



NEW COLLEGE
OXFORD

Public Sector Equality Duty

2024-2027 Objectives

- To establish a means of collecting data on the EDI characteristics of all staff and report on this annually to the College's EDI Committee, which will make recommendations for improvement as required.
- To complete the tasks listed in New College's 2021 Accessibility Audit.
- To complete a digital accessibility project examining all the College's digital media and communications.
- To enter the Disability Confident employer scheme.
- To showcase the diversity of academic activity taking place at New College.

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Annual Report 2025

The College created a new app-based tour of College, which includes BSL and audio-described versions, available in a range of languages. The College has compiled an access audit at the Gradel Quadrangles and subsequent remediation works. The College also moved the JCR / MCR guestroom to the ground floor, making it more accessible for visitors. In addition, the College has become a council-endorsed tourism hub (2026), allowing members of the public to use our accessible facilities.

A commemorative plaque was unveiled at 8 New College Lane. This plaque marks the building's historic role in housing Belgian refugees during the First World War. The Belgian Ambassador to the United Kingdom attended the unveiling.

In 2025, New College held a number of events commemorating, exploring or celebrating our diverse community including:

- New College Diversity Dinner: Celebrating Faith and Ethnic Minorities. The guest speaker was New College Old Member, Miss Alev Scott. A freelance journalist, her work has focused primarily on Turkey, Greece, and the post-Ottoman world.
- The annual New College Women's Lecture. The lecture entitled "Truth, Trustworthiness and Authenticity in 2025" was given by New College Old Member and Chief Executive of Guardian Media Group, Anna Bateson. A Women in STEM picnic was also hosted by the Warden.

- The New College Society LGBTQIA+ Reception and Lunch. The guest speaker was Dr Denis Flannery, Associate Professor of American and English Literature at the University of Leeds. Dr Flannery has a wider-range of teaching and research interests, including gender studies and queer theory.
- The Holocaust Memorial Lecture, given by Michael Beloff KC. In his address, he examined the definition of 'genocide' and the unique significance of the Holocaust.
- Black History Month lecture, delivered by Michael I Ohajuru. Michael is a Senior Fellow of the Institute of Commonwealth Studies. He reflected on the legacy of black representation in European art and its importance for promoting diversity within art today.

The Junior Common Room continue to hold a women's discussion group where they discuss different questions related to womanhood.

The College hosted the Christmas celebration event for Year 4 students and their families from Wood Farm Primary School.

The College's outreach team continue to develop the many programmes that they run. Disability status data, as well as ethnicity, are collected so that the programmes can be evaluated effectively. Members of the outreach team also became mental health first-aiders.

A team of staff from New College completed the Yorkshire Three Peaks Challenge, raising money for the Alzheimer's Society.

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