

## **HERTFORD COLLEGE EQUALITY POLICY AND ACTION PLAN**

1. Hertford is committed to promoting equality of opportunity and avoiding discrimination, in line with The Equality Act 2010.
2. The Act requires higher education institutions to publish an Equality Policy and Action plan, and to put in place appropriate monitoring and audit to allow for effective assessment of their impact.
3. In addition to our statutory responsibilities, Hertford has a strong commitment to eliminating discrimination on socio-economic grounds. Hertford has a proud history as a pioneer of access and opportunity. We seek diversity not just for reasons of fairness and justice, but because it helps us provide a better learning, teaching and living environment.
4. In 2020-21 we have a number of initiatives to develop our awareness and commitment to diversity. We have divided these into those that can help us attract a more diverse community; those that support and nurture that community; and those that help us influence the wider UK and global debate. This effort is a journey not a destination: it requires sustained action and commitment.
5. To encourage greater diversity at Hertford, we will commit as part of the Hertford 2030 strategic review to initiatives to increase diversity of fellows, students and staff; continue to expand the reach of our admissions work; and continue to ask college employees to submit a voluntary recruitment monitoring form as part of their application for employment. The protected characteristics collected as part of this process are gender, disability, age, and race.
6. To support and nurture a more inclusive Hertford, we will ensure robust systems for dealing with harassment and discrimination. Any discriminatory behaviour by any member of Hertford, including harassment or bullying by individuals or groups, could be regarded as grounds for disciplinary action, which may include expulsion or dismissal. Policies relating to staff members are included in the college's Employee Handbook. Members of the college community who feel that they have been subject to harassment should seek advice from the Harassment Advisor.
7. We will also continue to enhance welfare provision; encourage all tutors to undertake appropriate E and D training; continue to update library acquisitions to reflect issues of equality; invite inspiring and challenging speakers; work closely with MCR and JCR equality representatives; support diversity of fellows competing for APTFs; and ensure catering and accommodation are reflective of a diverse community, including en-suite on religious as well as disability grounds.
8. To encourage a more vocal Hertford, we will contribute to the wider anti-racism effort in Oxford and beyond; work to better understand our past, including through a contribution to the Oxford/colonialism project; establish a cluster of summer research projects to explore Hertford and slavery; engage with key alumni to understand challenges and harvest ideas on E and D; support Black History Month and Equalities Week; take further initiatives to raise the profile of key alumni; establish a BAME Alumni Network; and update web and social media content on Hertford/equality.

9. The Principal is responsible for providing leadership in the promotion and implementation of the policy. This work will be supported by the Tutor for Equality and Diversity. All committees in Hertford are responsible for ensuring that this policy is embedded in their duties and functions in relation to both junior members and staff. All those with managerial responsibilities have a duty to take forward specific actions under this policy in addition to the general duties under the Act. All fellows, staff and students are responsible for upholding this policy and should act in accordance with the policy guidance in the course of their day-to-day work or study, ensuring an environment in which other fellows, staff, students, and visitors are treated with respect and without discrimination at all times.

10. We will review progress annually at Governing Body.

(Updated November 2020, reviewed November 2021)