

## 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.

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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 to encourage reflection and to assess the impact of all decisions on equality and diversity matters.

*January 2014*