

Public Sector Equality Duty

New College is committed to increasing diversity across all parts of the institution and to welcoming under-represented groups. It aims to provide an inclusive environment which promotes equality and maintains a working, learning and social context in which the rights and dignity of all its members are respected to assist them in reaching their full potential.

This section provides information about the specific ways in which we are endeavouring to meet the Phe

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

The legislation allows for the more favourable of treatment of some people), but only where the more favourable treatment can be objectively justified as a proportionate means of fulfilling t

Steps taken to have due regard are outlined below in relation to our members: students, academic staff, and non-academic staff.

4.1. Students

4.1.1. Student recruitment and admissions

New College is committed to the admission of students on the basis of strictly academic criteria, regardless of national, social or any other characteristics. Please see [*Oxford University Undergraduate Admissions.*](#)

At the stage of shortlisting undergraduate applicants for interview, University departments take into account [contextual data](#), but this does not influence our

The College strives to foster good relationships between people from different groups. The Welfare Team work to make New College an open and inclusive environment, and to raise the profile of matters relating to protected characteristics within our community. The Cox and Salvesen Junior Fellowships have a social aspect, in addition to their welfare function, which is to make all students feel at home in the College, and to encourage them to interact with other senior members as well as with their tutors. They, together with the relevant JCR and MCR Officers, work to be inclusive of all and encourage communities such as minorities and parents to take part in all aspects of College life.

The MCR and JCR Officers bring protected characteristics matters to their respective Committees, which in turn represent the student community in all major College committees.

4.2. Academic staff

4.2.1. Recruitment

It is the policy of the College that, subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of their age, sex, gender, marital status, sexual orientation, racial group, ethnicity, religion or belief, or disability. In all cases, ability to perform the job is the primary consideration. Please see our [Equality policy](#).

The College invites all candidates for all appointments to complete an equal opportunities monitoring form, and the results are analysed and monitored. All selection committees have at least one woman member.

4.2.2. Conduct and discipline

We set clear standards of accepted behaviour through our [Equality and Harassment policies](#). Any unlawful discriminatory behaviour, including harassment, victimisation or bullying by individuals or groups, is unacceptable, and is regarded extremely seriously. It can form grounds for disciplinary action, which may include dismissal.

4.2.3. Training and awareness raising, fostering good relations

Members of academic staff are regularly informed about relevant courses run by the University. College tutors are required to take specific courses relevant to their roles (e.g. course for undergraduate admissions tutors.)

4.2.4. Support & Welfare

Support for academic staff in College is provided through the W(m)-3(un)312-BDC q3W*nBT.

As in academic staff recruitment, it is the policy of the College that, subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of their age, sex, gender, marital status, sexual orientation, racial group, ethnicity, religion or belief, or disability.

The physical health of the staff is also taken care of by OUOHS, and by the College Doctors who undertake some occupational health consultations for the College on an ad hoc basis.

The Equality and Diversity Committee in College continually seeks to examine and improve the equality of provision in all aspects of our work.

March 2024