

## Public Sector Equality Duty

The Public Sector Duty Objective set by New College in April 2012 focussed on promoting gender equality for both staff and students, by gathering statistical data and performing quantitative analysis to identify potential discrepancies and to put forward proposals to redress these.

Between the publication of the objective in April

The College A

The College increased its financial support for Target Oxbridge, and also made more rooms available to the UNIQ Summer School.

The JCR created “day in the life” vlogs, designed to encourage a more diverse range of undergraduate applicants.

A BAME Working Party, chaired by the Warden, was created and now meets regularly.

A BAME-themed essay competition was created for year 12 students from partnered Step-Up schools.

The Academic Registrar and Head of Outreach held a focus-group with



The Outreach Department expanded the Step Up programme, to now include 30 state-schools and sixth form colleges in England and Wales.

New College helped to host both UNIQ and UNIQ+ (a new University initiative designed to inspire Undergraduates who are considering post-graduate study).

The New College Equality and Diversity Essay Prize for undergraduates and Step Up participants was launched. In 2019 the subject was Afro-Caribbean culture and history. Winners were invited to an award ceremony and lunch with the Warden.

The JCR equality representatives created a 'Diversity Booklet' as a follow up to the Diversity talks in Freshers' week with information, advice and further resources to help open up the conversation and respect and equality at New College

*January 2020*