



Equality Report 2012-16

The scope of data contained within this report relates to the academic community (stipendiary and non-stipendiary), support staff, and graduate and postgraduate students.

The report has been prepared by the Senior Tutor and the Academic Registrar, and has been approved by the Governing Body with whom responsibility for equality and diversity for the College rests.

The report meets the requirement under the Public Sector Equality Duty to publish information on how the College is working to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The characteristics protected under the Act and covered by the Duty are: age; disability; gender reassignment; pregnancy and maternity; ethnicity; religion and belief; sex (gender) and sexual orientation. (For marriage and civil partnerships, public bodies are required to demonstrate due regard to the need to eliminate unlawful discrimination in employment.)

Objective:

- For all College students and staff, to establish baseline data on equality to establish periodic monitoring in the future, and in the light of this to identify any extra training needs for staff.

Progress:

- The College recommended that all Tutors and College Lecturers, as well as the key college officers involved in student matters (i.e. the Senior Tutor, Tutor for Graduates and Tutor for Admissions, together with the staff of the Academic Office), complete a training course in unconscious bias.
- The College Admissions Office reviewed their regular emails to applicants, and adopted more inclusive language in emails to students about declaring disabilities.
- The College flew the rainbow flag during LGBTQ+ History month.