



Public Sector Equality Duty (PSED) Report

2023



Progress towards Public Sector Equality Duty aims, calendar year 2023

Objective	Duty ¹	Protected Characteristic ²	Met?
A. Continue to increase staff knowledge of protected characteristics with training courses and workshops	All	All	Ongoing
B. Continue to ensure appropriate information / support for students/staff with protected characteristics	All	All	Ongoing
C. Continue to promote student awareness of equalities	All	All	Ongoing

Notes:

1. Protected characteristics: a age; b disability; c transgender status; d pregnancy and maternity; e race; f religion or belief; g sex; h sexual orientation
2. Duties: 1 eliminate unlawful discrimination; 2 advance equality of opportunity between people who share a protected characteristic and those who don't; 3 foster or encourage good relations between people who share a protected characteristic and those who don't.

A. Increase staff knowledge of protected characteristics with training courses and workshops

- The Dean for Equality and Diversity attended twice-termly Conference of College of Welfare Forum meetings and Conference Equality and Diversity Forum meetings, which include awareness raising presentations and workshops related to equality and welfare. The Dean also attends the Joint Student Mental Health Committee with meetings once a month. Key information from these forum meetings are then shared on a termly basis in the College's own Welfare and Equality Committee.
- The Dean for Equality and Diversity reviews meeting minutes for the Domestic Committee and attends the Human Resources Committee.
- All new staff carry out Equality and Diversity training provided by the University.
- The Dean for Equality and Diversity has met with various staff members one-on-one at the request of those staff members or at the Deans request, to answer questions and improve procedures.
- The equality and diversity monitoring of new hires continues, with the wording reviewed and updated.

B. Continue to ensure appropriate information / support for students /staff with protected characteristics

- The College has played a leading role in the establishment and funding of Black Academic Futures scholarships.
- The Academic Office met regularly to review the progress of and support for students with disclosed disabilities and maintained contact with the Disability Advisory Service (DAS) link Advisor and other central service teams as and when necessary.
- The Dean for Equality and Diversity attended twice-termly Conference of Colleges Welfare Forum meetings to share good practices with colleagues across the colleges.
- The Dean for Equality and Diversity attended the termly Conference of Colleges Equality and Diversity Forum to further share good practice.
- DBS screening for College staff who have welfare responsibilities was undertaken.
- In addition, all college staff and students that have welfare roles must attend Equality and Diversity training, mental health first aid training / supporting students in distress training and other training relevant to their roles such as Peer Support training and Junior Dean training.



- Sexual Harassment Officers, Welfare Officers, Peer Supporters and Junior Deans were available at all major social events (such as the College Ball), and briefing documents were developed to remind these officers of correct practice and procedures.
- The Welfare and Equality Committee integrated the Writing-up Grant into the Hardship Fund, both removing a layer of the process which may have been confusing to students, and also providing increased fund for financial need.
- A Hardship Funding Guide was developed by the Academic Office ensuring greater clarity for those seeking financial support.
- A disability rent policy is in place so that any students with a registered disability requiring a specific room should pay no more rent than the average for all single rooms. Rent subsidies due to disability would be charged to the welfare budget.
- A new policy was introduced to allow some paid absence from work to attend to acute / unexpected caring responsibilities or domestic emergencies.
- Matriculation celebrations were made more inclusive by the organisation of a Welcome Party in college garden in the afternoon, with families, fellows and staff invited to attend. The traditional evening event, often seen as exclusionary to certain groups, still took place, but this garden party became the official social welcome event.
- The college won an award for changes to the main building to improve accessibility:
<https://www.linacre.ox.ac.uk/news/oc-tanner-building-works-win-at-oxford-preservation-trust-awards>

C. Promote student awareness of equalities

- The College Welfare and Equality Committee met termly (staff, students, GP, DAS, Counselling) to inform and coordinate welfare provision in college.
- Family Friendly guest nights were introduced.
- The Common Room continued practices of having two Welfare Officer posts, as well as posts for disabilities officer and LGBTQ+ officer.
- Malala Yousafzai was elected to an Honorary Fellowship in recognition of her promotion of women's education.
- During induction week, the new students were invited to attend a consent workshop and equality and diversity training.