

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 Public Sector Equality Duty.

1. Legal Context

The Equality Act 2010 introduced the concept of the public sector equality duty which came into force in April 2011. The equality duty covers all the protected characteristics identified in the Equality Act, with the exception of marriage and civil partnership:

- x age,
- x disability,
- x gender reassignment,
- x pregnancy and maternity,

- x Eliminate discrimination, victimisation and harassment and other conduct prohibited

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 the public sector equality duty.

2. College Context

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4. Steps taken to have due regard

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](#)

4.1.4. Awareness raising, and fostering good relations

The College strives to foster good relationships between people from different groups. The Welfare Team (please see 4.1.3.) 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,e

staff with joint University appointments are designated mentors within their University department.

4.3. Non-academic staff

4.3.1. Recruitment

As in academic staff recruitment, it is the policy of the College that, subject to

