



University of Lincoln Your Employer of Choice

We are an Employer of Choice. Here are FIVE reasons why women in STEM should choose Lincoln:

❖ No.1: Progressive Family-Friendly policies

We offer a comprehensive set of provisions to support staff with parental and/or other caring responsibilities through our '[Supporting new and expectant families](#)' policy (maternity, paternity, adoption leave).

Going beyond the minimum statutory requirements, these have key supportive elements such as '[keep in touch days](#)' that allow colleagues to stay in touch and connected with the workplace, helping the smooth transition back in to the workplace after a period of maternity leave.

Other flexible arrangements, such as time off for emergencies or unpaid leave options have been incorporated within the University's policies and procedures, both at a manager's discretion.

As a member of the [Computershare Voucher Scheme](#), the University is able to offer all staff a flexible way to meet the costs of childcare. The scheme enables staff to purchase childcare vouchers whilst saving on tax and National Insurance Contributions. Details of the scheme are promoted to staff through our HR internal site and the [WiSE@Lincoln](#) blog, and new members of staff receive further information as part of their 'welcome pack'.

A privately owned and run [nursery](#) is conveniently located within the Brayford Campus and staff are able to benefit not only from its location but also from special offers available for University employees.

❖ No.2: New to Lincoln – the Returners' Research Fund

For our female colleagues in STEM disciplines we have also introduced the '[R²F Scheme](#)' (Returners' Research Fund) to support you in your research. This scheme provides the opportunity for female scientists to apply for up to £10k research funds to help sustain research activities during and/or after maternity leave.

❖ No.3: Flexible working arrangements

We recognise the advantages of alternative working patterns that support staff in balancing their work commitments with personal life. Staff at Lincoln are able to discuss [flexible working arrangements](#), which can include the following: part-time working; changes to the hours of work; compressed working hours; working from home; and job-sharing.

We encourage managers to approach requests for flexible working in a positive manner and to work with staff to find, and agree, mutually acceptable flexible working solutions.

❖ No.4: Support Networks

There are a number of support networks and training opportunities available to staff at Lincoln:

The **Women into Research Network** provides researcher-support, with a broad-ranging and regular programme of seminars, targeted career-profiling and career-development workshops, and coaching for women across the University.

The **Women in Science, Engineering and Technology Group (WiSE@Lincoln)** actively supports our SET female academics and has developed a number of initiatives to support and inspire our Early Career Researchers (ECRs), and to help mitigate the 'leaky pipeline' so often associated with women in STEM disciplines.

The **Pipeline Mentoring Scheme** is currently being trialled, through WiSE@Lincoln, for female SET academics, and will be generally available from 2015.

❖ No.5: Benefits to support your work-life balance

We offer a great range of benefits that are widely promoted and communicated to staff through the HR internal site, internal daily alerts, 'The Lincoln Welcome' induction programme, as well as promotional campaigns.

The University is committed to ensuring that accessibility to its sites is provided and constantly improved for all staff, students and visitors. **Parking** spaces are offered to staff at discounted rates and through the salary sacrifice scheme. Flexible arrangements enable all staff, including those starting at different times of the day, to benefit.

We also offer alternative solutions for colleagues who use public transport or cycle to work, making their commute to the workplace both financially and environmentally efficient. The University **Season Ticket Loan Scheme** offers the opportunity to ensure that annual tickets are affordable for all forms of public transport by allowing for a loan and repayment arrangements over a 12-month period. The **Cycle2Work Scheme** is a Government tax break, which helps staff acquire a bike and safety accessories for cycling to work. In addition, a free specialist advice and maintenance service is available for all Cycle2Work Scheme users.

Employee Assistance Programme (EAP) will offer you and your family access to information, advice and counselling on a variety of topics, such as:

- Law & rights
- Work
- Family
- Money
- Relationships
- Your health

The EAP is a completely free and confidential service available to all staff 24/7.



WiSE@Lincoln
bridging the academic gender gap

www.wise.blogs.lincoln.ac.uk