

Careers & Employability Service

Equality & Diversity Policy

University Equality & Diversity statement:

“Our commitment is to actively promote an organisational culture where individual difference is appreciated and respected, ensuring equitable and fair treatment for all. Therefore, fair treatment is a basic principle with which we treat our staff, students, visitors, associates and our suppliers.

We will actively foster an environment that is free from unfair and unlawful discrimination and harassment and will not accept practices that unlawfully discriminate on the basis of a person’s protected characteristic; age, disability, gender, gender reassignment, race, religion, sexual orientation, and/or marriage and civil partnerships, maternity and pregnancy.”

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

1. Recognise that we will not always share the same points of view
2. Treat people fairly, with courtesy and respect
3. Acknowledge that our personal behaviour has an impact on others
4. Own and try to learn positively from our mistakes
5. Be mutually supportive and improve through our ability to work and learn together

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

Resources:

[Respect Charter](#)

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

[University Policy & Strategy](#)

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