

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.

January 2016