



EQUALITY DIVERSITY & INCLUSION POLICY

Version 2.1 September 2025

Replaces all previous College Equality policies, statements or similar.

1. SCOPE

- 1.1. This policy governs the conduct of all persons, including students and staff, who are engaged in College activities or on College premises. College activities include, but are not limited to, recruitment, teaching, learning and research, the award of scholarships, grants and other benefits under the College's control, student support and welfare, the use of College accommodation and other buildings, facilities and services, health and safety, and the conduct of student complaints and disciplinary procedures.

2. OBJECTIVES

- 2.1. The College aims to provide a diverse, inclusive, fair and open environment in which the rights and dignity of all our staff and students are respected, that allows everyone to develop and flourish, and that recognises the contributions which can be made by individuals from a wide range of backgrounds and experiences.
- 2.2. We will work to remove any barriers which might deter people of the highest potential and ability from applying to the College, either as staff or students.
- 2.3. We seek to ensure that no member of our community is unlawfully discriminated against on the basis of age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief (including lack of belief), sex, or sexual orientation (hereafter referred to as the 'protected characteristics' as laid out in the Equality Act 2010).
- 2.4. In all our activities, we will have regard to our duty under the Equality Act 2010 to eliminate unlawful discrimination, harassment, and victimisation, to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 2.5. The College expects all its staff, students and visitors to take personal responsibility for familiarising themselves with this policy and to conduct themselves in an appropriate manner towards other staff, students (prospective, current, and former) and visitors. Members of the College community have a duty to treat each other with respect at all times, and not to discriminate against, victimise or harass other students, members of staff or visitors, whether junior or senior to them. The College regards any breach of this

policy by any employee(s) or student(s) as a serious matter to be dealt with through its procedures and which may result in disciplinary action.

- 2.6. Through this Policy, its policy on Harassment & Bullying, and Freedom of Speech Code of Practice, and its other policies and frameworks, the College seeks to promote equality of opportunity and treatment for everyone working and studying at the College or applying to do so, and to ensure equality of access to all services provided by the College.
- 2.7. As a College in the University of Oxford, we will work closely with the University's Equality and Diversity Unit (<https://edu.admin.ox.ac.uk/home/>).

3. PROCEDURES AND APPLICATION

- 3.1. The College will:
 - 3.1.1 monitor indicators of equality/diversity by gathering and reviewing information on gender, ethnicity, nationality, age and disability, socioeconomic indicators, and any other characteristics relevant to assessing the College's performance against the policy objectives stated above.;
 - 3.1.2 based on such reviews, consider and pursue any actions that it believes are necessary to better meet those objectives;
 - 3.1.3 make an annual report to provide a record of the above (to include reference and commentary on any relevant regulatory reporting requirements, such as the annual Gender Pay Gap report).
- 3.2. A member of the Governing Body – the Tutor for Equality & Diversity – is appointed to oversee the day to day operation of this Policy, which includes responsibility for:
 - 3.2.1 the active promotion of the objectives through a programme of activities, events and communications;
 - 3.2.2 ensuring required data is collected;
 - 3.2.3 leading regular reviews, and drafting the annual report;
 - 3.2.4 reporting to, and consulting with, Governing Body on these matters.
- 3.3. Complaints regarding equality and diversity issues should be referred to the Tutor for Equality & Diversity, or to the Principal.

*Approved by the **Governing Body***

September 2025