

# Public Sector Equality Duty

## 2016 Objectives

- Accessibility
  - o Inclusion of accessible (i.e. for those with mobility impairments) student rooms in the Morris Buildings and Longwall Street development (planned for completion in 2018/19)
  - o Provision of accommodation for students with partners/families in the Gradel Quad development (planned to begin in 2018/19)
  - o Refurbishment of the Long Room toilets to include:
    - at least one accessible toilet, and
    - all other toilets in the block as gender-neutral
  - o Replacement of the wheelchair lift outside the most used and most accessible Lecture Room (LR6)
    - lift is now 16-18 years old
  
- Improved communication
  - o Development of a new college website to the highest accessibility standard
    - Inclusion of more information on the site on how we welcome applications from candidates with disabilities
  - o Use of more inclusive language in regular emails to students about declaring disabilities
  - o Careful consideration of the impact of college decisions on equality and diversity at each committee meeting
  - o Flying of the rainbow flag throughout LBTBQ History Month
  
- JCR Freshers' Guide (produced by the JCR Committee)
  - o Update of content (last fully updated 5 years ago)
  - o Update of format to meet publication accessibility standards
  
- Creation of an SCR Diversity Fellow and appointment of an SCR Women's Officer
  - o To draw together equality and diversity objectives and support sustained cohesive action in this area
  
- Gender pay gap reporting
  - o Establish a regular annual gender pay gap reporting system to abide by the new regulations published March 2016

*Published 31 March 2016*