

# Lancaster University

## Equality Objectives 2022 - 2026

The University is subject to the Public Sector Equality Duty which requires public bodies to have 'due regard' to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Aho:





Drawing on the University's values, we will strive to create a culture whereby we build strong communities, and all groups of people are able to be themselves. We will actively promote a culture of belonging and celebrate and value diversity. To that end, the University will take action on areas including the following:

- We will strengthen our existing links with our wider community to promote work and study opportunities offered by the University.
- Celebrate and enhance equality, diversity and inclusion as key strengths within the University's Faculties, Departments, Colleges and Professional Services.
- Deliver an annual calendar of recognised dates and events in order to celebrate the importance of diversity across our staff and students.

### **at all levels of management**

Recognising that progress against Equality Objectives requires all areas of the University to be actively engaged in equality, diversity and inclusion, the University will take action on areas including the following:

- Our leaders will continue to demonstrate commitment to equality, diversity and inclusion agenda.
- A regular review of our membership of equality chartermark groups, to ensure that the University's strategic approach to EDI is advised by, but not directed by, external chartermark groups. Where commitments to chartermark groups are made, priorities are developed based on our local evidence base and embedded into our culture and decision-making.
- Clarify and support EDI governance in University decision making forums.