



Equality Policy

Equality, Diversity and Inclusion at St Antony's College

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.

1. Equality Policy Statement

This policy applies to all members of the St Antony's College community, including students, academic members, support staff, applicants, and visitors.

In relation to students, the College aims to provide education of excellent quality at postgraduate level for able students, whatever their background. In pursuit of this aim, the College is committed to using its best endeavours to ensure that all of its activities are governed by principles of equality of opportunity, and that all students are helped to achieve their full academic potential. This statement applies to, but is not limited to, admissions, learning and research provision, welfare and support services, and access to College accommodation.

In respect of staff, the policy and practice of the College require that all staff are afforded equal opportunities within employment and that entry into employment with the College and the progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job is the primary consideration.

Subject to statutory provisions, no applicant, student or member of staff will be treated less favourably than another because of any of the nine protected characteristics covered by the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (only in relation to eliminating discrimination in employment)
- Pregnancy and maternity

- Race (including colour, nationality and ethnic or national origins)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation.

This policy has been developed with regard to the guidance and codes of practice issued by the Equality and Human Rights Commission. It is supported by the St Antony's College policy and procedure on harassment:

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

St Antony's College works closely with the University's Equality and Diversity Unit www.admin.ox.ac.uk/eop

2. Objectives

The Equality Act 2010 provides a legal framework to protect individuals from unfair treatment and promote equality of opportunity for all. Under the Act, public bodies, including St Antony's College, are subject to the equality duty and they must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
- 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.

Having 'due regard' means consciously considering the three aims listed above as part of our decision-making processes and when reviewing or developing policies. Due regard for advancing equality involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Fostering good relations involves tackling prejudice and promoting understanding between people from different groups.

The Act has placed further specific duties on public bodies (including all Higher Education Institutions) to publish information annually to show their compliance with the Equality Duty, and to set and publish at least one equality objective every four years.

3. Commitment

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.

To support these aims, St Antony's College will seek to embed equality in all of its activities, and will seek to promote awareness of equality and foster good practice. The College is committed to a programme of action to support its equality policy, to monitoring its effectiveness, and to publishing information on progress towards its equality aims.

St Antony's College will ensure that this policy is made available for all students and employees and made known to all applicants for employment.

St Antony's College will ensure that steps are taken to avoid the occurrence of discrimination, whether direct or indirect, and to promote good relations between people who share a protected characteristic and those who do not. Any discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include expulsion or dismissal.

4. Responsibilities

The Management Executive Team, chaired by the Warden, has responsibility for ensuring compliance with the Public Sector Equality Duty and specific duties as required under the Equality Act 2010.

All managers are responsible for the day-to-day implementation of this policy and for ensuring that equality is embedded in the work of their teams.

Members of the College community have a duty to treat each other with respect, courtesy and consideration at all times.

The College expects all its staff and students to take personal responsibility for familiarising themselves with this policy.

5. Employment

Appropriate guidance, support and training will be provided to members of staff to ensure that our commitment to equality is fully achieved.

Managers making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions. St Antony's College will adopt a consistent, non-discriminatory approach to the advertising of vacancies and will not generally confine its recruitment to areas or media sources that provide only, or mainly, applicants of a particular group.

St Antony's College will not disqualify any applicant because he/she is unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.

Shortlisting and interviewing will be carried out by more than one person. Interview questions will be related only to the requirements of the job and will not be of a discriminatory nature.

Promotion and advancement will be made on merit, and all decisions relating to this will be made within the overall framework and principles of this policy.

6. Monitoring

St Antony's College has put in place arrangements to monitor, by reference to different groups, the selection and recruitment of members of staff and the admission of students. The results of this monitoring process are collated by the HR Manager and College Registrar and reported to the Management Executive Team annually.

Monitoring of employment records may include any or all of the following:-

- the collection and classification of information given voluntarily by employees in respect of the nine protected characteristics;
- recruitment and retention rates for staff with different protected characteristics;
- recording recruitment, training and promotional records of employees with different protected characteristics, the decisions reached and the reason for those decisions.

Additional monitoring is undertaken as is necessary to ensure that St Antony's College is able to identify possible improvements in its practices, whether in relation to management and governance; admissions, access and participation; student support and guidance; behaviour and discipline; staff recruitment, training and career development; and service delivery.

The results of monitoring will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy.

7. Review

All policies are reviewed regularly to assess their effectiveness and to ensure that they remain current and comply with all relevant legislation.

This policy was approved by the College's Governing Body on 20th January 2017 and was reviewed (without changes) in March 2019. The next review will be in January 2021.