



Annual Report on the Equality actions taken in 2017 - 2018

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, the Dean, the Chaplain, the Human Resources Manager, 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 2017 – June 2018.

Hardship Grants

Student support and hardship grants that are available to students were reviewed last year and saw an increase in the grants available to students in a bid to continued improvement to student support. From 1 June 2016 – 31 May 2017, 80 hardship grants were awarded. From 1 June 2018 to date (22 May 2018) 117 hardship grants have been awarded.

Single Equality Objectives

The College has introduced 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.

To address religious observances, the College has committed to rebate the kitchen charge for students observing Ramadan when it falls within term time.

Within new building and refurbishment plans the College has included two additional wheelchair access bedrooms in the Mitre refurbishment plans and three extra wheelchair access bedrooms in the Queen Street development.

MCR accommodation cost bands have been reviewed so students with disabled access needs are being charged a weighted average amount, rather than the previously highest rates charged for these rooms.

Prevent Duty

A separate Prevent Committee continues to ensure compliance with the Prevent Duty. Information on the Prevent duty and implications for College members has been communicated to all College members. This is an ongoing duty.

Diversifying Portraits in Hall

The first female portrait has been completed and will be unveiled during a reception on 23 June 2018. In addition, in celebration of 40 years of women at Lincoln College, photographic portraits of women will be displayed in prominent places around the College during the coming year.

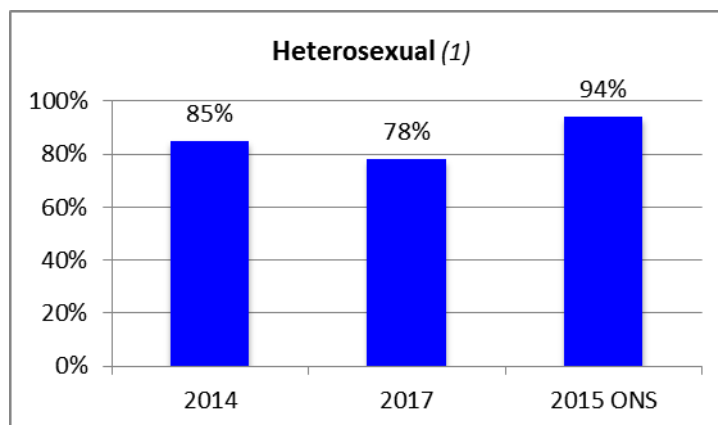
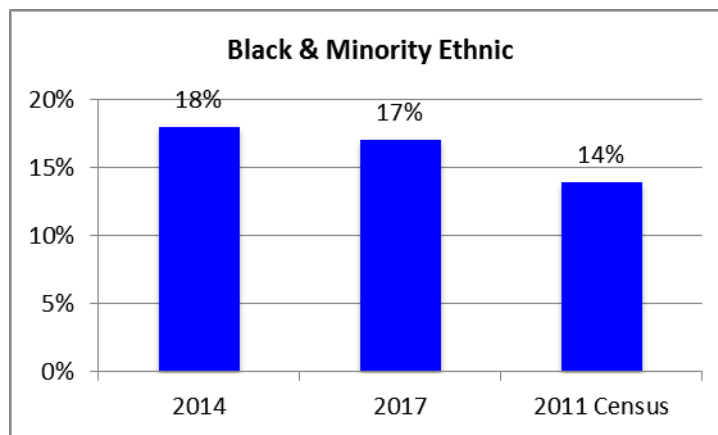
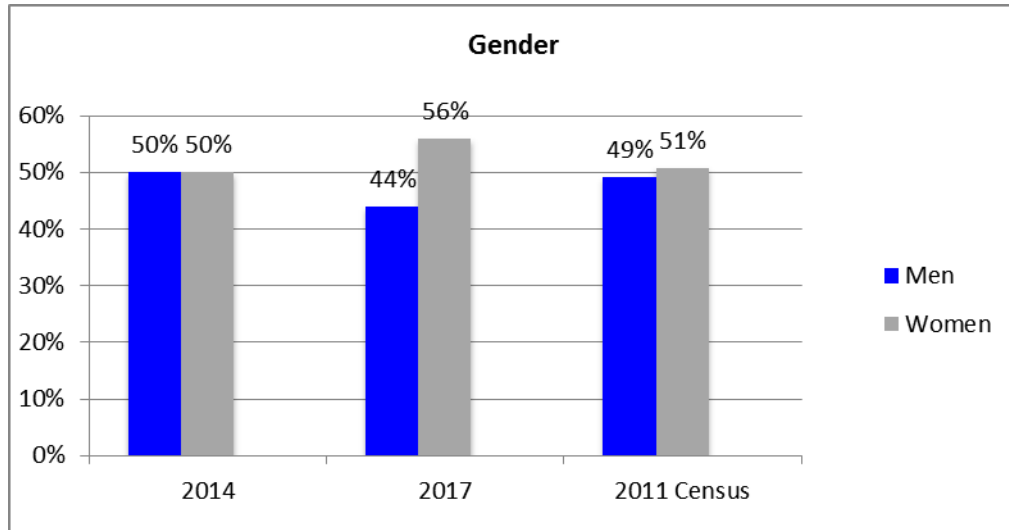
Student Equality Monitoring Data

A three yearly snapshot of current students was undertaken in November 2017 incorporating questions for all protected characteristics. Results have been published on the College website and although the response rate was lower than the previous equality monitoring exercise (48% response rate in 2014 compared with 25% response rate in 2017) the data below compares the Lincoln College

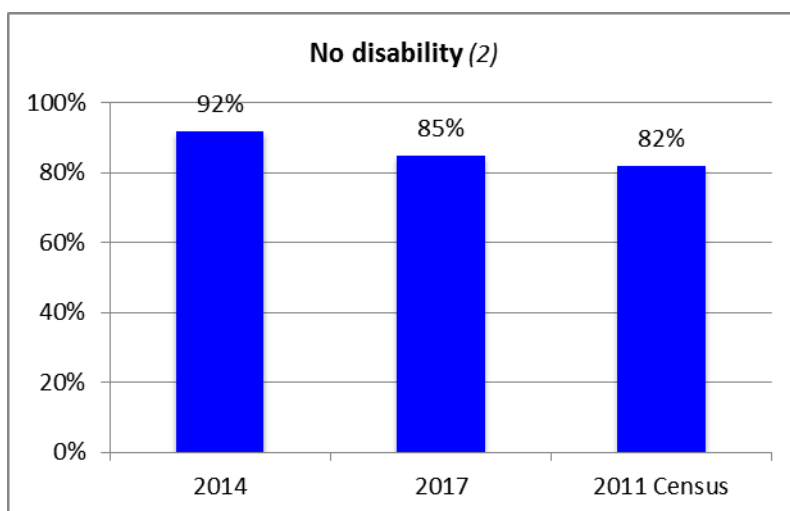
surveys of 2014 and 2017 with UK national data.

2017 Survey: 621 questionnaires of which 156 responded (25%)

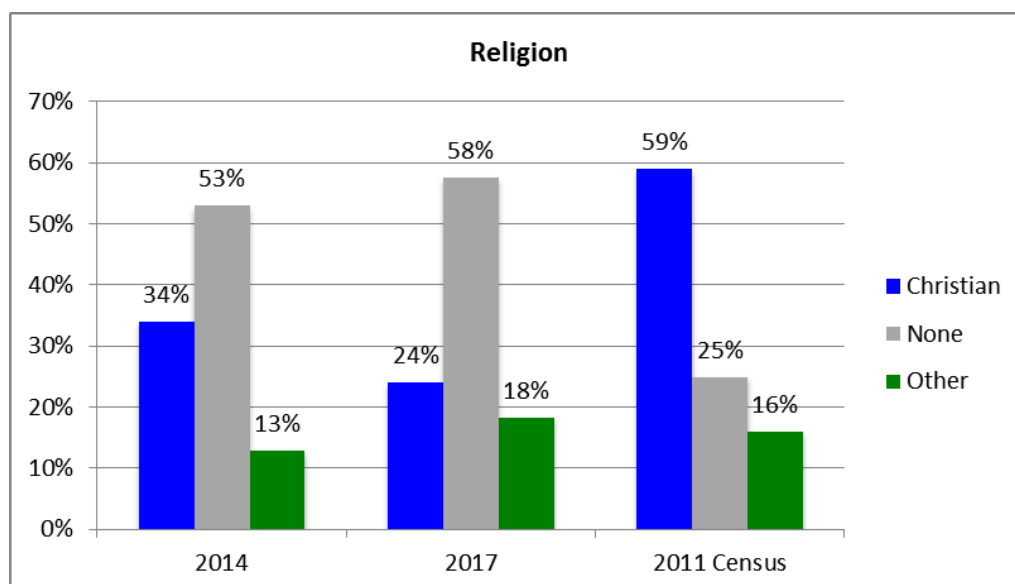
2014 Survey: 644 questionnaires of which 322 responded (48%)



(1) The 2011 Census did not ask a question about sexual orientation. The data above for 2015 is sourced from the Office of National Statistics



(2) In 2014 the question related only to disability whereas in 2017 and the 2011 Census, the question related to disability or long term medical condition

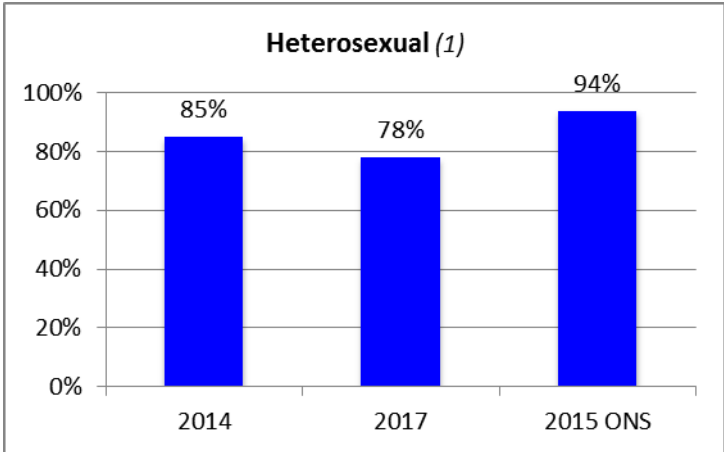
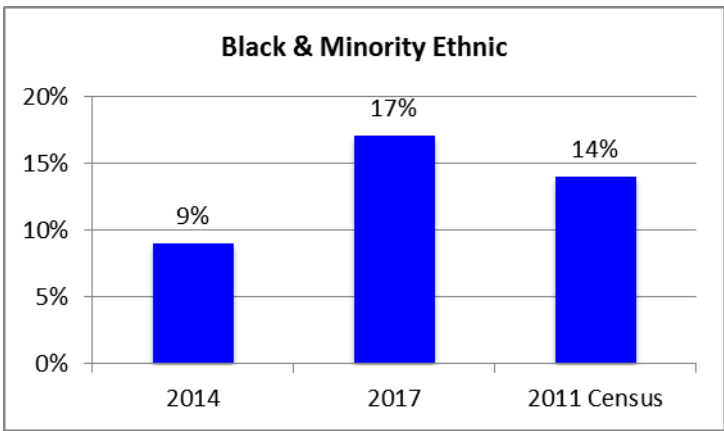
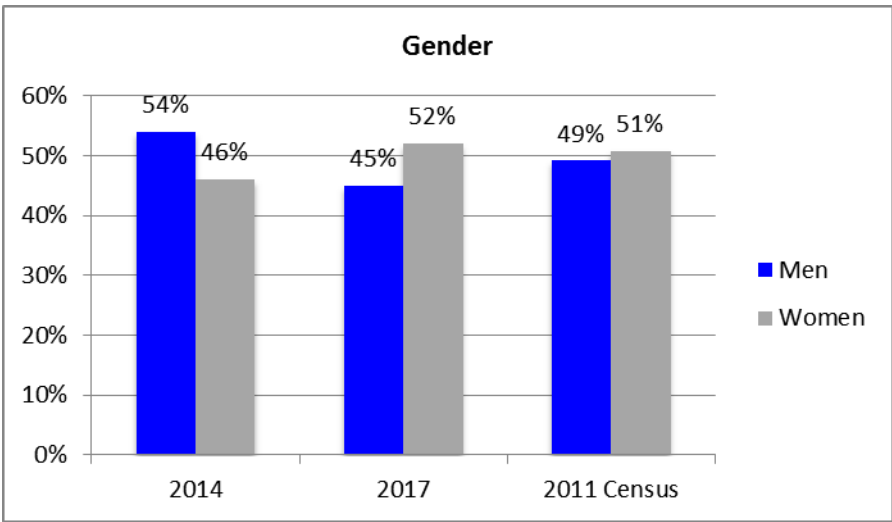


Fellows and Staff Equality Monitoring Data

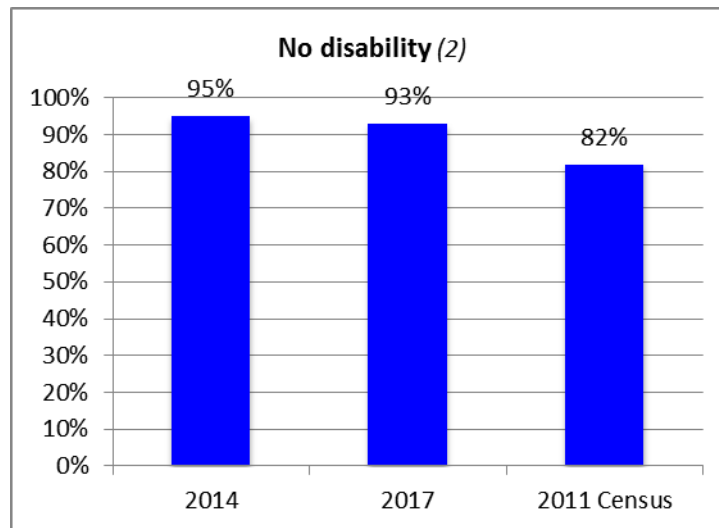
A three yearly snapshot of current students was undertaken in November 2017 incorporating questions for all protected characteristics. Results have been published on the College website and although the response rate was lower than the previous equality monitoring exercise (62% response rate in 2014 compared with 46% response rate in 2017) the data below compares the Lincoln College surveys of 2014 and 2017 with UK national data.

2017 Survey: 180 questionnaires of which 82 responded (46%)

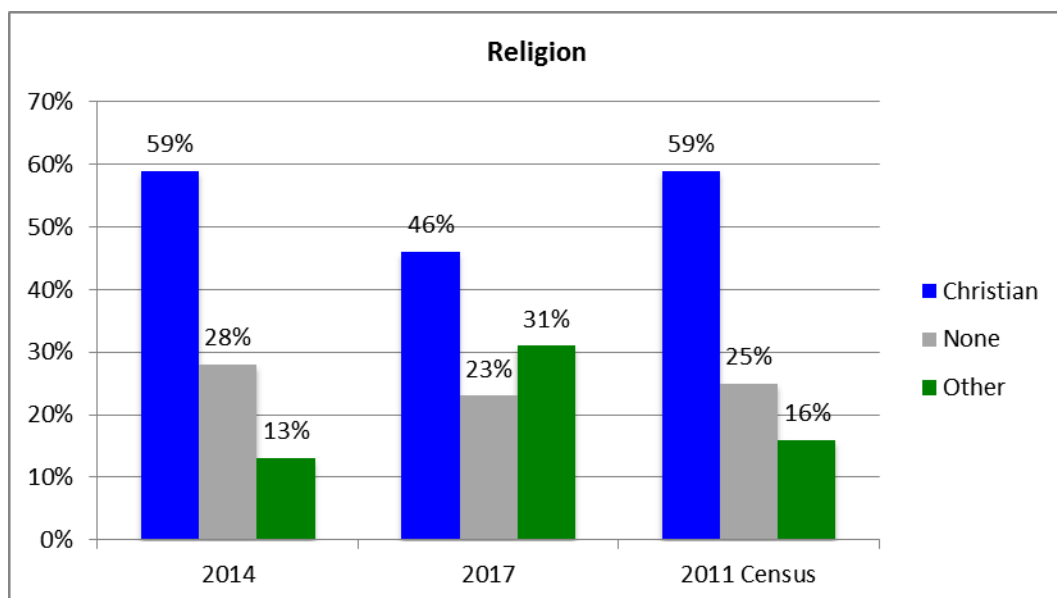
2014 Survey: 151 questionnaires of which 92 responded (62%)



(1) The 2011 Census did not ask a question about sexual orientation. The data above for 2015 is sourced from the Office of National Statistics



(2) In 2014 the question related only to disability whereas in 2017 and the 2011 Census, the question related to disability or long term medical condition



Recruitment Monitoring Equality Data

Annual recruitment monitoring equality data has been presented and published on the College website. Data does not show any particular areas of concern and/or under representation compared to the community average.

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, the College made the decision to publish our figures voluntarily, despite having lower number of

employees. This information has been published on the College website and shows a mean figure of 14.4% and a median figure of 15.6%. The gap arises largely because more of the higher paid employees are men.

MCR Equality & Diversity Strategy

The MCR produced their own Equality & Diversity Strategy for 2016–2017 to benefit both the MCR and the wider College community. As part of the action plan, they have hosted an 'Equality & Diversity Conference' in College, a family Easter egg hunt and are currently observing Ramadhan by hosting weekly Iftars by inviting the College community to come together so that those observing Ramadhan can break their fasts together.

The E&D Team also hosted an International Women's Day event called 'Lyrics of Lincoln's Ladies'. It featured performances from a variety of Lincoln and non-Lincoln women, including story-telling by Lincoln's Reverend Mel and MSc student Eleanor Mulholland, spoken word poetry by LMH's Rene Verma, an academic reading by Dr Barbara Havelkova.

Last term results of an E&D Survey were presented to the MCR that the MCR Equality & Diversity representatives had circulated for the past two years. The MCR Equality & Diversity representatives are currently putting together action items and next steps for both the college and MCR to pursue.

The DE-xhibit portraits in the Garden Building hall have been receiving some great attention from other colleges and the University. The MCR Equality & Diversity representatives have given presentations at Peter's College and the Conference of Colleges Equality Forum about this initiative.

Gender Neutral Toilet Facilities

Gender neutral toilet facilities have been made available in the Library and when Deep Hall is next refurbished, further gender natural toilets will be considered. There are now gender neutral toilets available in the Lodge area, the Garden Building and the Library.

Equalities Training

On-going equalities training has taken place during Freshers week and new staff induction. Mental Health Awareness training sessions have been delivered to staff and Fellows.

Alex Spain,

Bursar May 2018