

Careers & Employability Service

Equality & Diversity Policy

University Equality & Diversity statement:

“The University continuously grows and evolves, so does our approach to celebrating and embracing diversity in all its forms.

As a community, we unite to create a respectful and inclusive environment where discrimination, and hate in any form is not tolerated and where our staff and students can work and study without fear of experiencing bullying, harassment, victimisation or discrimination due to any and all individual and protected characteristics.

Our Vice Chancellor, Senior Leadership Team and College and School Leadership Teams fully support our approach to Inclusion. They are fully bought into implementing continued efforts that embrace diversity, while remaining self-reflective, learning continuously and improving as a University that proudly values and carries out its civic responsibility in support of the Equality Act.

We believe in equality for all while respecting, valuing and embracing diversity in its many forms; remaining inclusive in every way”

The Careers & Employability Service supports the core values of the University Student Charter:

- We treat each other with dignity and respect.
- We inspire, enable and share responsibility for learning.
- We work together to support both the University’s and Students’ Union’s Strategic Plans and values.
- We strive for a diverse and inclusive community under our One Community ethos.

The Careers & Employability Service:

- aims to provide a service of value and relevance to the needs of all students enrolled on the University’s courses of study
- aims to provide an environment, programme and resource base that enables each student to maximise their potential given their personal talents, ambitions and circumstances
- through regular review and awareness, ensure that careers education and guidance is impartial and unbiased. Initial training and continuous professional development activities for Careers staff to support students from all backgrounds, particularly with references to any specific barriers they may face, such as handling discrimination, declaration of disability or appropriate cultural awareness
- aim to work with any students who, for individual reasons, may face additional careers- related barriers, to enable them to recognise these challenges, and offer enhanced support to such students with the aim to address potential disadvantages
- aim to support the needs of students who may experience disadvantage on account of their protected characteristics
- support recruiters using our services to recruit a diverse intake that reflects the richness of talent and ability in the UK student body
- encourage employer best practice by raising awareness of diversity issues
- aims to support the mental health of students when career planning in line with the university’s commitment to the Mental Health Charter

Resources:

[Student Charter](#)

[Human Resources: Equality, Diversity & Inclusion](#)

[University Policy & Strategy](#)

[University of Lincoln Equality, Diversity & Inclusion](#)

[Mental Health Charter](#)

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