



Lincoln College
UNIVERSITY OF OXFORD

Annual Report on the Equality actions taken in 2020-2021

The College's Equality Committee is responsible to the Governing Body for the promotion, development, implementation, monitoring, prioritisation and review of Equality and Diversity matters in relation to employees, students, visitors and others closely associated with the College.

The members of the committee include the Bursar, Rector, Domestic Operations Manager, Senior Tutor, Academic Administrator, Chaplain, Human Resources Manager, Harassment Advisor, the Presidents of the JCR and MCR (or their representatives), Staff representative(s) and other staff and students reflecting the diversity of backgrounds and experiences of college members.

The Equality Committee is chaired by the Bursar and meets once per term in seventh week and reports regularly to the Governing Body.

This annual report provides details of the actions that have taken place during the course of the year from June 2020 - June 2021.

For the duration of this reporting period, the UK, and the world, has been in the midst of the COVID-19 pandemic, meaning that College operations and activities had dramatically altered for the whole College community. All equality committee meetings moved to on-line and many equality focused events, that would normally take place throughout the academic year were either moved to on-line events or were unable to go ahead.

Single Equality Scheme & Objectives

The College's current single Equality Scheme and action plan for 2019 - 2022 is available on the College Website and was circulated to Fellows, staff and students and published on the College Website in 2019.

The College has two specific Equality Objectives that have been published on the College website and are ongoing objectives:

- To accommodate, where practicable, religious observances as requested by students, Fellows and staff.
- To improve disabled facilities within the College and to have a comprehensive summary of all available facilities on the College website.

Religion

To address religious observances, the College rebates the kitchen charge for students observing Ramadan when it falls within term time. The kitchen also provides kosher meals on request. Due to the pandemic the kitchen charge was only in place for undergraduate students without

kitchens and there have been significant periods during 2020-2021 when the kitchen was closed and meals were therefore not provided.

The College has a multi-faith Prayer and quiet room that is open for all students to use. Due to the pandemic there were significantly less students on-site during 2020-2021 as teaching and learning was forced to move on-line throughout a significant period of the year, meaning that use of the prayer room would have been less than in a standard year.

Disability

The Mitre complex refurbishment was completed in February 2021 and includes fully accessible rooms that are available for student and guest use.

The Domestic Operations Manager is part of a disability sub-group which is a university wide committee undertaking an audit of all university buildings and colleges which is published on the University website for people with disabilities and/or alternative access requirements to assess the facilities and resources available in and around the Collegiate University. The audit has begun and Lincoln College is on the waiting list for the audit to be carried out, with an anticipated assessment date due in summer 2021.

The Domestic Operations Manager is involved in a working group that's looking at drawing up a set of guidelines for departments and colleges in regard to Assistance Animals in order to accommodate guide dogs and dogs for the hearing impaired. Due to the pandemic, no further work has progressed on this initiative over the last twelve months.

The Chaplain and Student Welfare Coordinator has introduced welfare dog walks open to all College community members.

LGBT History Month

LGBT History Month is a month-long annual observance of Lesbian, Gay, bisexual and transgender history and the history of the gay rights and related civil rights movements. Each February the College flies it's Progress Pride flag in awareness and support of the LGBT+ community.

Gender Pay Gap Reporting

Following the government requirement for all employers with over 250 employees to publish their gender pay gap figures by 5th April 2018, and each year thereafter, the College made the decision to publish its figures voluntarily, despite having lower number of employees. This information is published on the College website.

The Gender Pay Gap measures the difference between the mean average hourly pay and the median average hourly pay for men and women employed by the College on 5 April, 2020. The median gender pay gap has narrowed compared to the previous year, while the mean gender pay gap has widened.

The gender pay gap at 5 April 2018-20 is set out below:

	<u>2018</u>	<u>2019</u>	<u>2020</u>
Mean	13.30%	19.20%	20.06%
Median	10.90%	16.20%	6.38%

By comparison, the Office of National Statistics reports that the median gender pay gap in the UK in 2020 was 15.5%. Oxford University had a mean gap in 2020 of 21.6% and a median gap of 13.7%. For those in the University's lowest quartile 62.5% were female, in the lower mid quartile 59.0%, in the upper mid quartile 51.0% and in the upper quartile, 39.3% were female.

If we exclude the 106 external tutors the College employed, the mean average pay gap is 22.4% and the median pay gap is 4.5%.

The quartiles for the College at 5 April, 2020 are as follows:

Quartile	Females	Males
Lower	44.2%	55.8%
Lower Middle	47.4%	52.6%
Upper Middle	44.7%	55.3%
Upper	37.7%	62.3%

The historic comparison of these quartiles for the College is:

% Females in each Pay Quartile

	2018	2019	2020
Pay Quartiles	Females	Females	Females
Lower	55.4%	57.1%	44.2%
Lower Middle	36.5%	45.2%	47.4%
Upper Middle	33.8%	38.1%	44.7%
Upper	41.3%	39.8%	37.7%

Anti-Racism Commission

The College formed the Anti-Racism Commission¹ (ARC) in June 2020 during the period when protests were taking place across the world at the killing of George Floyd and against institutional racism. The College reaffirmed its commitment to equality and diversity and to tackling racism in all its forms by creating a dedicated forum to rededicate the College to listening to and supporting those in the community who have directly experienced racism. The initial role of the ARC is to examine the College's practices in this regard and to identify the practical steps that need to be taken to ensure that the College's commitment to equality of opportunity is reflected in all we do at Lincoln.

As part of the ARC's remit, a review of the Universities UK Document on tackling racial harassment in higher education was undertaken and the ARC proposed the creation of an Anti-Racism Advocate officer role within the Governing Body in order to demonstrate a genuine commitment to anti-racism and, where identified, cultural change. Professor Peter McCullough

took up the role of Anti-Racism Advocate which was announced on the College website on 25th May 2021.

The Anti-Racism Advocate is key to integrating anti-racist values into the College's vision and strategic planning.

In collaboration with the ARC, the Anti-Racism Advocate holds the important role of supporting the ARC's identification of where and how the College can be more inclusive and provides top level support in the implementation of the work of the ARC.

Whilst not an exhaustive list, duties that the Advocate take overall responsibility for are:

- Advocate for the importance of anti-racism in all aspects of College life;
- Act as an anti-racism role model, visibly supporting and championing the ARC and anti-racist practice across the College;
- Be a spokesperson, along with the ARC, for the College's anti-racism initiatives;
- Prompt and inform discussion of anti-racism at Governing Body Level;
- Scrutinise Governing Body papers, policies, and procedures from an anti-racism viewpoint;
- Advise and support staff working towards any identified anti-racist operational change;
- Promote the College's vision for anti-racism, equality, diversity and inclusion to BAME communities;
- Understand where the College is on its anti-racism journey, recognising where there is more to be learned and celebrating success;
- Promote the anti-racism strategy in all relevant meetings and activities, working towards anti-racism being integrated into normal business practice;
- Ensure anti-racism is being considered a priority action in all areas of the College and responsibility is cascaded appropriately;
- Encourage a culture of racial individuality and openness within the College;
- Actively seek opportunities for collaborative action to increase the impact of Anti-racism action and;
- Communicate the College's commitment to anti-racism both internally and externally, representing the College's anti-racism position at events, and to external partners and stakeholders.

On 26th May 2021, the first ARC college wide event took place with an online roundtable discussion to consider the question: **What is the role of universities in combatting racism?**

This interactive event offered an opportunity for all members of the Lincoln community to listen, discuss, and reflect together in a Panel presentation and Q&A discussion, in order to

generate meaningful and long-term engagement with race issues. 44 participants attended the event with approximately 55% students, 40% Fellows and 5% staff.

Recruitment Monitoring Equality Data

Annual recruitment monitoring equality data has been presented to the Equality Committee and published on the College website. Data does not show any particular areas of concern and/or under representation compared to the community average. Due to the pandemic over the last twelve months there has been significantly less recruitment than in previous years due to a reduced turnover in staff, partly due to the high numbers of operational staff being on furlough.

The table below shows the recruitment monitoring of applicants who were appointed during the year 2018-2019 and 2019-2020.

Recruitment Monitoring Comparison

		2018-19	2019-20
		Appointed	Appointed
Number of Applicants		35	12
Number of Recruitment Monitoring forms returned (% of forms returned)		25 (71%)	12 (100%)
Less than 5%			
Sex:			
	Females	44%	42%
	Males	56%	58%
	Declined to specify		
	No response		
Age:			
	Under 18		
	18-25	22%	17%
	26-30	22%	33%
	31-35	12%	33%
	36-40	9%	17%
	41-45	9%	9%
	46-50	12%	
	51-55	9%	
	56-60	9%	
	61-65		
	66-70		
	71+		
	Declined to specify		
	No response		
Marriage and Civil Partnership:			
	Married	12%	17%
	Civil Partnership	12%	
	Not Married	64%	83%
	Declined to specify	8%	
	No response		
Disability:			

	Disability	8%	17%
	No Disability	84%	75%
	Declined to specify		
	No response		8%
Ethnic Origin:			
	White	60%	42%
	Black/Black British		8%
	Asian/Asian British	16%	
	Arab		
	Mixed		
	Other	16%	50%
	Declined to specify		
	No response		
Pregnancy and Maternity:			
	Pregnant		
	Pregnant in last year		8%
	Not Pregnant	76%	92%
	Decline to specify		
	No response	22%	
Gender Reassignment:			
	No	84%	100%
	Yes		
	Decline to specify	8%	
	No response		
Sexual Orientation:			
	Bisexual		17%
	Gay Man		
	Gay Woman/Lesbian		
	Heterosexual	72%	75%
	Other		
	Decline to specify	12%	8%
	No response	12%	
Religion or Belief (including lack of belief):			
	Atheism	22%	42%
	Buddhism		
	Christianity	44%	42%
	Hinduism		
	Islam	8%	8%
	Jainism		
	Sikhism		
	Judaism		
	Spiritualism		8%
	Other		
	Decline to specify	16%	8%
	No response		

Equality Monitoring Data

A triennial snap-shot equality monitoring questionnaire is sent to all students and employees, in line with the Single Equality Scheme Action Plan. The last questionnaire was circulated in

2017. Due to the pandemic, the College was unable to undertake the questionnaire for all staff and fellows as a large proportion of staff were furloughed meaning they were unable to receive and/or complete the questionnaire before or during the government lockdown. Students were sent an on-line questionnaire during Trinity Term 2020 and results were given in the 2019/2020 equality report, and published on the College website. The questionnaire was circulated to Fellows and Staff in Michaelmas term 2020.

The table below shows the staff and Fellows equality monitoring data in 2017 and 2020. 76 staff and Fellows participated in the survey in 2020 as compared with 82 staff and Fellows in 2017.

Staff & Fellows Equality Monitoring Comparison

Year		2017	2020
Number of questionnaires sent		180	171
Number of questionnaires returned		82	76
Response Rate		46%	44%
Less than 5%			
Sex:			
	Females	52.44%	57.90%
	Males	45.12%	42.10%
	Declined to specify		
Age:			
	Under 18		
	18-25		5.26 %
	26-30	7.32%	
	31-35	9.76%	13.16%
	36-40	18.29%	13.16%
	41-45	8.54%	14.47%
	46-50	10.98%	16.16%
	51-55	13.41%	14.47%
	56-60	26.82%	21.05%
	61-65		
	66-70		
	71+		
	Declined to specify		
Marriage and Civil Partnership:			
	Married/civil partnership	67.07%	63.16%
	unmarried	29.27%	35.55%
	Declined to specify		
Disability:			
	Disability		9.21%
	No Disability	92.98%	80.26%
	Declined to specify		10.53%
Ethnic Origin:			
	White	82.92%	80.26%
	Black/Black British	6.1%	
	Asian/Asian British		6.58%
	Arab		
	Mixed		

	Other		
	Declined to specify		
	No response		
Pregnancy and Maternity:			
	Pregnant		
	Pregnant in last year		
	Not Pregnant/Not Applicable	85.36%	93.42%
	Decline to specify	9.76%	5.26%
Gender Identity the same as at birth:			
	No		7.90%
	Yes	95.12%	88.16%
	Decline to specify		
Sexual Orientation:			
	Bisexual		7.90%
	Gay Man		
	Gay Woman/Lesbian		
	Heterosexual	78.04%	82.89%
	Other	6.10%	
	Decline to specify		8.21%
Religion or Belief (including lack of belief):			
	Atheist	17.07%	30.26%
	Agnostic	6.10%	
	Buddhism		
	Christianity	46.33%	43.42%
	Hinduism		
	Islam		
	Jainism		
	Sikhism		
	Judaism		
	Spiritualism		
	Other	7.32%	5.26%
	Decline to specify	15.86%	15.79%

MCR & JCR Equality & Diversity Events

Trinity term 2020/ summer vacation

LGBTQ+ film night, facilitated by JCR LGBTQ+ Representatives.

Black Lives Matter book club, facilitated by JCR CRED Representatives. (Cancelled due to lack of uptake).

International Students Freshers' Handbook, produced by the JCR International Representatives as a comprehensive overview of resources, advices, etc., for being an international student at Lincoln/Oxford.

International students' Q&A, facilitated by the JCR International Representatives, to provide experiences and tips on being an international student at Lincoln/Oxford.

Michaelmas term 2020

Freshers' Week inductions:

- **Consent workshops** facilitated by the JCR Gender representatives.
- **CRED (Cultural, Religious & Ethnic Diversity) workshops** facilitated by the JCR CRED Representatives.
- **LGBTQ+ workshops** facilitated by the LGBTQ+ Representatives.

Racial awareness panel discussion facilitated by JCR CRED Representatives and in collaboration with Uncomfortable Oxford, the Oxford Mixed Heritage Society and the Oxford Afro Caribbean Society.

LGBTQIA+ Experiences of Faith Discussion Event, facilitated by the JCR LGBTQIA+ Representatives, with participation from across Common Rooms and external speakers.
Queer Week rainbow snacks: rainbow-themed snacks delivered to students' pigeonholes to celebrate Queer Week.

Imposter Syndrome workshop facilitated by JCR Access & Social Backgrounds Representatives.

LGBTQ+ film night.

Zoom calls with international students quarantining before term started, facilitated by the JCR International Representatives.

Anti-discrimination procedures passed into the JCR Constitution to ensure protection against discrimination in JCR elections and meetings of the JCR and its subcommittees.

Wellbeing & Equalities JCR Subcommittee established to replace the former Welfare Committee.

Hilary Term 2021

JCR passed a motion through Governing Body to fly an updated, more inclusive version of the Pride Flag during LGBTQ+ History Month.

Gay British Bake Off. LGBTQ+ themed cooking competition between JCR students.

Minorities welfare drop-in facilitated by JCR CRED Representatives.

Diwali lantern-making, a collaboration between the JCR CRED and Arts Representatives.


Sip and Sign: JCR Disabilities Representative has hosted regular sessions for practising sign language in groups, following completion of an online course funded by the JCR.

Lincoln Unites:

Lincoln Unites is a student led initiative that puts together a week of activities in week 2 of Hilary term each year to celebrate and promote equality and diversity across the College. The mission statement of Lincoln Unites is to:

- Celebrate the diversity of Lincoln College.
- Promote inclusivity, respect and unity.
- Foster learning and understanding of groups and intersectionality.
- Bring together a range of perspectives.
- Spark dialogue, reflection and change.

This year the Lincoln Unites week took place with a series of on-line events due to the ongoing pandemic. The events that took place over the week were as follows:



LINCOLN UNITES WEEK 2021

	SUN 24/01	MON 25/01	TUE 26/01	WED 27/01	THU 28/01	FRI 29/01	SAT 30/01
Intersectionality Exhibition: "Eye/I"							
Afternoon (12-5pm)		International Cook-Off	Insight - Visual Impairment Webinar	Imposter Syndrome Workshop			
Evening (5-9pm)			Gender Comedy Night		LU X Lincoln Leads Gender Panel	LGBTQ+ Drag in Conversation	LGBTQ+ Film Festival

Trinity term 2021

Rainbow snacks scheme repeated by JCR LGBTQIA+ Representatives.

General

Continuation of the provision of free period products (facilitated by Gender Representatives), sexual health supplies, alarms, etc.

The JCR has significantly increased its access and outreach activity on its Instagram account, in the form of informational posts, resource-sharing, and student takeovers. The JCR also contributed to the production and dissemination of the College's survey as part of its comprehensive review of its access and outreach strategy.

The JCR continues to regularly share events that are organised by larger associations such as University Societies; there has been an increased emphasis on this in the last year due to the difficulties of achieving high/sufficient turnout for events organised among a small student body.

University Equality & Diversity Initiatives

The College continues to advertise University Equality and Diversity Initiatives and events by forwarding email communications to all staff and publicising events on College notice boards.

Equalities Training

On-going equality awareness training takes place during Freshers week and new staff induction.

Alex Spain, Bursar, June 2021
