

UNIVERSITY OF LINCOLN GENDER EQUALITY PLAN



RESEARCH & ENTERPRISE
2025



UNIVERSITY OF
LINCOLN



Background to the Gender Equality Plan

The University of Lincoln Gender Equality Plan (GEP) is a compilation of a number of documents which meet all of the European Commission's requirements, as outlined below, and include: work-life balance and organisational culture; gender balance and leadership and decision-making; gender equality in recruitment and career progression; integration of the gender dimension into research and teaching content; and measures against gender based violence including sexual harassment.

One requirement for receiving Horizon Europe funding is that higher education institutions established in Member States or Associated Countries have a Gender Equality Plan (GEP).

University of Lincoln Gender Equality Plan

The University of Lincoln is committed to transforming lives and communities, and to attracting diverse talent from across the globe. As the University continues to grow and evolve, so does our approach to celebrating and embracing diversity in all its forms, so that all who work, and study here can fulfil their potential and thrive.

As a community, we unite to create a respectful and inclusive environment where discrimination and hate in any form is not tolerated and where our staff and students can work and study without fear of experiencing bullying, harassment, victimisation, or discrimination due to any and all protected characteristics. This is reflected in our [EDI Statement](#).

Advancing Gender Equality at University of Lincoln

The Athena Swan Charter is a framework which is used across the globe to support and transform gender equality within higher education and research.

Established in 2005 to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment, the Charter is now being used across the globe to address gender equality more broadly, and not just barriers to progression that affect women.

Expanded in 2016, the gender charter now covers students and staff from all disciplines, including professional services, and ensures intersectional consideration of gender inequalities with race, disability, and sexual orientation.

Lincoln received its first Bronze Athena Swan Award in 2014. 10 years on, the institution celebrates its first institutional Silver Award, and the progress this represents towards gender equality. The University is one of a select number of UK universities to achieve a Silver Award. Detailed information about our progress and our current priorities for addressing gender inequality can be found in our published [Athena Swan Award Application](#).

How we meet the requirements of the Gender Equality Plan

Our Gender Equality Plan is a formal, public document and is endorsed and supported by the University Executive Board

Our current University Athena Swan action plan was signed off by the **University Academic Board** (UEB) and is part of our [University Athena Swan application](#). Detailed public documentation for our [HR Excellence in Research Award](#) is signed off by the **University Research Innovation Committee**.

Data collection and monitoring on sex and gender for staff and students is embedded in our annual planning and reporting cycle

We report annually on our gender and ethnicity pay gaps with published action plans to address these gaps for the future. Sex and gender data is used to inform the prioritisation and evaluation of our EDI strategic objectives and as part of our institutional self-assessments for Athena Swan Award applications which include analysis of staff and student data by sex and, where data allows, gender identity. Data for annual processes, such as academic promotions, are scrutinised through a sex/gender lens to identify issues and develop initiatives to encourage greater diversity, for example in senior academic roles.

We analyse data from the National Student Survey (NSS) which feeds into general action planning and review.

We are currently developing an Inclusion Committee and EDI Strategy Consultation to develop our EDI Strategy for ongoing future development.

Training on gender equality and unconscious biases for staff and decision-makers is integral to our work

Equality, diversity and inclusion training is advised for all staff and includes information about gender equality as well as case studies to help embed learning. Our Unconscious Bias resources and training module are also advised for all staff and contain examples of good practice from within the university to help embed learning and provide real examples of how to reduce bias in decision making.

Staff involved in recruitment processes for both staff and PhD student recruitment must undertake Unconscious Bias in Recruitment Training, and this is also reinforced as part of involvement in other processes such as academic promotions and preparation for submission to the Research Excellence Framework (REF).

EDI principles, including understanding of potential barriers to achieving and promoting gender equality, are embedded in the University's leadership, management and researcher development programmes.



Detailed initiatives which meet the requirements of the Horizon Europe Gender Equality Plan

Horizon Europe Gender Equality Plan Criterion	UoL gender equality work: Athena Swan action plan reference	Other relevant information /documentation
Work-life balance and organisational culture	C22 – Ensure new and existing initiatives, training, guidance and support are effective.	<u>Workload</u> and <u>wellbeing</u> guidance, including <u>Remote working</u> guidance. The University <u>Strategic Plan 2021-2027</u> sets out a plan for building positive research culture for staff and students.

		<p>The strategy connects with and is supported by our Research Concordat which establish our commitments to creating the environment and support to ensure a fair and consistent approach to developing the careers of researchers.</p> <p>EDI annual report which details how we measure and evaluate our EDI objectives.</p>
Gender balance in leadership and decision-making	<p>A6 – Increase staff uptake of unconscious bias training</p> <p>Objective 5 – Continue to increase the proportion of women in senior roles</p> <p>Objective 9 – Ensure University decision-making and governance structures are representative of the University community and inclusive in practice and culture</p>	<p>Unconscious Bias</p> <p>Gender balance on recruitment panels as part of the University's Recruitment Policy</p>
Gender equality in recruitment and career progression	<p>Objective 5 – strengthen recruitment processes to address gender and intersectional imbalances in senior roles</p>	<p>Gender pay gap reports</p>

	<p>Objective 6 – Develop strategies to recruit, support and retain male academics in female-dominated disciplines</p> <p>Develop strategies to recruit, support and retain male PS administrative staff</p>	
Integration of the gender dimension into research and teaching content	<p>Objective 4 – Tackle gender imbalances in division of teaching and research responsibilities</p> <p>Tackle gendered imbalances in research funding</p>	<p>Lincoln's Research Development Team support researchers to give meaningful consideration to gender equality dimensions within their research and related impact plans.</p> <p>Collection of EDI data in research, development of EDI metrics.</p>
Measures against gender-based violence, including sexual harassment	<p>A15 – Ensure a zero-tolerance approach to hate crime, harassment and bullying is widely communicated, and ensure effective reporting channels are in place</p>	<p><u>Gender Based Violence</u> policy</p> <p><u>Trans+, Gender Identity and Non-binary</u> Policy</p> <p>The <u>University of Lincoln Concern Line</u> is committed to tackling and eliminating any forms of discrimination, harassment and creating a culture of One Community.</p>



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