



Equality Report 2020-24

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 continue to promote equality in respect of gender, accessibility (practical), and accessibility (widening participation), to provide a welcoming and supportive environment for both staff and students.
 - One example is to increase the financial support for widening participation programmes for students

Progress (to September 2020):

- Work is nearly complete on the Boundary Building, which is due to open in November 2020. This will add to the College's overall number of accessible student bedrooms and offices and also allow us to establish a multi-faith room called 'The Sanctuary'.
- The College employed a new College Chaplain and Director of the new multi-faith space to lead the development of The Sanctuary for the use of a range of identified student faith groups in the College as well as generating and overseeing a programme of activities that will underpin the spiritual dimension of the life of the College as a diverse community.
- Work is scheduled for completion on the Pavilion in December 2020. This will offer a networking space for all College members and visitors.
- Planning work continued on a second building phase, scheduled to commence in 2023. This phase will include more accessible student bedrooms, allowing us to house all undergraduates on site for the duration of their course, which will in turn allow us to use



existing off site undergraduate accommodation for graduates, thereby increasing our number of graduate bedrooms substantially.

- A new webpage was created on the College website publishing statistical data on student admissions and examination results, as well as staff appointments.
- The College began analysing the collected statistical data.
- An increased percentage of undergraduate offers were made to students with a Widening Participation “flag” (now bands A and B within the Composite Measure), rising from 11.2% to 22.1%.
- The College continued participating in the Target Oxbridge programme.
- 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.