



## Equality Report 2016-20

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 Equality & Diversity Fellow (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:

- To promote equality in respect of gender, accessibility (practical), accessibility (widening participation) to provide a welcoming and supportive environment for both staff and students.
  - One example is to ensure that plans currently in development for the next College building project incorporate accessible bedrooms, teaching rooms and other spaces.

### Progress (to September 2019):

- Work began on the Boundary Building and the Pavilion, which will include more accessible student bedrooms, offices and a networking space for all College members and visitors.
- A lift refurbishment project began to ensure suitability and function for all users, including those with disabilities.
- An accessible bathroom was added to the Wolfson Building.
- The College's new, more accessible website was launched.
- The College began exploring the potential need for creating a multi-faith worship room on site.

- Family friendly events for alumni, staff and students of the College were held, and existing events, such as recruitment dinners, were moved to lunchtime to enable Fellows with children to attend during their normal workday .
- The University's Transgender Policy was adopted by the College, and the role of Transgender Lead was created.
- The College began collecting statistical data in preparation for long-term trend analysis in the future.
- An increased percentage of undergraduate offers were made to students with a Widening Participation "flag", rising from 9.0% to 13.2%.
- The College increased its financial support for, and began participating in, the UNIQ programme.
- New workshops were added to the annual Freshers' Week timetable - Race, Consent, Disabilities and LGBTQ+ - and these were very well attended.
- The College appointed an Equality and Diversity Fellow.
- The JCR continued to organise the annual Equality Festival.
- The SCR continued to organise the annual Lady English Lecture which is an event dedicated to equality.
- A standing item was added to all college committee agendas so that the impact of all decisions on E&D matters could be assessed and to encourage reflection.