



POLICY DOCUMENT
*Equality, Diversity, and
Inclusion Policy*

New College Equality, Diversity, and Inclusion Policy

1.

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.

2.

- a. No prospective or actual student or member of staff or the Fellowship will be treated less favourably than any other, whether before, during or after their study or employment at New College on one or more of the following grounds (subject to any legal constraints and in relation to the protected characteristics laid out in the Equality Act 2010): age; colour; disability; ethnic origin; gender reassignment; marital or civil partnership status; nationality; national origin;

- have regard to its obligations under relevant legislation, including the requirement to carry out analyses of the effects on equality of policies and practices, and ensure that its policies, codes of practice and guidance mirror the requirements of the legislation;
- whilst acknowledging that they are not legally binding, have regard to any Codes of Practice issued or adopted by the Equality and Human Rights Commission;
- make this policy, as well as all codes of practice and guidance available to all staff and students; and
- regularly review the terms of this policy and all associated codes of practice and guidance.

3. Responsibilities

Governing Body and its major committees

and its major committees to

diversity can be delivered and also to work in partnership with the University to agree a fair and equitable division of responsibility under current and future equality legislation.

Equality Diversity and Inclusion Committee

The Equality Diversity and Inclusion Committee provides leadership in all matters relating to equality, diversity and inclusion, and oversees the development of equality policy frameworks and their application in the College, working as appropriate with those colleagues and bodies, including those committees with responsibility for student matters, that have specific mandates.

Equality Officer

The Equality Officer has the responsibility of considering all existing and emerging equality legislation with a view to bringing to the attention of the Equality Committee relevant issues, which are then translated into key policies for approval by the Governing Body. The Equality Officer provides information and guidance to those chairing College committees and appointment panels to enable them to discharge their responsibilities, and supports senior members of the College in showing leadership on equality and diversity issues. The Equality Officer facilitates consultation with specific groups of staff and students and provides data to enable monitoring of key issues.

New College Equality, Diversity, and Inclusion Policy

Heads of Department

www.new.ox.ac.uk/equality-and-diversity-statistics

Harassment policy:

<https://www.new.ox.ac.uk/policies-statutes-accounts>

Health and Welfare pages:

<https://www.new.ox.ac.uk/health-welfare>

University of Oxford equality and diversity pages:

<https://edu.admin.ox.ac.uk/>

Equality Officer

frejja.madsen@new.ox.ac.uk

Reviewed August 2024