on television
- Professor Sarah Childs (University of Bristol)
Researching women's political representation
- Professor Andrew Hunter
The 'REF'

In addition the network ran a number of sessions to explore the development of a mentoring programme and networking luncheons with the members and the senior management team titled "Making Women Visible to Management".

5.3 Supporting National Carer's Week

To recognise and support National Carers' Week (14th – 18th June), the University hosted a coffee morning information sharing event. The event encouraged staff and students with caring responsibilities to take a break from their daily routine to recognise the valuable caring role they fulfil and also to lend support and promote collaboration with each other.

The University also made available information from a variety of local support organisations and agencies for anyone seeking further advice. As a result of positive feedback from the event, we intend to organise a regular, monthly coffee morning to support staff with caring responsibilities.

6. RAISING EXTERNAL AWARENESS

The University runs a range of external awareness-raising events across the year to highlight diversity issues across the region. This involves working in partnership with other organisations; hosting the regional E&D network and working collaboratively with the community.

6.1 International Day of Disabled Persons

On 3rd December 2009, the University ran an event to promote the International Day of Disabled Persons and to raise awareness of the ways in which the University supports and promotes inclusion.

Staff, students and visitors were activity encouraged to learn more about the University's promotion of inclusion, through a series of participatory events, including wheelchair football and basketball. The Lincolnshire Bombers Roller Girls also attended the event to promote skating and exercise for mental well-being.

Attendees had an opportunity to visit exhibitors at the event, from Guide Dogs for the Blind, Strut, Action for Children and Lincoln Mind. There was also the opportunity to gain more information on many of the services within the University, including the help and support that the University's disability team (DART) offers.

6.2 KICK IT OUT! Community Action Event

This year, the University managed a staff, student and local community engagement event called Kick it Out. The project was as a partnership initiative, led by The University of Lincoln and the Students' Union, along with Lincolnshire Police and supported by Lincoln City's Community Imps.

The aim of the project was to help and encourage greater community cohesion. The event brought together senior managers and other key figures from the University with students and local residents from the Sincil Bank area of Lincoln. Residents of Sincil Bank come from many different ethnic backgrounds which include a Tamil Community,

Chinese Community and the growing Central/Eastern European Community, alongside longer-term residents and a growing student population.

The project focussed on a series of three open-access 'kick-about, dance and music' afternoon sessions, run over three consecutive Sunday afternoons. The aim was to generate a relaxed, sociable and fun environment where people could participate in football, music and dance in the hope of building longer term interests in these areas.

Over the course of the three separate events we engaged with approximately 70 people. In week one 36 people participated, in week two we had approximately 40 people in attendance and in the final week the event saw 48 people engage with the afternoons activities.

The *Kick It Out* event successfully raised awareness and received good coverage in the local press. We hope it was the catalyst for further partnership working with key community organisations and partners.

We received lots of positive feedback from the event, a selection of which is demonstrated below:

“It was a pleasure to play on Sunday and really enjoyed meeting a few new faces. (In fact I bumped into one of the locals lads who we played with in the high street earlier and said hi).”

“Thank you for running the event for the past three weeks, there seems to have been quite a turn out in the end. We came down because it looked like good fun and worthwhile project. Many thanks”

“Thank you for running the event it is much appreciated.”

A breakdown of participants that took part in the project is shown below:

Male Participants	Number	Female Participants	Number
Age 5-11	15	Age 5-11	1
Age 11-16	2	Age 11-16	2
Age 17-24	32	Age 17-24	5
Age 25+	9	Age 25+	4
Total male	48	Total female	12

Breakdown of the ethnic origin of all participants

Polish
Slovakian
Catalan - Span
Black/Black British
Black Afro Caribbean
White/White British

7. EXTERNAL RECOGNITION OF BEST PRACTICE

The University has received wide-ranging recognition of its efforts to promote positive inclusion throughout the organisation.

7.1 Two Ticks Status

The University was awarded 'Two Ticks' positive about disabled people status in 2009 in recognition of our commitment to create a diverse environment that promotes opportunity for all.

7.2 IFI accredited Sports Centre

The University's inclusive Sports Centre has Inclusive Fitness Initiative (IFI) accreditation due to its high standards of accessibility. The number of disabled students using the Sports Centre facilities continues to rise year-on-year.

7.3 Opportunity Now benchmarking – Silver status

Opportunity Now is the UK's most extensive survey of gender equality, diversity and inclusion in the workplace. In 2008/09, the University was awarded Silver status in recognition of our commitment to gender equality. Throughout 2009 – 10 we have continued to make further progress, particularly with regard to the areas of interaction and performance improvement. The University has participated in the Opportunity Now Benchmarking Results 2010 and aspires to maintain or exceed our silver award.

7.4 National Employee Benefits and HR Excellence Awards

This year the University was shortlisted for three external awards. The Employee Benefits Awards celebrate employers' reward and benefits strategies; in particular how employers have engaged staff during tough times to drive their business strategies. Against tough and intense competition, the University was shortlisted for three prestigious awards:

Most effective benefits strategy for working parents and carers (Highly Commended)

The University was selected for its intelligent employee-driven strategy. Particular attention was paid to the use of on-site facilities, as well as the use of facilitated networking and local alliances to provide better services for families. The judges were particularly impressed with the support groups for carers and the links we have to the local football club to enhance family fun and fitness.

Most effective benefits strategy in a public sector organisation (Runner up)

We received this accolade for our efforts to have a healthier workforce. We were also praised for the 'ingenious elements' of our strategy and for effective use of internal resources. It was also noted that 90% of employees feel supported by the University in their work-life balance. (As reported in our Staff Attitude survey results).

Best Workplace Diversity Strategy (Runner up)

The University was one of four organisations to be shorted listed under this category. The competition was tough as our competitors were the giants of the commercial world Tesco, Santander and McDonalds. Being a finalist in this arena has been a significant achievement.

8. EQUALITY & DIVERSITY TRAINING

8.1 Staff induction programme

Priority is given to equality and diversity training during the staff induction. The E&D section of the staff induction programme is allocated the greatest percentage of time, demonstrating the organisation's commitment to the E&D agenda and encouraging staff to embrace our E&D principles and corporate values from the outset of their career with us.

8.2 Strong Corporate Commitment to diversity-related training and development

Last year we introduced mandatory E&D training for all managers which sends a clear signal to all staff about our goal to create and maintain an inclusive and positive workplace.

8.3 Work-life balance promotion

Through the year we have engaged staff in focus groups and direct consultation about their awareness and understanding of the support available to address equality and diversity issues and to promote a healthy work-life balance. To draw further attention to this we have published internal staff case studies of good practice illustrating how we put policy into practice to achieve equality of opportunity for all staff.

8.4 Equality Impact Assessments (EIA)

The EIA process is an ongoing and substantial activity for the institution. We recognise the importance of continual training and the creation of a centralised data resource to assist those conducting the EIAs and enhancing the quality of the EIA returns made.

9. EQUAL PAY

Through our previous Gender Equality Scheme we introduced an annual equal pay review process and have conducted two equal pay reviews of roles grades 2-9, our first in 2007 and our second in 2008. The results provide evidence that our pay gap has decreased by 0.02% on the year previous and currently stands at 17.4%, whereas the higher education sector pay gap stands currently at 20.3%.¹

We have made a clear commitment to continue this activity and enhance the level of work undertaken in this area further.

10. SINGLE EQUALITY SCHEME AND ACTION PLAN

Last year, the University produced its first Single Equality Scheme. The Scheme (and its associated Action Plan) acts as a frame of reference for the organisation's equality and diversity agenda.

Through our Single Equality Scheme we ensure that all our staff, students and visitors, regardless of their age, disability, gender, race, religious beliefs or sexual orientation, feel equally welcome and valued. We also reinforce the message that discrimination, bullying, harassment and victimisation will not be tolerated.

The University has specific legal duties and responsibilities under the Race Relations (Amendment) Act 2000, Disability Equality Duty and Gender Equality Duty, not only in eliminating unlawful discrimination, but also in positively promoting equality. This affects not only these areas, but also more recent equality strands of Age, Sexual Orientation, and Religion or Belief.

As an organisation we are taking proactive steps through the implementation of this Single Equality Scheme to apply a 'General Duty' approach across all six equality strands. We will also pay due regard to promoting equality of opportunity and eliminating unfair discrimination and promote positive attitudes towards diversity by fostering good relations, tackling prejudice, promoting greater understanding and advancing equality.

Following University-wide consultation, the University's single equality scheme saw the creation and communication of five equality objectives.

1. Create a confident culture of respect and integrity
2. Develop a positive staff experience
3. Develop a positive student experience
4. Encourage diversity through our teaching, learning and research agenda
5. Encourage and support diversity through community and employer engagement

The Single Equality Scheme was activated in December 2009. We will continue to make progress against this and report on performance through the E&D annual report.

¹ UCEA 08/12 JNCHEs Review of HE Finance and Pay Data Report 2008

11. STAFF ATTITUDE SURVEY

We understand the importance of diversity and how it contributes to our strategic plan. We know that to achieve our organisational goals we must attract and retain the very best staff – and this means we need a diverse range of skills and people from diverse backgrounds.

We recognised that we needed to seek out the views and perceptions of our staff and in 2007 we ran our first staff attitude survey. The study covered various organisational themes, but importantly, it incorporated a specific section about equality and diversity.

Much of the basis for our Equality and Diversity activity has revolved around the results of this survey. Feedback from our 2007 review showed us that we needed to increase the confidence of our colleagues in our commitment to equal opportunities for all staff.

The second survey was administered again in 2009. The results showed a marked improvement in our performance under the E&D agenda. Against the same three questions or work area themes asked in 2007 and again in 2009, the following results were received:

Work area theme	2007	2009	Performance improved by
Staff reporting that they were aware of University equality and diversity policies	86%	96%	+10%
Staff feeling satisfied with their level of knowledge	90%	97%	+7%
Staff believing that the university is committed to equality of opportunity	79%	84%	+5%

We believe that the results of our improved scores were in part brought about by our various E&D activities. Over the past 18 months we have demonstrated a tangible commitment to staff development and staff engagement, creating an inclusive environment that respects the diversity of staff and students.

We have sent out a strong message to staff about the value we place on equality at the University of Lincoln through the priority we give to equality and diversity during the staff induction and through on-going management training, encouraging managers to embed equality in their teams and faculties or services.

12. WHAT'S NEXT?

The next steps for the organisation are to continue to drive the agenda forward through continual equality events that demonstrate the organisation's commitment to E&D issues, promotes awareness and engages staff, students and visitors in the agenda.

These events and opportunities will also continue to actively ask staff and students for their feedback about what the organisation may need to do to continue to improve the environment in which we work and study. We aim to ensure that staff and students feel valued and able to fully contribute to the organisation's success and development.

Our projects and plans for the forthcoming year include:

- **The new Equality Act**
We'll be briefing staff on changes as they come in throughout the year.
- **The Single Equality Scheme and Action Plan**
To continue to meet our legislative requirements and to ensure that every individual can achieve their full potential regardless of age, gender, race, disability, religion or sexual orientation.
- **Staff and student forums**
To continue to sponsor and develop staff networks and forums to raise the profile of equality issues. To provide a forum of support and a platform for two-way communication to share and gather information.
- **Participation in the Opportunity Now benchmarking exercise 2010**
Ensuring we maintain and develop further our gender and general diversity activities through the measure of national benchmarking scheme.
- **Further research**
We plan to conduct further research into the experiences of Disabled, BME and Women in SET employees. Our 2009 Staff Attitude Survey results highlighted a statistically significant negative response rate from our disabled employees regarding the themes of corporate communication, job satisfaction, work life balance and 'your role'.

The purpose of the research will be to establish why our disabled employees expressed a more negative response than non-disabled employees in the themed areas listed above. The study will also help the University to identify what steps it may need to take to make a positive response to the Staff Attitude findings. We intend to present the report findings and recommendations to the E&D Committee in the summer of 2011.

- **Continue to develop and support community projects**
We will continue to create opportunities to promote community cohesion between the University's students and local residents.
- **Conduct our third Equal Pay review**

13. APPENDIX

Student Monitoring Data

1. Gender - Students

The student gender profile has seen another year on year increase in the number of female students. This year's increase has been by 1.2%. This brings the University's student profile in line with the sector's as according to the 2008-09 HESA data (as featured in The Equality Challenge Units Statistical report 2010), female undergraduate students outnumber male undergraduate students significantly 56.9% (female) compared to 43.01% (males).

		All Students	UG Home / EU	UG Overseas	PG Home / EU	PG Overseas
Gender	Male	43.27%	42.4%	45.7%	47.6%	58.9%
	Female	56.73%	57.6%	54.3%	52.4%	41.1%

2. Disability- Students

In terms of disability disclosure we continually exceed the sector benchmark which currently stands at 8.5%.

		All Students	UG Home / EU	UG Overseas	PG Home / EU	PG Overseas
Disability	Yes	10.19%	10.4%	2.1%	10.1%	1.8%
	No	89.43%	89.3%	96.4%	89.1%	97.6%
	Not Known	0.38%	0.3%	1.4%	0.7%	0.6%

3. Ethnicity -Students

Our overall student BAME profile has seen an overall small reduction of 0.70% on the year previous; however our overall ability to obtain ethnicity data has improved with a significant reduction in the not known category.

		All Students	UG Home / EU	UG Overseas	PG Home / EU	PG Overseas
Ethnicity	White	89.00%	90.6%	20.7%	92.0%	15.48%
	BAME	8.20%	6.7%	62.1%	6.1%	80.4%
	Not known	2.80%	2.7%	17.1%	1.9%	4.2%

Staff Monitoring Data

1. Gender Data Workforce

The gender mix of the organisation as a whole has seen no change to the previous years profile. There has been a marginal 1% increase in male representation in the professional support profile whereas the academic profile has seen no change.

Workforce Gender Year on Year Figures			
	2007-08	2008-09	2009-10
Male	48%	47%	47%
Female	52%	53%	53%

2. Gender Data by role profile;

Academic

Academic Profile			
	2007-08	2008-09	2009-10
Male	59%	57%	57%
Female	41%	43%	43%

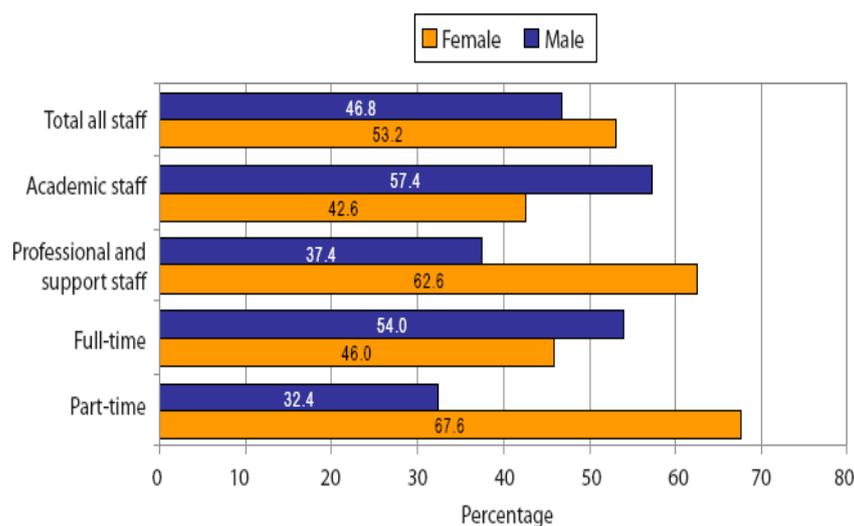
Professional Support

Professional Support Profile			
	2007-08	2008-09	2009-10
Male	35%	34%	35%
Female	65%	66%	65%

Our gender representation profile is comparable to the HE sector, however our professional support profile continues to remain more female dominated than the sector. It is positive that this years data indicates a 1% increase in male representation within the professional support area but it still remains 2.5% more female dominated when compared to the sector average.

Gender Benchmarking: Equality Challenge Unit (ECU) *Equality in Higher Education Statistical Report 2009* (pg5)

Staff equality at a glance



1. Disability Disclosure Data Workforce

The number of staff declaring a disability has seen a significant increase. This is in part due to a data cleanse activity that was undertaken in late 2009. We have surpassed our benchmark target of 2.4% and the current benchmarking data available, from the Equality Challenge Unit (ECU) *Equality in Higher Education Statistical Report 2009*, indicates that the sector average disability disclosure rate is 2.7%.

Workforce Disability Year on Year Figures			
	2007-08	2008-09	2009-10
Disabled	1.25%	1.50%	5.45%
Not Disabled	98.75%	98.50%	94.55%

2. Disability Disclosure Data by Role Profile;

Academic

Academic Profile Year on Year Figures			
	2007-08	2008-09	2009-10
Disabled	1.49%	1.46%	4.53%
Not Disabled	98.51%	98.54%	95.47%

Professional Support

Professional Support Profile Year on Year Figures			
	2007-08	2008-09	2009-10
Disabled	0.97%	1.56%	6.48%
Not Disabled	99.03%	98.44%	93.52%

1. Ethnicity Data Workforce

The Ethnicity of our staff profile has seen no change on the year previous. Our overall workforce profile is comparable to the available ECU sector benchmarking data of 6.4%.

Workforce Year on Year Ethnicity Figures			
	2007-08	2008-09	2009-10
White	93%	94%	94%
BAME	6%	6%	6%
Not Known	1%	0%	0%

2. Ethnicity data by role profile

The academic profile continues to be the most ethnically diverse group of staff. This is as one would expect given the recruitment pool is from the national and international market. The BAME national population stands at 7.9% (ONS 2001) whereas we have continually had BAME representation of 9%, 1.1% higher than the national figure.

Academic

Academic Profile			
	2007-08	2008-09	2009-10
White	88%	90%	91%
BAME	9%	9%	9%
Not Known	3%	1%	0%

Professional Support

Whereas by marked comparison professional support staff are less ethnically diverse, reflecting more closely the local demographics of Lincolnshire which has a BAME population of 2.4%. (ONS 2001)

Professional Support Profile			
	2007-08	2008-09	2009-10
White	98%	98%	97%
BAME	2%	2%	3%
Not Known	0%	0%	0%