

# REC ACTION PLAN (2021–25): SECTION 1

## 1

### Governance: Ensuring accountability for and delivery of the Race Equality Action Plan

**Rationale:** Reflection on the self-assessment process highlighted both the importance and complexity of embedding race equality work into the culture and workings of the institution. Our implementation structure aims to integrate REC as a strategic priority and ensure our senior managers have direct ownership of the action plan.

Ref	Objective & Rationale	Action	Timeframe (2021–2025)	Success Measure	Lead Responsibility	PROGRESS	EVIDENCE? (Y/N)
1.1	A robust, sustainable structure to drive the delivery of our REC Action Plan	The new Eleanor Glanville Institute will provide leadership for the REC within the wider Race Equality Project	Ongoing	Initiatives from REC Action Plan implemented according to Action Plan timescale	Director of the EGI	In progress	
			REC initiatives incorporated into Annual Programme <b>Oct 2021</b> , then annually	5 new REC initiatives established across the institution over the duration of the Action Plan (Aim: one new initiative per annum, or in response to feedback / survey responses)		In progress	
			Standing agenda item at quarterly EGI Exec Oversight Board meetings from <b>June 2022</b>	Progress reported quarterly to RECAP and Inclusion Committee		In progress	
1.2	RECAP group with <b>key action owners</b> as members, will oversee the review and delivery of the REC action plan	RECAP group with <b>key action owners</b> as members, will oversee the review and delivery of the REC action plan	Termly, beginning <b>March 2022</b> and then for the life cycle of the action plan	<ul style="list-style-type: none"> <li>Membership and terms of reference are agreed</li> </ul>	Director of the EGI	Completed	Y
				<ul style="list-style-type: none"> <li>Termly meetings take place</li> </ul>		Completed	Y
				<ul style="list-style-type: none"> <li>Timely progress against action plan timeframes is demonstrated</li> </ul>		In progress	

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1.3		Inclusion Committee receives quarterly reports from the RECAP group (standing agenda item) on progress against the REC action plan	Quarterly, beginning Summer 2021	<ul style="list-style-type: none"> <li>Inclusion Committee terms of reference include oversight of the REC</li> </ul>	Chair of the Inclusion Committee (DVC)	Completed	Y
				<ul style="list-style-type: none"> <li>Inclusion Committee receives quarterly reports on progress against the action plan (minuted)</li> </ul>		Completed	Y
				<ul style="list-style-type: none"> <li>Progress against the REC action plan is embedded in Inclusion Committee reports to SLT and the Board of Governors</li> </ul>		Completed	Y
1.4		A REC progress summary will be submitted by the Inclusion Committee to SLT as part of the University's annual equality assurance.	Annually, beginning Autumn 2021	SLT are engaged with and have accountability for delivery of the REC action plan	Chair of the Inclusion Committee (DVC)	In progress	
1.5		Current REC Self-Assessment Team (Race Equality Project Team) to prepare for Charter renewal	RECSAT meetings twice a year 2021–2024	<ul style="list-style-type: none"> <li>Race Equality Charter is established as a process of continuous improvement within the wider Race Equality Project</li> </ul>	Director of the EGI / Director of Inclusive Practice	Completed	Y
				<ul style="list-style-type: none"> <li>Composition of the RECSAT is broad-based including a range of different roles (including student representation) and ethnicities.</li> </ul>		Completed	Y
				<ul style="list-style-type: none"> <li>All RECSAT members have workload acknowledged either through workload model, through negotiation with line manager, or embedded in their job description.</li> </ul>		In progress	
				<ul style="list-style-type: none"> <li>REC action plan (2025–29)</li> </ul>		Not started	

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				<ul style="list-style-type: none"> <li>Submission of REC renewal application (current award valid until August 2024)</li> </ul>		Not started	
1.6	REC objectives and actions are embedded in relevant institutional strategic frameworks	Equality and Diversity will be reflected in the University's new Strategic Plan 2022.	Consultation and development scheduled for 2021–22.	<ul style="list-style-type: none"> <li>Strategy consultations include engagement on EDI issues. SLT discussions facilitated by SLT EDI Champions (already in place, and include champions for race, gender, LGBT, disability, caring responsibilities, age, religion)</li> </ul>	Vice-Chancellor	In progress	
			New Strategic Plan, <b>June 2022</b>	<ul style="list-style-type: none"> <li>The Strategic Plan clearly articulates institutional engagement with and commitment to EDI</li> </ul>		In progress	
1.7	Institution KPIs to include alignment with EDI priorities		<b>August 2021,</b> then annually	<ul style="list-style-type: none"> <li>College Annual Plans will explicitly address EDI priorities</li> </ul>	PVC, Heads of College	In progress	
				<ul style="list-style-type: none"> <li>School Annual Plans will explicitly address EDI priorities</li> </ul>		In progress	
				<ul style="list-style-type: none"> <li>REC and AS objectives and actions are embedded in the activities of Academic Colleges and Schools and key Professional Services divisions, and their progress monitored</li> </ul>		In progress	
1.8	Common issues and projects in the REC and AS action plans are identified and taken forward as joint projects		Reviewed/ actioned/ reported <b>every two months</b> 2021–24	<ul style="list-style-type: none"> <li>Standing item on Inclusion Committee Agenda for discussion and action</li> </ul>	Director of the EGI / Director of Inclusive Practice/ Chair of the Inclusion Committee (DVC)	Completed	Y
				<ul style="list-style-type: none"> <li>The University's EDI Strategy – Towards an Inclusive University – incorporates a holistic and intersectional inclusion of REC and AS priorities</li> </ul>		In progress	

Ref	Objective & Rationale	Action	Timeframe (2021–2025)	Success Measure	Lead Responsibility	PROGRESS	EVIDENCE? (Y/N)
				<ul style="list-style-type: none"> <li>Proposed changes to improve gender and ethnic diversity in processes and practices (e.g. recruitment and promotion) are taken forward holistically</li> </ul>		Not started	
1.9		REC actions are embedded in the UoL Access and Participation Plans 2021/22 to 2024/25	Annually 2021–2024	<ul style="list-style-type: none"> <li>The Access and Participation Plan and REC action plan are aligned and mutually support the delivery of the institution’s race equality objectives</li> </ul>	DVC (Student Experience and Engagement)	In progress	
1.10	<p><b>To increase the confidence of staff and students in the University’s commitment to delivery of the REC action plan, and to facilitating culture change</b></p> <p><i>Rationale - There was a lack of engagement with the staff survey, particularly in the high proportion of staff and students preferring not to give their ethnicity. The proportion of non-disclosure is much higher than observed across the institution as a whole, and may denote a lack of confidence in the REC process</i></p>	Continue biennial REC surveys and promote their importance via multiple methods to encourage staff and students to engage better with the survey and be confident to disclose their ethnicity (anonymously)	REC survey information incorporated into staff and student induction <b>Sept 2022</b> and then annually	<ul style="list-style-type: none"> <li>Staff Survey response rate increases from <b>17%</b> to at least <b>50%</b> by 2024 survey</li> </ul>	Director of the EGI / Director of Inclusive Practice	In progress	
			Launch of Lincoln Annual EDI Report (Action 1.12) will increase confidence that data are used, and encourage participation and disclosure <b>Sept 2022</b>	<ul style="list-style-type: none"> <li>Non-disclosure of ethnicity from staff will decrease (from 17% to the University norm (currently 4%))</li> </ul>		In progress	
			Survey implemented every two years	<ul style="list-style-type: none"> <li>Student responses increase from benchmark figure of <b>26%</b> to <b>50%</b> by 2024 survey</li> </ul>		In progress	
1.11		Increase confidence in survey by working with Ethics to	Completed by <b>May 2022</b>		Equalities Project Manager /	In progress	

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1.12		make explicit the data protection and survey confidentiality, as well as the importance of collecting personal characteristics data for research purposes, through the use of survey participant information sheets and survey consent forms.	Implemented <b>Oct 2022</b> and then biennially	<ul style="list-style-type: none"> <li>Guidance document for inclusive survey design is available</li> </ul>	Research Governance Manager		
				<ul style="list-style-type: none"> <li>Improved engagement with future surveys: staff survey response rate is at least <b>50%</b> in the 2024 survey; student response rate is <b>&gt;26%</b> in the 2024 survey</li> </ul>		In progress	
				<ul style="list-style-type: none"> <li>Non-disclosure of ethnicity from staff will equal the University norm</li> </ul>		In progress	
		Establish the <b>Lincoln Annual EDI Report</b> , to communicate the University's progress against EDI ambition (including progress against both Race and Gender Equality Action Plans)	First report in <b>Sept 2022</b> , then annually	<ul style="list-style-type: none"> <li>Report explicitly distributed to all staff on an annual basis</li> </ul>	Director of the EGI / Director of Inclusive Practice	Not started	
				<ul style="list-style-type: none"> <li>Increased awareness in staff of EDI work progress</li> </ul>		Not started	
				<ul style="list-style-type: none"> <li>Increased confidence in staff that the University is committed to facilitating culture change</li> </ul>		Not started	