



Equality Report for 2018

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 Graduate Common Room (GCR) Women's, BME, and LGBT Officers continued to offer much needed support for the Antonian student body and assistance to our two Welfare Vice-Presidents. Michaelmas 2018 also saw us expand our Welfare Officer team to include two new positions: Disability Officer and Welfare Secretary.

Key actions taken by the Welfare team in Michaelmas and Hilary terms this academic year (2018-2019) include the return of the LGBT officers' pre-HalloQueen panel (and their greater involvement with the planning and running of the event itself to ensure a fun environment for all), the Women's officers carefully planning consent workshops in cooperation with college staff (to be delivered in Week 6 of Hilary term), and the introduction of the popular Mindfulness Workshops run by the new Welfare Secretary.

In addition, the Welfare branch of the GCR Committee continues to provide signposting, advice, and a supportive ear to many members of the college.

Together with the College, the students organised a number of cultural events, such as Chanukkah, Christmas and Lunar New Year to celebrate the diversity within the student community. The College

has organised a Men's Health and Wellbeing talk which received positive feedback from the student community.

The Rainbow flag was once again flown above St. Antony's for LGBT History Month in February.

Staff Report

The Equality Policy and the Equality, Diversity and Inclusion Statement are provided to all new members of staff as part of the induction process, and are made available to all applicants for employment through the College website.

On-going awareness training and guidance has been provided for all line managers and supervisors, to further improve consistent people management practice across the College and to maintain our awareness of equality and diversity issues.

100% of flexible working requests were accommodated.

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

The following data for our non-academic support staff has been taken from information held on the payroll system as at 31st December 2018.

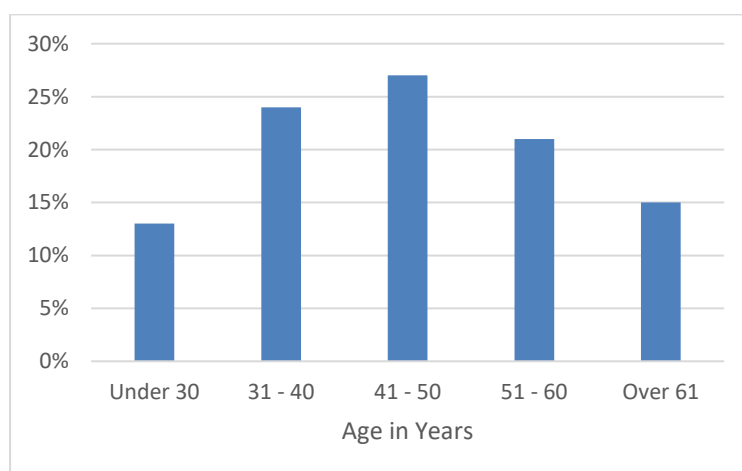
Sex

On 31st December 2018, 59% of the non-academic support staff were female, compared with 60% at the same time in 2017.

Within the University of Oxford, 62% of non-academic support staff were female in 2017 (University of Oxford, Equality Report 2016-17).

Age

On 31st December 2018, 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.