



The University of Lincoln
Equality, Diversity and Inclusion Strategy
2016-2021



UNIVERSITY OF
LINCOLN

Message

From the Vice Chancellor



The University's diverse community has played a key role in its achievements to date. At Lincoln we continue to be ambitious and, by 2021, aim to be a global 'thought leader' for 21st Century Higher Education. Creating an inclusive community for all with 'Dynamic, Engaged People' forms part of the University's strategic aim where individual differences are valued, and everyone is treated equitably and fairly.

The University of Lincoln believes in equality of opportunity and respect for all. We value the strength that diversity brings and recognise that our ambitions will only be realised by our diverse and inclusive community embracing collaborative working, valuing individual differences with continued dedication, being future focussed, creative and talented.

Professor Mary Stuart

Vice Chancellor, University of Lincoln

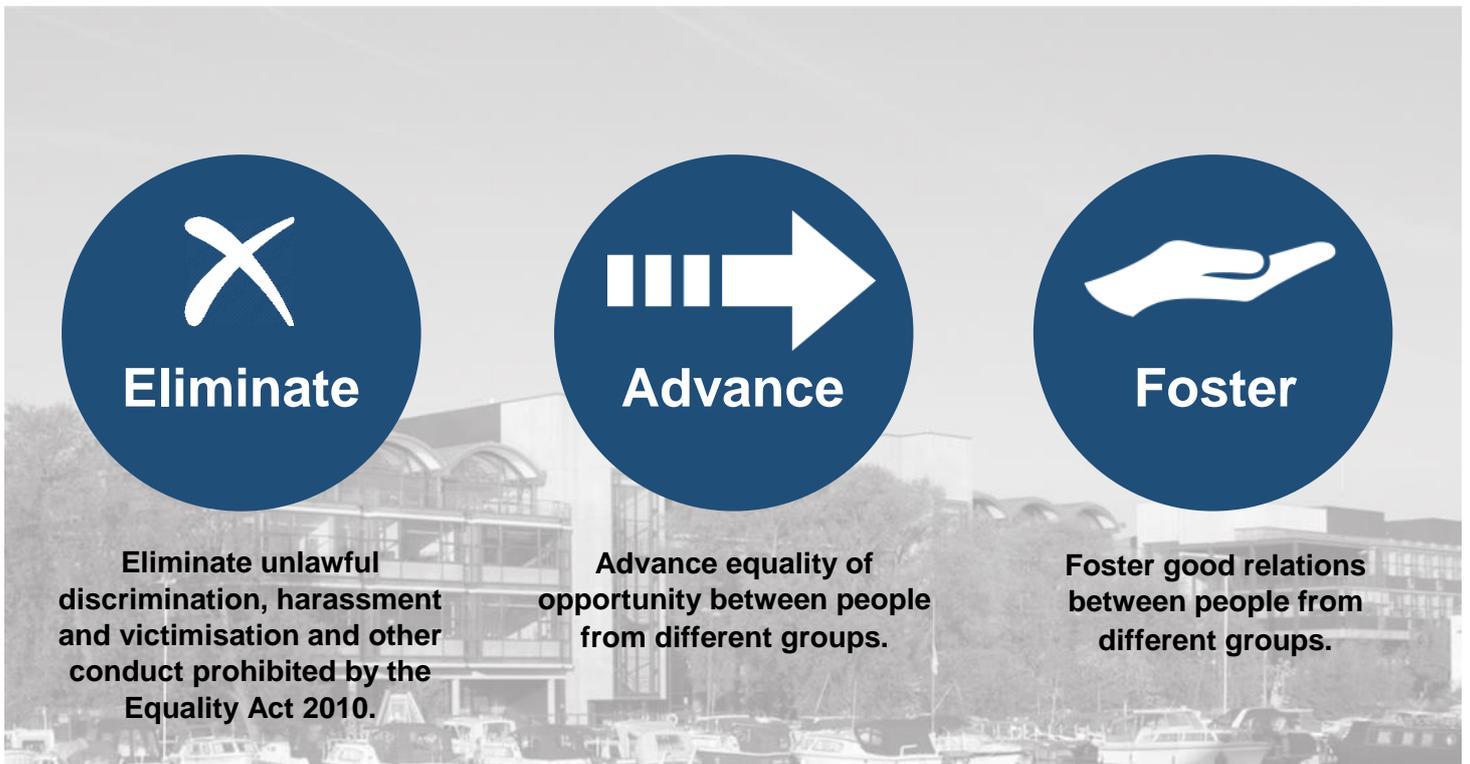
Introduction

Purpose and Context

The Equality, Diversity and Inclusion strategy outlines the University's approach to Equality and Diversity and the ongoing work to embed these commitment principles and values at the heart of all that we do as a community. Our community represents all staff, students, external partners, visitors and the wider community.

The strategy aims to demonstrate the next stage of the University's equality journey in its pursuit to continue to go beyond the requirements of the Equality Act 2010.

As a public sector organisation the University's duties under the Equality Act 2010 is to have 'due regard' in carrying out its activities with the need to:



The image features three circular icons on a dark blue background, each with a white symbol and text. The first icon shows a white 'X' and the word 'Eliminate'. The second icon shows a white arrow pointing right with three vertical bars to its left, and the word 'Advance'. The third icon shows a white hand holding a small object, and the word 'Foster'. Below each icon is a short paragraph of text.

Eliminate	Advance	Foster
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.	Advance equality of opportunity between people from different groups.	Foster good relations between people from different groups.

Our Milestones

Objectives



Leadership and Governance

- To ensure the principles of the Equality, Diversity and Inclusion strategy are embedded, demonstrated and promoted within the University's Senior Leadership team and Board of Governors.



Understanding and Engagement

- To raise awareness by increasing understanding and engagement with equality, diversity and inclusion across the University's community through development opportunities, communication and collaborative opportunities.
- To monitor and seek where possible to increase representation of staff with protected characteristics where data demonstrates under-representation.
- To continue to address and work towards the gradual reduction of the gender pay gap.

Our Milestones

Objectives continued



Inclusive Community

- To promote an inclusive learning and working environment, underpinned by an equalities ethos upholding the dignity and respect of all.
- To promote and foster a culture of equality, dignity and respect in which all members of the University enjoy freedom from discrimination and take responsibility for creating an inclusive, respectful community.
- To develop and embed frameworks that articulate our expected behaviours and values.



Data Analysis, Measurable Action and Reporting

- To further develop and embed the collection of qualitative and quantitative equality data across all protected characteristics to monitor improvement, inform action plans and report progress.
- To improve student satisfaction, academic and employment outcomes of students with protected characteristics where data suggests that they may not be reaching their full potential.
- To improve understanding of the needs of our staff and students.

Progress

Up to 2018



Race Equality Charter

Action: To work towards the achievement of the Race Equality Charter Bronze award - to improve the representation, progression and success of minority ethnic staff and students in higher education.

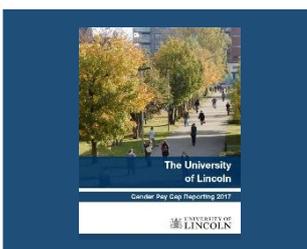
Update: Self-Assessment Team (SAT) chaired by the Deputy Vice Chancellor-External Relations was established and convened a number of times during 2017 to conduct a critical analysis of the race equality picture at the University and discuss ways in which the University can improve the experience of BAME staff and students by creating an inclusive community for all.

The Challenging Perceptions Summit 2017. A collaborative initiative to challenge discrimination and promote equality, diversity and inclusion. The event brought together key local organisations, stakeholder partners and community groups to explore and share how together we challenge perceptions and, in doing so look to counter the growing prevalence of hate crime.

Race Equality at Lincoln information site established, along with a thought-provoking commissioned video resource that has received sector wide recognition for excellent practice.

REC Focus Groups and REC Surveys for staff and students, with engagement in the surveys from 14% of the staff population and 10% of the student population.

Diversity Festival - The community-wide festival held in partnerships with local business, public organisations and charities, aimed to celebrate richness of a shared community and promote inclusion and multiculturalism through a programme of workshops, exhibitions and activities.



Gender Pay Gap Report

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LGBT+

Action: To introduce key concepts around understanding trans agenda and issues that affect trans people.

Update: A trans equality policy statement was consulted with staff and students and implemented; it will be supplemented by detail guidance on supporting trans staff.

Trans Awareness training was piloted in autumn 2017 and is now offered as part of the Organisation Development Programme.

Progress

Up to 2018 continued



Disability

Action: Targeted focus groups to explore potential dissatisfaction evidenced from the results of 2015 staff survey.

Inclusive practice agenda within the learning community.

Update: Formation of a disabled staff network group that meet 2-3 times a year.

Identified a disabled staff lead to develop and connect Lincoln through networking nationally.

Reviewed and revamped the guidance available for managers and staff regarding reasonable adjustments.

Invited the Equality Challenge Unit (ECU) to attend the campus and deliver reasonable adjustment training for managers.

Provide a support and advice service, and work directly with line managers and Business Partners to secure and identify workplace solutions to enable staff and make the workplace more inclusive.

Commissioned the accredited HE specific Mental Health First Aid training for staff

General mental Health Awareness training for staff

The Inclusive Practice Sub-Group (IPG), reporting to the Education Student Life Committee, has developed and delivered the following outputs:

An institutional Academic Policy: Inclusive Practice Policy

Produced the University's Clear Print Guidelines

Produced Inclusive Practice Posters to be displayed in teaching and learning areas across the Brayford Campus to promote awareness and support inclusive practice amongst both the student and staff community. (Appendix G)

Ensuring All Students Can Learn' session to raise awareness of disability

In 2016-17 103 students took the opportunity to attend the extra-curricular unconscious bias sessions;

2017-18 thus far 43 students have taken the opportunity to attend.



Gender

Action: Internal case studies to promote and celebrate gender equality

Update: To provide examples of flexible working and adoption leave

Progress

Up to 2018 continued



Development

Action: Development Programmes / Transitional States

Update: During 2017 piloted a new programme directed to support female staff in developing techniques to project public *confidence* in our workshop 'Performance vs Presentations'.

Introduced a management focussed Unconscious Bias training workshop;

Introduced a general all staff Unconscious Bias training workshop;

Delivered E&D support and training to the SU Sabbatical Team.

Designed, supported, sourced and commissioned bespoke sessions to meet specific business needs: e.g. Autism awareness.

Supported and worked with Student Wellbeing regarding awareness campaigns, e.g. mental health awareness and their highly effective *No More* campaigns through sponsorship of the Arts to share awareness and learning.

Transitional States was launched February 2018 marking a month long exhibition and programme of public engagement events that are designed to challenge, educate and raise debates about how hormones, Science and the Arts interact, to explore the history of societal and scientific views vs the reality of the lived experiences and expression and self and 'gender' identity.



Behavioural Framework

Action: Expected Behaviours and values framework

Update: *Introduced and cascaded as part of the launch of 2017 appraisal process*



Senior Leadership Team

Action: Leadership development – Equality and Diversity update

Update: Training delivered to SLT by external specialist.

Review

Review schedule

The University's strategy on Equality, Diversity and Inclusion will be reviewed on a bi-annual basis and may be updated in the interim to reflect good practice and current legislation.

