



Public Sector Equality Duty – Objectives & Strategic Plan April 2016

Reference: PSED002

Public Sector Equality Duty - Objectives

For College from 6th April 2016 (Next Review April 2017)

Background

Under the Public Sector Equality Duty (PSED) the College is required to report on progress against objectives at least annually and to set itself new objectives at intervals of no greater than four years. This document fulfils the requirements of the PSED for April 2016 to April 2020.

Our Vision

St Edmund Hall is fully committed to eliminating all forms of unfair discrimination in all of its activities, and in respect of all students, staff, visitors, contractors and relationships with the wider community.

We are committed to treating all people with dignity and respect, irrespective of any protected characteristics as defined by the Equality Act 2010.

Our overarching principle:

To be a centre of learning where everyone can be themselves, enabling their individuality to benefit people and to reach their full potential in an environment of trust and fairness.

To develop strategies in line with those of the University to enable support and the exchange of success throughout this College, the collegiate community and the University.

Objectives and Targets for 2016 – 2020

(In line with the University objectives of 2012 and the University Strategic Plan 2013 -18)

www.ox.ac.uk/about/organisation/strategic-plan?wssl=1

(Detailed breakdown of proposals and actions in PSED003 – Equality Policy Action Plan)

Training (In line with OU Strategic Plan – Core Strategy – Personnel – Commitment 12)

- Create a training framework that ensures that all staff are aware of their role with regard to the PSED and are fully supported in delivering requirements.

Recruitment and Selection (HR Manager) – OU Strategic Plan – Core Strategy – Personnel – Commitment 10 & 11

- A review of procedures to ensure compliance;
- The collection and reporting of protected characteristic data.

Student Support (Bursary / College Office)

- The fair allocation of Accommodation;
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- The fair and equitable distribution of bursaries, prizes, scholarships and hardship funds, taking account of the relevant trust positions.

Consultation

- The College will ensure consultation of all relevant groups in connection with the Equality Policy.

Course Admissions (Senior Tutor) – OU Strategic Plan – Core Strategy – Education – Commitment 5

- The College will work in partnership with the Admissions Executive in support of the University's common frameworks on admissions and access for students;
- The College will continue to implement the Code of Practice in Undergraduate Admissions as agreed by Conference of Colleges and the Admissions Executive
www.ox.ac.uk/admissions/undergraduate/applying-to-oxford/interviews?wssl=1
- The College will ensure that all those involved in the admissions process have received appropriate briefing on the implications of equality issues in the selection of students.

Version Control:

Version	Date Created	Created By	Position	Authorised By	Date
1	15 th April 2016	J. Taylor	Domestic Bursar (Equality Officer)	Governing Body	21 st April 2016

