St Antony’s College is committed to fostering an inclusive environment which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. This report relates to the community of students and staff at St Antony’s College and outlines how the College seeks to promote awareness of equality and embed equality in all of its activities.

The report meets the requirement under the Public Sector Equality Duty to publish information on how the College is working to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Equality, Diversity and Inclusion Statement

This statement was agreed by the College’s Governing Body on 19th October 2016:

We are committed to equality and diversity, in both law and spirit. We embrace the contribution of every member of our institution and celebrate cultural diversity in the College. The diversity of our global community of students and staff is one of our greatest assets. Inclusion of all, irrespective of gender, sexual identity, race, ethnicity or class, is one of our foundational principles in our quest for excellence in education and in creating a collegial and supportive space in which to live and work. Our core values include equality of opportunity and non-discrimination, which we expect all members of the College to uphold in all our practices and activities. In our pursuit of knowledge and the highest academic standards, we aim to promote open and critical enquiry, free debate and discussion of all points of view in an atmosphere of mutual respect, tolerance and recognition of the sensitivities of all members of our community.

The statement has been widely circulated and is published on the College website: [www.sant.ox.ac.uk/sites/default/files/equality_diversity_inclusion_statement_1.pdf](http://www.sant.ox.ac.uk/sites/default/files/equality_diversity_inclusion_statement_1.pdf)

It has been incorporated in to the College’s Equality policy and it will be included in inductions for students, staff and information provided to new Fellows.
Appointment of Governing Body Fellow for Equality and Diversity

Professor Healey was appointed as the Governing Body Fellow for Equality and Diversity, with responsibility for the College’s equality and diversity policy and practice. This role is supported by the Management Executive Team, who have overall responsibility for ensuring compliance with the Public Sector Equality Duty and specific duties as required under the Equality Act 2010.

Professor Healey will discuss with the Graduate Common Room (GCR) President students’ needs, wishes and support that Fellows could offer on matters of equality and diversity.

Policy and Procedure on Harassment

The College’s policy and procedure on Harassment was approved by Governing Body on 19th October 2016.

www.sant.ox.ac.uk/sites/default/files/st_antonys_college_policy_procedure_on_harassment_3.pdf

This policy was reviewed and developed with due regard to equality.

Staff Training

In line with our aim to promote awareness of equality, the College held mandatory Equality and Diversity training for all employees. The course aims were:

- to understand why diversity is important;
- to understand how we are all affected by unconscious bias and the effect it has on our decision-making at work;
- to understand what discrimination is and how to avoid it;
- to understand how to promote diversity at the College;
- to look at bullying outside the context of discrimination.

As well as raising awareness of the issues surrounding equality and diversity, the course enabled staff to become more aware of their own biases and how they may be affecting behaviour and relationships at work.

Focus on Racial Diversity

The College’s focus this year is on racial diversity in the context of its equality, diversity and inclusion policies and statement. The University was planning a series of focus groups with BME students and a focus group for graduate students was organised by the College.

GCR Diversity Meetings

The GCR President advised that the GCR aimed to have diversity meetings each term. The GCR have very pro-active BME, LGBT and Women’s Officers in place, and are also organising focus groups.

Student Equalities Report

In Trinity term, the GCR elected its first BME Officer.
In Michaelmas term, the Welcome Week timetable had a focus on non-alcoholic events to promote inclusivity for all new students.

With the joint effort of the Men’s & Women’s Officers, the LGBT+ officers, and the BME officers, the Welfare team organised two Sexual Consent workshops and Race 101 workshops. These will be incorporated into Welcome Week for all new students in Michaelmas Term 2017 and may be run later in that year as well for continuing students. Members of the GCR Executive Committee have received training to run these workshops themselves.

A Diversity Officer was introduced to the Boat Club to further promote the participation of BME and LGBT+ students. Subsequently, a Code of Conduct was co-drafted by the Welfare team and the Boat Club with plans to implement throughout all college events and activities. The Boat Club adopted the Code of Conduct and this will also be extended to all the GCR.

The College appointed its first Junior Deans in September. The two post-holders work closely with the Dean and take a lead role in student welfare.

**Student Equality and Diversity Measures**

Appendix 1 shows the changing percentage of female, BME and disabled students over time.

**Equality Objectives**

The Equality Objectives for St Antony’s College from January 2017 are:

1. To foster good relations between members of the College who share a protected characteristic (as defined by the Equality Act 2010) and those who do not by:
   
   1.1 organising events for students with the aim of promoting equality and diversity;
   
   1.2 ensuring that the provision of student welfare services are equally accessible to all College members;
   
   1.3 delivering training for College staff to raise awareness and promote understanding of equality and diversity issues.

2. To undertake an annual review of monitoring by:
   
   1.1 continuing to collect and analyse student admissions data;
   
   1.2 continuing to collect and report on recruitment monitoring data.