

## Summary of the Gender Equality Plan of Lancaster University Management School (LUMS)

## Overview

In line with the Equalities Act 2010/2017, Lancaster University Management School (LUMS) endeavours to create a workplace where individuals are not discriminated against based on their gender, sex, or sexual orientation. There are specific LUMS policies to enable inclusive employment and engagement practices. In addition, LUMS ensures the fair and transparency enactment of legislation and School policy including overseeing maternity and paternity leave for staff and contributing to industry-wide reports on the gender pay gap. Finally, LUMS is a holder of the Athena SWAN Bronze award, which supports actions to advance gender equality within higher education (HE) and research. This award demonstrates our commitment to gender equality and provides us with an action plan against which we measure our progress and success.

## Background

LUMS is a partner in the EU funded TARGETED-MPI (*Transparent And Resilient Gender Equality Through Integrated Monitoring Planning and Implementation*) project working with a consortia of six HE institutions including Athens University of Economics and Business (Greece), Stockholm School of Economics (Switzerland), Vrije Universiteit Brussel (Belgium), American University of Beirut (Lebanon), Brunel University London (UK).

TARGETED-MPI responds directly to the Horizon H2020-SwafS-09-2018-2019 call to support HE and Research Organisations to implement Gender Equality Plans (GEPs). TARGETED-MPI's overarching objective is to tackle gender inequality in Business and Management schools with benefit to research organisations across ERA through the development, effective implementation, monitoring, and evaluation of Gender Equality Plans (GEPs).

The **GEP** is a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change.

## Areas of Interventions

The LUMS GEP aligns with EU requirements for gender equality planning that will foster a diverse and inclusive work environment. Implementation of the GEP is regularly evaluated and monitored to ensure its long-term sustainability and evolving development based on GE good practices at LUMS. Successful alignment of plans and development of a coordinated approach between the TARGETED-MPI project and the Athena SWAN working group at LUMS was one of the major achievements in 2022.

No	Area of Intervention	Action Point	Action Target
1	Gender Disaggregated Data Development	This action point is to develop and harmonize LUMS Gender Equality Data	The institution's target for this change is to have a comprehensive and regularly updated set of numerical indicators to assess the status of gender equality at LUMS, and that will be communicated in an annual report.
2	Career Development	This action point is to improve access to career development opportunities for all employees in LUMS and by extension at ULANC regardless of sex, gender identity and/or sexual orientation.	The institution's targets for this change are: - to take gender into account to develop transparent, consistent and equal access to career development opportunities for staff; - to take gender into account through content, process and materials in career development provision and opportunities for staff.
3	Work-life Policy	This action point is to increase awareness, understanding and access to relevant work-life policies among students and staff.	The institution's target for this change is to update work-life policies in user-friendly and accessible formats, and to establish an internal communications strategy that will increase awareness and understanding of work-life balance.
4	Internal and External Communications	This action point is for LUMS to develop and circulate more gender aware internal and external communications.	The institution's target for this change is to have a gender-aware communications plans to guide internal and external communications.
5	Culture and Values	This action point is to encourage a respectful and gender aware culture in LUMS among students and staff.	The institution's target for this change is the explicit promotion of inclusive values and behaviours in codes of conduct, our working practices, and in our teaching and research.

6	Gender Equality Awareness Raising	This action point is to develop awareness of gender inequality issues.	The institution's targets for this change are: - an increased awareness of persisting gender inequality in public and private lives; - a strengthened commitment to advance gender equality through research, education and decision-making; - an increased awareness of GE activities and actions in LUMS to advance gender equality.
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To secure gender equality at LUMS, we make sure that areas of intervention are covered and addressed via concrete measures and targets through work-life balance and organisational culture; ensuring gender balance in leadership and decision-making as well as gender equality in recruitment and career progression; integrating of the gender dimension into research and teaching content; developing measures against gender-based violence including sexual harassment.

## Methodology

To ensure the fulfilment of the GEP, LUMS areas of intervention are focused on understanding how gender inequality is embedded in the structures, processes, practises and systems of the partner organisations.

The Cultural web tool was used to examine the culture and values at LUMS. The tool was designed to investigate six key elements that affect organisational culture (stories, rituals and routines, symbols, organisational structures, control systems and power structures). It has been applied through interviews and focus groups to help reveal particular assumptions and organisational patterns with a view to identify specific areas of intervention for the GEP.

## Additional Information and Signature

For additional information on the gender equality work being carried out at LUMS, including the latest version of the full gender equality plan, please contact [lums@lancaster.ac.uk](mailto:lums@lancaster.ac.uk).

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