

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 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.

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.

Between January 2018 and January 2019 the College Academic Office continued to gather data for the long term exercise which compares admissions data to Final Honour School performance.

In advance of the undergraduate admissions process, the Head of Outreach presented to Governing Body the findings of the statistical report on undergraduate admissions, released by the University. Focus was placed on the state: independent ratio, gender imbalance, postcode data, and Black-British under-representation.

An increased percentage of undergraduate offers were made to students with a Widening Participation "flag", rising from 8.4% to 12.8%.

The College increased its financial support for Target Oxbridge, and also made more rooms available to the UNIQ Summer School.

The JCR created “day in the life” vlogs, designed to encourage a more diverse range of undergraduate applicants.

A BAME Working Party, chaired by the Warden, was created and now meets regularly.

A BAME-themed essay competition was created for year 12 students from partnered Step-Up schools.

The Academic Registrar and Head of Outreach held a focus-group with women undergraduates to explore their experiences of admissions and studying at New College as women.

The College created a Working Group to organise a celebration of the 40th anniversary of women students being admitted to New College. At least three events celebrating this anniversary will take place in 2019 and 2020.

In order to encourage applications from women students, the College selected three girls’ schools to be included in its flagship outreach programme, Step-Up.

The JCR hosted weekly feminist discussion groups, and invited external speakers, including Helen Lewis, who spoke about women in journalism.

The Warden hosted the College’s first Women in STEM Networking Lunch.

The College flew the rainbow flag for the duration of LGBT+ History month and agreed to do so every year. The College also flew the Trans* Pride Flag on Transgender Day of Remembrance, and agreed to do so every year.

An annual LGBTQ+ event was established for alumni and current students. The event will alternate between London and Oxford each year.

To accompany the launch of the New College Society LGBTQ+ Old Members Group, in June the Library put on an LGBTQ+-themed exhibition display of collection items, including works by: W.H. Auden, E.M. Forster, Radclyffe Hall, Christopher Isherwood, Sappho, Oscar Wilde, and Virginia Woolf.

Following the cessation of Human Sciences as a subject offered in College, there has been no area in the Library’s main reading room for anthropologically focused books, which has meant nowhere suitable in the main reading room for books on gender and sexuality. The Library in 2018 has begun substantial purchasing of books on transgender identity specifically to support DPhil research in College. To ensure this area of the Library’s collections are no longer relegated to its stacks and a less-accessible corner of the lower floor, planning is in progress to adapt the Library’s classification scheme to reinstate an anthropology section with new sub-categories on gender and sexuality. This will take effect during 2019 and will not only help students researching this growing field, but also place the books more prominently and accessibly for those wishing to explore their own identities or broaden their minds more generally.

The College Welfare Team undertook an LGBT+ 101 training course.

The Academic Registrar trained as a Harassment Officer, and took part in Mentor training as part of the University’s LGBT+ Role Models programme.

The College Welfare Team arranged a termly liaison meeting with members of the JCR at which matters of Equality and Diversity were discussed.

Working with the College's Salvesen Fellow, the Library established a Student Welfare and Study Skills Collection to provide a bibliotherapy service to help students manage and respond to personal difficulties or challenges they face. Covering areas including Anxiety, Depression, Eating Disorders, Self-Help Resources, Sexual Identity, and Women's Issues, the collection has been assembled in consultation with the College's GPs and the University's Counselling Service and it is promoted via a dedicated webpage.

Drawing upon its manuscript and rare book holdings, the Library tweeted on music and disability, 2018's UKDHM theme, during UK Disability History Month; the Library also initiated what will be long-term planning to improve the Library for readers with disabilities.

The JCR ran a new "Understanding Disability" workshop in Freshers' Week, along with the Race Equality, LGBTQ+ 101, and Sexual Consent workshops.

The JCR used image descriptions on their social media and email communications in order to make them more widely accessible.

The College's new, more accessible website was launched.

The fully accessible Kimber Wing was completed, including bedrooms for students and their full-time carers.

An accessible lift was installed in the MCR, making the top floor more accessible to those using wheelchairs.

The College completed work on the Clore Music Studies, which consists of six accessible music practice spaces and an accessible bathroom.

January 2019