



POLICY DOCUMENT

Equality Policy

New College Equality Policy

1.

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.

2.

- a. No prospective or actual student or member of staff or the Fellowship will be treated less favourably than any other, whether before, during or after their study or employment at New College on one or more of the following grounds (subject to any legal constraints and in relation to the protected characteristics laid out in the Equality Act 2010): age; colour; disability; ethnic origin; gender reassignment; marital or civil partnership status; nationality; national origin; parental status; pregnancy or childbirth; race; religion or belief; sex; sexual orientation; or length or type of contract (e.g. part-time or fixed-term).
- b. With regard to Fellows and staff, this policy applies (but is not limited) to advertising of jobs and recruitment and selection, to training and development, to opportunities for promotion, to conditions of service, benefits, facilities and pay, to health and safety, to conduct at work, to grievance and disciplinary procedures, and to termination of employment.
- c. With regard to students, this policy applies (but is not limited) to admissions, to teaching, learning and research provision, to scholarships, grants and other accommodation and other facilities, to health and safety, to personal conduct, and to student complaints and disciplinary procedures.

In order to realise its commitment, the College will:

- promote the aims of this policy, including the provisions for prevention of less favourable treatment laid out in paragraph 2a;
- promote equality and good relations between people who share a relevant protected characteristic and people who do not share it;
- be proactive in

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Heads of Department

Heads of both academic and administrative departments are responsible for the day-to-day accordance with the guidance attached to this policy.

All staff and students

This policy applies to all members of the College community, students, Fellows and staff, whether permanent, temporary, casual, part-time, or on fixed-term contracts, to job applicants, to student applicants, current and former students, to associate members, and to visitors to the College.

These members of the College community have a duty to act in accordance with this policy, and therefore to treat colleagues with respect at all times and not to discriminate against or harass other students or members of staff, whether junior or senior to them.

The College expects all its Fellows, staff and students to take personal responsibility for familiarising themselves with this policy and to conduct themselves in an appropriate manner at all times to respect equality of opportunity for all staff, students, applicants and visitors.

The College regards any breach of this policy by any Fellow(s), employee(s) or student(s) as a serious matter, which will be dealt with through its agreed procedures and may result in disciplinary action.

4. Complaints

Any prospective or current student or member of staff who has a complaint conc35 11.04 Tf7*ho haty litysar

www.new.ox.ac.uk/equality-and-diversity-statistics

Harassment policy:

<https://www.new.ox.ac.uk/policies-statutes-accounts>

Health and Welfare pages:

<https://www.new.ox.ac.uk/health-welfare>

University of Oxford equality and diversity pages:

<https://edu.admin.ox.ac.uk/>

Equality Officer

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Reviewed December 2023