

## **Lancaster University Gender Equality Plan**

At Lancaster University we are committed to creating a fairer and more inclusive institution for all staff, students, visitors and our wider university community, where equality, diversity



## Recommended focus areas

### Work-life balance and organisational culture

Actions addressing our EDI culture and work-life balance are the first thematic area of our [Institutional Athena Swan Action Plan](#), championed by the Vice-Chancellor. In addition, [Departmental/Faculty Athena Swan action plans](#) also cover this area.

Work life balance and a flexible, responsive approach to work is encouraged through key University policies and guidance such as the [Shared Parental Leave](#) policy, Menopause guidance and [Flexible Working](#) Policy, for example.

### Gender balance in leadership and decision making

Actions addressing gender balance in leadership and decision making are covered in the EDI Culture theme within our [Institutional Athena Swan Action Plan](#), and also within our third theme: Academic career pipeline and transition points. This theme is championed by the Deputy Vice-Chancellor. [Departmental/Faculty Athena Swan action plans](#) also cover this area.

### Gender equality in recruitment and career progression

Several actions addressing gender equality in recruitment and career progression are covered in the Academic career pipeline and transition points theme within our [Institutional Athena Swan Action Plan](#). This theme is championed by the Deputy Vice-Chancellor. [Departmental/Faculty Athena Swan action plans](#) also cover this area.

### Consideration of gender in teaching and research

All academic staff at Lancaster are expected to consider the integration of the gender dimension into their teaching and research activities. Colleagues are supported to reflect on how to ensure that everyone can equally benefit from the outputs of research and teaching, and to design research methodologies that take full account of gender and sex considerations. Staff members have the opportunity to attend training/development programmes relating to ensuring inclusive content, unconscious bias awareness training and incorporating inclusive methods of teaching and research delivery. Further information can be found in our Faculty and Departmental [Athena Swan applications and plans](#), and Lancaster's [Teaching and Learning Strategic Plan](#).

Researchers at Lancaster are actively exploring gender equality issues in teaching and research, for example the flagship EU project [TARGETED-MPI](#), which focuses on institutional change through the development and implementation of Gender Equality Plans in Business and Management schools to drive more inclusive, sustainable and transparent academic cultures, and the work conducted through Lancaster's [Academy for Gender, Work and Leadership](#) and [Centre for Gender and Women's Studies](#). Relevant findings from this research will be utilised and incorporated into ongoing Athena Swan plans and activities across the institution.

### **Measures against gender-based violence**

Lancaster University works to be an inclusive institution that promotes a zero-tolerance approach to gender-based violence and harassment. There are three key policies which are available via the [Inclusive Lancaster webpage](#): Bullying, Harassment and Sexual Misconduct Policy (Libpa B (L80 Td(-)Tj0.001 Tc -0.001 Tw 00 Td(-2 (n i)-1 (rg/TT1 1 Tf-1 (k (s)1 (e27 (nd8E-t(a.(re)4 ( are