

# Public Sector Equality Duty

New College is committed to providing an open and safe environment which both values and



## **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 Undergraduate Admissions\*](#).

At the stage of shortlisting undergraduate applicants for interview, University departments take into account [contextual data](#), but this does not influence our

#### **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,

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 statutory provisions, no applicant or member of staff will be treated less favourably than another because of their age, sex, gender, marital status, sexual orientation, racial group, ethnicity, religion or belief, or disability. In all cases, ability to perform the job is the primary consideration. Please see our [Equality policy](#).

The College monitors equal opportunities (section 3.) on all permanent appointments, and from 2019 all selection committees will include at least one woman.

Most non-academic posts are advertised locally, and we ensure that we advertise in local papers, at the Job Centre, and sometimes in Newsagents' windows in the local area, in order to try to reach the majority of the local population.

#### **4.3.2.**

Support for staff mental health is provided through our subscription to the University's Occupational Health Service (OUOHS). The College has also implemented the Health Assured Employee Assistance Programme, which can provide up to six counselling sessions. All staff may attend 'stress in the workplace' training sessions and seminars such as 'dealing with stress in the workplace'.