

# Public Sector Equality Duty

New College is committed to increasing diversity across all parts of the institution and to welcoming under-represented groups. It aims to provide an inclusive environment which promotes equality and maintains a working, learning and social context in which the rights and dignity of all its members are respected to assist them in reaching their full potential.

This section provides information about the specific ways in which we are endeavouring to meet the Public Sector Equality Duty.

## 1. Legal Context

The Equality Act 2010 introduced the concept of the public sector equality duty which came into force in April 2011. The equality duty covers all the protected characteristics identified in the

'Fostering good relations' involves tackling prejudice and promoting understanding between people from different groups.

The legislation allows for the more favourable of treatment of some people ('positive action'), but only where the more favourable treatment can be objectively justified as a proportionate means of fulfilling the public sector equality duty.

## 2. College Context

New College's primary purpose is to educate our students, and to support the research of our academic staff. These functions are assisted by a body of administrative and support staff with a wide range of roles.

Since we exist within the wider Oxford University framework, in matters of Equal Opportunities the College endeavours to follow [the policies of the Collegiate University](#).

## 3. How we identify and monitor equality issues

The College currently has mechanisms and procedures in place in ool.7 (r1)] TJ12 (l)3 189 -0[6 ( ). >> BDaq



#### **4.1.4. Awareness raising, and fostering good relations**

The College strives to foster good relationships between people from different groups. The Welfare Team (please see 4.1.3.) work to make New College an open

staff with joint University appointments are designated mentors within their University department.

### **4.3. Non-academic staff**

#### **4.3.1. Recruitment**

As in academic staff recruitment, it is the policy of the College that, subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of their age, sex, gender, marital status, sexual orientation, racial group, ethnicity, religion or belief, or disability. In all cases, ability to perform the job is the primary consideration. Please see our [Equality policy](#).

The College monitors equal opportunities (section 3.) on all permanent appointments, and from 2019 all selection committees will include at least one woman.

Most non-academic posts are advertised locally, and we ensure that we advertise in local papers, at the Job Centre, and sometimes in Newsagents' windows in the local area, in order to try to reach the majority of the local population.

#### **4.3.2. Conduct and discipline**

We set clear standards of accepted behaviour through our [Equality and Harassment policies](#). Staff handbooks contain the major terms and conditions for staff; these are reviewed (and amended as necessary) to ensure they take into account any changes in legislation. Any unlawful discriminatory behaviour, including harassment, victimisation or bullying by individuals or groups, is unacceptable, and is regarded extremely seriously. It can form grounds for disciplinary action, which may include dismissal.

#### **4.3.3. Training and awareness raising & fostering good relations**

The College aims to eliminate discrimination by providing extensive training to all staff in order to raise awareness of issues pertaining to protected characteristics and to promote positive working practices and foster good relations, such as 'Dignity at Work' training sessions highlighting the importance of equal opportunities and run by Progressive Training in-house for the College. Progressive Training also provided one-to-one training in cultural awareness and dignity at work for the HR Officer in 2011. Furthermore, many staff have attended the Oxford Bursars' Training seminar Disability Awareness, and they are also encouraged to attend events such as Disability Awareness Week (run by the Disability Advice Service in Michaelmas Term). Members of staff are made aware of the staff LGBT network and the events run by it including the annual lecture.

#### **4.3.4. Support & Welfare**

The College aims toR

Support for staff mental health is provided through our subscription to the University's Occupational Health Service (OUOHS). The College has also implemented the Health Assured Employee Assistance Programme, which can provide up to six counselling sessions. All staff may attend 'stress in the workplace' training sessions and seminars such as 'dealing with difficult people'. Where necessary, the College provides for one-to-one mentoring as a means of supporting staff in their work.

The physical health of the staff is also taken care of by OUOHS, and by the College Doctors who undertake some occupational health consultations for the College on an ad hoc basis.

The Equality and Diversity Committee in College continually seeks to examine and improve the equality of provision in all aspects of our work.

January 2022