



Equality Report 2017

Introduction

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

It has been incorporated in to the College's Equality policy and is included in inductions for students, staff and information provided to new Fellows.

Governing Body Fellow for Equality and Diversity

Professor Healey is 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.

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.

Student Report

The role of the Black and Minority Ethnic (BME) Officers has mainly been providing welfare support to students regarding a number of difficulties, experiences, or challenges they have faced at the college, or in their more general university life. As well as this, last term we organised and delivered 'Race Workshops', which were compulsory for those at the college. These were received, in the most part, in a positive manner. Later in Hilary Term, we are holding an event in college which aims to connect University students with community-based activists, on the topic of Race and Resistance. This is being organised within St Antony's and is in collaboration with TORCH, Antonian Fund, and Common Ground. We hope this becomes an annual event wherein students can become better connected with the local community.

The LGBTQ Officers held a panel in Michaelmas on the night before the HalloQueen bop at St. Antony's to discuss Queer history and the nature of the bop, as well as what direction the event should take in the future. Professor Dan Healey spoke about the history of Queer party culture in Europe and Jimi Cullen gave a talk on the Jewish holiday Purim, in which people traditionally cross-dress. Students from within the community as well as outside of it were given the opportunity to express their views on the event. As a result of the panel, preparation for Michaelmas 2018's bop

will begin in Trinity term this year so as to involve the LGBTQ Officers and the other Liberation Officers more in the planning stages.

This year the Rainbow flag will again be flown above St. Antony's for LGBT History Month in February.

Staff Report

Mandatory training to raise awareness and promote understanding of equality and diversity issues was delivered to all support staff last year. Training has also been provided for all line managers and supervisors, to further improve consistent people management practice across the teams.

We continue to collect recruitment monitoring data and hope to be able to report on this in a meaningful way in the future.

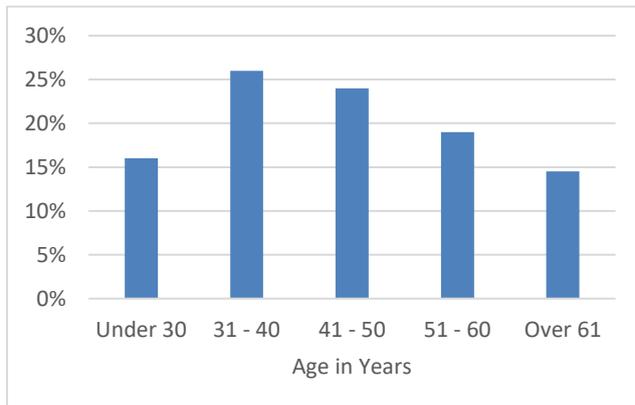
Data for our non-academic support staff has been taken from personnel information held on the payroll system as at 31st December 2017.

Sex

On 31st December 2017, 60% of the non-academic support staff were female. Within the University of Oxford, 63% of non-academic support staff were female in 2016 (University of Oxford, Equality Report 2015-16).

Age

On 31st December 2017, the age demographic of non-academic support staff employed at the College was as follows:



Other protected characteristics

As a small and close-knit community, the College recognises that it is not appropriate to publish data on other protected characteristics, as the risk of individuals being identified might be too high.