

1. The College's aims

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. The College's commitment

- 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

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have regard to its obligations under relevant legislation, including the requirement to carry out analyses of the effects on equality of policies and practices, and ensure that its policies, codes of practice and guidance mirror the requirements of the legislation;

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Heads of Department

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Heads of both academic and administrative departments are responsible for the day-to-day implementation and delivery of the College's strategic objectives for equality and diversity in accordance with the guidance attached to this policy.

All staff and students

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Health and Welfare pages:

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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