

## Somerville College

### **Equality Action Plan for the Academic Year 2013-14**

Continue to review and develop the College's academic strategy in the context of Equality and Diversity.

Encourage applications from females to academic posts.

Set up an Equality Working Group (EWG) to include the Treasurer, Senior Tutor, and Human Resources Manager. The EWG will meet with various members from all constituencies of the College in order to encourage better upwards communication of student and employee 'voice'. Reporting to the College's Finance Committee, the EWG will advise on the development of strategy for work on equality and diversity, covering staff and students and embracing all protected groups. The EWG will liaise with the University's Equality and Diversity Unit (EDU) and external advisers to support equality of opportunity and freedom from discrimination within the College's staff community.

Engage with the student community through a range of media in order to seek their perceptions, awareness and experiences of equality and diversity in the context of being a member of Somerville College. The College is keen to provide a safe, confidential and anonymous forum through which students with protected characteristics can provide feedback and suggestions on equality and diversity matters to the College.

Review and update the College's harassment policy and procedure in line with the University of Oxford and College practices, and ensure that all members of the College community are covered by the revised policy.

Improve the quality of equality monitoring data for applicants and those in post.

Ensure that college committees and meetings give due regard to the impact on equality and diversity of any policies or decisions made. Committee chairs are to ensure that the following considerations are discussed, as appropriate:

- What are aims and expected outcomes of the policy or decision being made? What factors or influences could support or detract from the desired outcomes? Are there any risks?
- Will the policy or decision have a differential impact on some groups of people?
- Is the policy or decision likely to discriminate against (directly or indirectly) or disadvantage people on the grounds of any of the protected characteristics (age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation)?
- Are there any opportunities better to promote equality or good relations between different groups of people through modifying the policy?
- Have there been any prior complaints or grievances concerning this policy? Have interested parties been identified and consulted in relation to this policy/decision?
- Will there be any impact on how other policies/decisions are implemented in future?
- What are the implications of this policy/decision on other employment practices?
- When is the policy/decision to come into effect?
- How and when will the impact of this policy/decision be monitored, and by whom?
- How, to and by whom will this policy/decision be communicated?
- Are there any development or training implications required for implementation of the policy/decision?

Provide information and training to College members on the legal requirements of equality and diversity and engage with the College community about the usefulness of its published equality information and where any improvements can be made.