

Public Sector Equality Duty

The Public Sector Duty Objective set by New College in April 2012 focussed on promoting gender equality for both staff and students, by gathering statistical data and performing quantitative analysis to identify potential discrepancies and to put forward proposals to redress these.

Between the publication of the objective in April 2012 and January 2013, the College gathered data in preparation for analysis and reports in 2016. This was published on the College website.

Between January 2013 and January 2014 the College's Equality & Diversity Committee identified a need for a more statistically robust data set before beginning analysis, so we continued to gather data in preparation for this. This was published on the College website.

We also began a two-year refurbishment project on the main college site, which included making access to the Dining Hall available to wheelchair users with the addition of a lift.

A standing item called 'Equality and Diversity' was also added to all college committee agendas so that the impact of all decisions on equality and diversity matters could be assessed and to encourage reflection.

Between January 2014 and January 2015 we continued to gather data for analysis on gender equality, which was published on the College website. An issue over the lack of available data on staff, both academic and non-academic, was identified, and the College's Public Sector Equality Duty Objective was therefore revised to take this into account.

An additional [Disability Co-ordinator](#) was added to the staff; the College now has one Disability Lead and two Disability Co-ordinators to advise applicants and students on support available.

The College recommended that the key college officers involved in student matters (i.e. the Senior Tutor, Tutor for Graduates and Tutor for Undergraduate Admissions, together with the staff of the Academic Office) complete a training course in unconscious bias.

Between January 2015 and January 2016 the College's Academic Office began publishing a series of bi-termly newsletters to promote opportunities for training and reflection on equality and diversity matters to all students and staff.

Two new workshops were added to the annual Freshers' Week timetable – Race Equality and Sexual Consent – and these were very well attended.

The College began analysis of the data that had been gathered over the past four years, and prior to this, and a full report on this analysis will be published in April 2016.

Between January 2016 and April 2016 the College's Academic Office collated the data on gender equality covering the period April 2012 – January 2016. This data was analysed in the College's Gender Equality Report 2016, authored by two postgraduate students, and edited and introduced by the College's Equality Officers. The report was presented to the College's Equality and Diversity Committee. The Equality and Diversity Committee also endorsed a new set of Public Sector Equality Duty Objectives, which were published on the College website. The new set of objectives

focussed on increasing accessibility, improving communication, and increasing the focus on Equality and Diversity across the College.

The College Admissions Office reviewed their regular emails to applicants, and adopted more inclusive language in emails to students about declaring disabilities.

The College Academic Office began a long term data collection exercise, with the aim of comparing admissions data (such as school leaving qualifications and test results) to Final Honour School performance. Admissions data, including school type, was recorded for students entering the College as undergraduates in Michaelmas 2016.

The JCR updated the content and style of their guide for new students, making it more accessible to all readers.

The College flew the rainbow flag during LGBTQ+ History month, and agreed to do so in future.

The College appointed a Tutor for Welfare, and will hold the first meeting of the Welfare Committee in February 2017.

The College also agreed to appoint an Equality and Diversity fellow.

Between January 2017 and January 2018 the College Academic Office continued to gather data for the long term exercise which compares admissions data to Final Honour School performance.

The College flew the rainbow flag during LGBTQ+ History month.

The College held its inaugural Welfare Committee in February 2017.

The College appointed Dr Abigail Adams as Equality and Diversity Fellow.

The MCR expanded its committee to include an Equalities Officer.

Work began on building more accessible student bedrooms in the Morris Buildings.

Work began on the refurbishment of the Long Room toilets to include one accessible toilet and to transform all other toilets in the block into gender neutral cubicles.

The wheelchair lift outside of Lecture Room 6 was replaced.

Plans and designs were approved for a new College website of the highest accessibility standard.

The College held its first BAME Dinner, celebrating the achievements of current and former students that identify as Black, Asian and Minority Ethnic.

The JCR founded a fortnightly Women's Discussion Group, and "Sip and Solve"; a weekly space where women can collaborate on academic work.
