

Lincoln College Pledge – AoC EDI Charter

Lincoln College strives to treat all its members and visitors fairly and aims to eliminate all forms of unlawful discrimination, specifically across all protected characteristics. We will work towards a fair and just organisation and promote inclusion for all those impacted by Lincoln College and the wider community.

- **Prioritise diversity education:** Ensure staff and students have access to training programmes/tutorials to enhance their understanding of cultural differences, biases and stereotypes. Prioritise this work as part of the College's People Plan.
- **Foster open dialogue:** Create safe spaces for students and staff to discuss issues related to equality, diversity and inclusion and to share their experiences and perspectives.
- **Promote EDI events:** Publish a Calendar of Events that is updated on a continual basis and is formed by national and worldwide initiatives, ideas contributed by workplace champions as well as strategic objectives.
- **Review and update policies:** Regularly review and update policies to ensure they align with our commitment to equality, diversity and inclusion.
- **Collect and analyse data:** Produce and publicise an annual report that gathers and analyses staff and student data and capture actions/initiatives in our relevant four-year action plans. Ensure the annual report is scrutinised by the relevant committee with main Board oversight.
- **Reasonable adjustments:** We recognise that reasonable steps should be taken in the way that we support our workforce, especially those who are considered to have a disability in order to ensure that they are not disadvantaged in any way in comparison to our non-disabled workforce.
- **Disability Confident Employer:** By being part of the scheme, we aim to challenge attitudes toward disability, increase understanding of disability, remove barriers to disabled people and those with long-term health conditions and ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations.