A photograph of a large field of white snowdrops in bloom, growing on a green lawn. In the background, a stone building with an arched doorway is visible, slightly out of focus. The text is overlaid on the upper portion of the image.

St Edmund Hall Equality
and Diversity Report for the
Academic year 2020-2021

Introduction

This report provides an overview of the activities of St Edmund Hall (the 'College') in support of equality and diversity during the academic year 2020/21 and planned activity in the forthcoming year.

Responsibilities

The Equality Act 2010 places all public bodies under an active duty to promote equality, which includes:

- Having due regard to the aims of the General Equality Duty 'in the exercise of their functions';
- Carrying out equality analysis;
- Setting at least one equality objective; and
- Publishing information and data to demonstrate their compliance with the Equality Duty.

As a public body, the College must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- Advance equality of opportunity between people who share a protected characteristic and those who do not, by
 - a. Removing or minimising disadvantages suffered by people due to their protected characteristics;
 - b. Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
 - c. Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low; and
- Foster good relations between people who share a protected characteristic and those who do not, by
 - a. Tackling prejudice, and
 - b. Promoting understanding between people from different groups

Governance

The Governance of the College is the responsibility of the Governing Body, which comprises the Principal and elected Fellows. The Governing Body is responsible for the strategic direction of St Edmund Hall and is chaired by the Principal, Professor Katherine Willis. The Equality & Diversity Officer for the College is the **Domestic Bursar**.

This report has been prepared by the Equality & Diversity Officer under the direction of the Governing Body to ensure that the Hall's goals in pursuit of excellence go hand in hand with ensuring equality of opportunity and freedom from discrimination for all.



St Edmund Hall works in partnership with the University to promote equality and diversity and is a member of the Equality and Diversity Forum of the Conference of Colleges which was established in 2016.

Equality Objectives

The table below shows how the Hall has performed against its equality objectives.

Objectives	Responsibility	Current Status
Training		
Complete a full review of staff training with regard to equality and introduce a schedule of training where necessary.	Domestic Bursar / HR Manager	Equality and diversity training is given to all staff via online training and in person, where necessary. A regular training plan will continue every three years or on appointment.
Develop training and guidance requirements with the JCR and MCR to deliver to the student body.	Domestic Bursar / Senior Tutor	Equality and diversity training has been received by JCR and MCR at Committee level.
Develop training and guidance requirements to deliver to academic staff of the College.	Senior Tutor / HR Manager	Training programmes and materials for Fellows, students and staff continue to be developed.
Recruitment & Selection		
Non-academic staff: The College will keep under review its procedures for the recruitment and selection of staff to ensure equality of opportunity. The College will conduct a job evaluation assessment for all non-academic staff to ensure fairness of treatment.	HR Manager	Ongoing
Academic staff: The College recruits to approved standards in line with the University's policy.	Senior Tutor / HR Manager	Ongoing
All staff: The College will develop a process to gather all required protected characteristic information at point of recruitment.	HR Manager	Complete. A review of process was undertaken.



Student Support

<p>The College will ensure that its criteria for allocating student accommodation are fair and equitable.</p>	<p>Accommodation Manager, Senior Tutor</p>	<p>All UG Freshers are housed in College accommodation. Rooms are allocated on a random basis, with care being taken to ensure variation in school background, nationality in accommodation blocks. Students studying the same subjects are not exclusively housed together, although some of them are within reach of each other.</p> <p>Students enter an accommodation ballot when they are in their 2nd year for 3rd year accommodation, and if they are staying on for a 4th year, they also ballot in their 3rd year for 4th year accommodation.</p>
<p>The College will ensure that its criteria for distributing bursaries, prizes, scholarships and hardship funds are fair and equitable, taking due account of the relevant trust provisions where appropriate. Applications will be monitored to ensure that data is collected and reviewed</p>	<p>Academic Registrar, Senior Tutor</p>	<p>Complete. Results of monitoring were assessed during 2017/18. Tracking is no longer needed. Numbers of people completing the data collection forms meant that individuals were always identifiable and therefore the data could not be published, for sake of privacy. Wording of all award advertisements remains as inclusive as possible.</p>
<p>The College will ensure that its provision of student pastoral support and welfare services are equally accessible to all College members.</p>	<p>Dean, Welfare Officer</p>	<p>The variety of resources available are detailed in the College's Grey Book which is made available to all student members on joining the college.</p>
<h2>Consultation</h2>		
<p>The College will ensure consultation of all relevant groups in connection with its Equality Policy. The consultation process is included within the College Equality Policy – PSED001.</p>	<p>Equality Officers</p>	<p>Maintenance and review of the consultation process in place.</p>
<p>A process will be developed that will ensure that staff have, and are reminded of, a process by which they</p>	<p>HR Manager</p>	<p>Plans have been implemented to ensure staff are fully aware and reminded of how to raise issues of equality in addition to those already</p>



can raise issues of equality with relevant personnel.		undertaken i.e., E&D policy included within employee handbook.
Admissions		
The College will work in partnership with the Admissions Executive in support of the University's common frameworks on admissions and access for admissions.	Senior Tutor	Ongoing work, following guidelines and frameworks developed by the University's Admissions Executive.
The College will continue to implement the Code of Practice on Admissions as agreed by Conference of Colleges and the Admissions Executive.	Senior Tutor	Ongoing work, following guidelines and frameworks developed by the University's Admissions Executive.
The College will ensure that all those involved in admissions have received appropriate briefing on the implications of equality issues in the selection of students.	Senior Tutor	Ongoing work, following guidelines and frameworks developed by the University's Admissions Executive. The College has investigated additional unconscious bias training and staff are now mandated to complete Equality and Diversity training.

Covid-19

In March 2020 the world was completely disrupted by the Covid-19 pandemic and the restrictions that were imposed by the government. Although we were all affected, the College recognised that some groups and individuals would face more serious challenges to their health and wellbeing than others. We committed to providing a safe and supportive environment for all students who were unable to travel home or who did not have a safe home to return to whilst supporting staff who were affected by the illness or had caring responsibilities. The College continues to work to support those most affected, while we are looking to resume normal activities.

College Committees which focus on Equality & Diversity

College & Welfare Sub-Committee

The St Edmund Hall College & Welfare Sub-Committee ('CWC') considers equality and diversity matters and meets once a term.

Information from this Committee flows to the College's General Purposes and Bursarial Committee ('GPBC'), and then on to the Governing Body each term.

CWC's remit is to ensure that:

- Equality issues are appropriately addressed



- There are nominated advisors for cases of Harassment
- There are nominated disability advisors (The College Office handles educational adjustments for students with disabilities, and the College Disability Advisor is the Domestic Bursar)
- These advisors receive appropriate training and their contact details are well advertised

CWC has wide-ranging representation from the College community, and deals with the following areas of Equality & Diversity-related business:

- Raising awareness of:
 - University services, e.g., the Sexual Harassment and Violence Support Service, Counselling services
 - Cultural events provided by the University
 - Mental health awareness tools e.g., talks and podcasts
 - LGBTQ+ and Trans awareness
 - BAME awareness
 - Implicit bias
 - Consideration of gendered language in tandem with the CEDI working group

CEDI (Culture, Equality, Diversity, and Inclusivity Working Group)

CEDI is a successor to the CACES and IDEAS working groups, which were formed following the launch of the College Strategy in October 2019 and which were tasked with developing equality and diversity initiatives to fulfil the Strategy.

CEDI will continue to formulate proposals, will meet at least once a term, and will report to the Academic Committee and General Purposes and Bursarial Committee.

The remit of CEDI is to propose initiatives to promote equality, diversity and inclusion in the areas of

- access and outreach
- organisational culture of the College
- internal and external college communications
- college events (including member, alumni, and public events)

College Committees and Representation

- The gender balance of the College's committees varies, but women continue to be well-represented across the range of committees.
- Women also continue to be well represented among the senior management of the College's non-academic workforce.
- Most College committee meetings are held in the middle of the day to assist colleagues with childcare commitments

How the College meets its Equality and Diversity responsibilities



Supporting our students, both new and current

Admissions

- A number of reports are published annually, including an overview of each year's admissions round and undergraduate intake, as well as findings of a survey of incoming undergraduates. Alongside this, analyses of student exam performance and subject-level admissions demographic performance have been developed, in order to establish a baseline and monitor these in future years
- St Edmund Hall takes part in the University's flagship summer schools programme (UNIQ), where candidates are selected using verifiable contextual information about their attainment, their school's history of sending students to Oxford, socio-economic data and whether or not they have been in care. Applicants are not selected on the basis of their protected characteristics, but these are monitored closely. Further details may be found on the [University of Oxford Equality Report](#).
- The College ensures that all those involved in admissions have received appropriate training on the implications of equality in selection of students.

Freshers' Week

- Equality and Diversity informative sessions play a large role in Freshers' week; and students are encouraged to attend race, trans, and sexual consent awareness workshops, some of which are compulsory.

Supporting Current Students

- There has been a significant increase in the number of students requesting special examination arrangements over recent years. The College responds to those requests with which it can help and is considering ways to ensure that support structures are in place to help all students in the future.
- The Welfare team is made up of both staff and students, to ensure that there are a variety of ways for students to obtain support. The Welfare team undergoes rigorous training.
- The College works closely with the Disability Advisory Service, Student Welfare & Support Services, and the University Counselling Service
- Special dietary requirements are accommodated where possible

Disability Awareness and Accessibility

- Access Guide: <https://www.accessguide.ox.ac.uk/st-edmund-hall>
- In 2020/21, the College had 69 (2019/2020 54) students with Student Support Plans, equating to 11% (638) (2019/2020 5%) of the overall student population.
- The College accommodates students and staff with special requirements wherever possible.
- The College has two wheelchair-accessible toilets and has also introduced several gender-neutral toilets
- The Hall installed a ramp for step-free access to the Old Dining Hall in 2020-21





St Edmund Hall, University of Oxford

April 23, 2021 · 🌐



We have a new addition to the Hall's Front Quad - a ramp up to the Old Dining Hall. This is one of many initiatives the Hall is doing to improve its accessibility around college.



JCR/MCR Executive

- The JCR and MCR Committees have a range of fully trained officers who support Equality and Diversity related matters within the College:
 - Access & Outreach Officers
 - Arts and Culture Officers
 - BME Officers
 - Disabilities Officer
 - Environment and Ethics Officer
 - Female Welfare Officers, female*identifying (where female*=female and minority gender identities)
 - Gender & Sexual Diversity Officers
 - International and VS Officers
 - Male Welfare Officers male*identifying (where male* = male and minority gender identities)
 - Welfare Officers and Representatives
 - Women's and Men's Officers




Supporting Staff and Fellows

- St Edmund Hall continues to be a supportive and inclusive workplace. The HR Manager strengthens the College's practice in areas including recruitment and selection, staff communication and engagement. She has completed extensive training related to equality and diversity, including mental health, implicit bias and race awareness.
- The College became a Living Wage Employer in September 2021.

St Edmund Hall is now accredited as a Living Wage Employer. Our Living Wage commitment will see everyone working at the Hall receive a minimum hourly wage of £9.50. This rate is significantly higher than the government minimum for over 23s, which currently stands at £8.91 per hour.

Teddy Hall is based in the South East, a region where 15% of all jobs pay less than the real Living Wage – around 572,000 jobs. Despite this, we have committed to pay the real Living Wage and deliver a fair day's pay for a hard day's work.

The real Living Wage is the only rate calculated according to the costs of living. It provides a voluntary benchmark for employers that wish to ensure their staff earn a wage they can live on, not just the government minimum. Since 2011 the Living Wage movement has delivered a pay rise to over 250,000 people and put over £1.3 billion extra into the pockets of low paid workers.

The logo for Living Wage Employer features the text "We are a Living Wage Employer" in white, with "Living Wage" in a larger font. The text is overlaid on a graphic of four overlapping circles in blue, green, yellow, and orange.

- The College launched [Care First](#) – an Employee Assistance Programme to assist with personal problems that might adversely impact their work performance, health and well-being. The counselling service helpline can be accessed 24-hours a day free of charge. All staff have access to this.
- The College ensures that the University's termly Equality & Diversity Newsletter is available to all.
- Vacancies are advertised internally, via email, noticeboards, social media and staff newsletters.
- Vacancies are distributed widely to attract the best candidates.
- The College has solid procedures for managing absence and providing support for staff with long-term health issues. Support has included providing alternative work, temporary light duties or phased returns. Some staff members have also been funded to receive physiotherapy or counselling, as appropriate.
- An inclusive weekly college E-letter is sent to all Fellows, staff and students.
- The College provides free English language training to non-native English speakers
- College events are well publicised, and all fellows, staff and students are encouraged to participate, wherever possible.
- In line with the University, after October 2017, the College followed approved changes to the age and scope of the EJRA, which removed the set retirement age for academic-related staff at grades 6 and 7.

Policies

- The Hall has a comprehensive Harassment Policy that is in line with the University provision and has two senior Harassment Officers: one male and one female.



- The Hall also has a comprehensive Equality and Diversity Policy that is in line with the University provision.

Training

- All staff are required to undertake the University's online Equality and Diversity Training modules including Equality and Diversity Briefing, Implicit Bias, Race Awareness and Harassment and Bullying every three years and within the first week of employment for new staff. Identify further appropriate diversity awareness training or materials to assist all staff to be confident in supporting colleagues and students from diverse groups.
- Staff training took place on transgender awareness during 2019/20

Embracing all Cultures at the Hall

St Edmund Hall celebrates different cultures across the community.

Here are details of some events which were organised in the academic year 2020-2021 which represent the breadth of inclusion and diversity within the Hall.

Special Events

- New event programme launched by DARO: Aularian Authors series: talks with inspiring writers: www.seh.ox.ac.uk/alumni/aularian-authors. Speakers: Linda Davies, Nicholas Evans, Catriona Ward and Jessica Hatcher-Moore. All welcome.



- Al Murray: The Last 100 Years, 10 February 2021. All welcome.
- Wilf Frost in conversation with Nick Thomas-Symonds MP, 19 February 2021. All welcome.
- Sunday Live – Michaelmas and Hilary term as an enhanced offering of chapel service. All members could watch live musical performances from the Chapel as well as chapel service.
- Pontigny lecture by Hall alumnus Mark Sedwill (1987, MPhil Economics), member of the House of Lords, on 'Global Governance in a Contested World'.

Regular Termly & Annual Events

- Chapel Services throughout the term (in person and on-line) – all welcome





- Carols in the Quad – all welcome



- Philip Geddes Memorial Lecture 2020, 5 March 2021 . Given by Mark Thompson on ‘The Lie in the Machine: Truth, Big Tech and the Limits of Free Speech’. (Online)
- Fellowship Lunchtime lectures – all welcome

Holidays and Awareness Days Celebrated or Recognised through our events and/or social media

- Christmas
- Easter
- New Year
- Chinese New Year
- LGBTQ+ History Month
- Ramadan
- World Mental Health Day
- Black History Month
- Remembrance Day



- International Day of Women and Girls in Science
- International Women's Day
- Holi
- Mental Health Awareness Week

“Spirit of the Hall” Podcast

The SEHA launched the Spirit of the Hall podcast in March 2021. This has interviewed staff, students and alumni. It provides an opportunity for current and past members of Teddy Hall to share how that unique spirit has shaped their insights and experiences in politics, academia, business, entertainment, technology and more.

<https://www.seh.ox.ac.uk/alumni/seha/spirit-of-the-hall>

From the JCR & MCR

LGBTQ+ History month

In February 2021 the MCR celebrated LGBTQ+ history month with a themed quiz via Zoom, including famous LGBTQ+ movie scenes, famous LGBTQ+ icons, flags, and of course, LGBTQ+ history.

There were also talks to mark this month by a current member of the MCR and an alumna.

Teddy Hall LGBTQ+ History Month Talks



Fleur MacInnes
'Introducing transgender women's experiences into the historiography of the Women's Liberation Movement'





Caine Lewin-Turner
'Queering the 'New Negro': questions of gender and sexuality in urban black identity 1918-1930'

19th February 6pm

SEH Access Instagram Channel ran a series promoting recommended playlists of music, films and books to celebrate LGBTQ History Month: <https://www.instagram.com/p/CLeOyvpcrg/>

Website and Social Media Content

- Regular sharing and promotion of content from the student ambassador run @sehaccess Instagram channel.
- Interview with JCR BAME Officer for Black History Month 2020: <https://www.seh.ox.ac.uk/news/black-history-month-interview-with-jcr-bame-officer>
- Promotion of the awareness days by sharing stories from our students and staff as well as showcasing Library book displays.
- Mental Health Awareness Week 2021 was a big push to engage students and staff in a variety of challenges to encourage people to reconnect with nature.



<https://www.instagram.com/p/COsM9T4orxr/>

- Celebration of Teddy Hall students who are successful in music, sport, arts and other achievements.
- Teddy Hall Student Q&As Video Series – range of subjects and students from different backgrounds featured in the series.
- When possible – sharing of stories/achievements of students from minority backgrounds



Website Accessibility

St Edmund Hall annually reviews its website accessibility statement to ensure that our site is meeting the Web Content Accessibility Guidelines version 2.1 level AA (WCAG) standards.
<https://www.seh.ox.ac.uk/accessibility-statement>

Accessibility improvements means that anyone with a disability will be able to read and navigate around St Edmund Hall's website.





Principal

Professor Katherine J. Willis, CBE

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Appendix 1

St Edmund Hall Application and Offer Metrics for 2019 – 2021 entry

By gender

		2019		
		Applications	Offers	Offer Rate
SEH	Female	51%	50%	20%
	Male	49%	50%	22%
University	Female	51%	51%	17%
	Male	49%	49%	17%

		2020		
		Applications	Offers	Offer Rate
SEH	Female	50%	50%	20%
	Male	50%	50%	21%
University	Female	50%	52%	18%
	Male	50%	48%	16%

		2021		
		Applications	Offers	Offer Rate
SEH	Female	51%	53%	18%
	Male	49%	47%	16%
University	Female	51%	53%	15%
	Male	49%	47%	14%

By origin

		2019		
		Applications	Offers	Offer Rate
SEH	Home	52%	74%	27%
	EU	12%	6%	9%
	Overseas	35%	20%	11%
University	Home	60%	79%	22%
	EU	12%	7%	10%
	Overseas	28%	15%	9%



		2020		
		Applications	Offers	Offer Rate
SEH	Home	52%	72%	28%
	EU	14%	5%	8%
	Overseas	34%	23%	13%
University	Home	60%	78%	22%
	EU	12%	7%	11%
	Overseas	28%	15%	9%
		2021		
		Applications	Offers	Offer Rate
SEH	Home	51%	72%	24%
	EU	10%	5%	8%
	Overseas	39%	23%	10%
University	Home	59%	78%	19%
	EU	9%	5%	8%
	Overseas	32%	17%	8%

By ethnicity

		2019		
		Applications	Offers	Offer Rate
SEH	BME	15%	19%	24%
	White	35%	52%	29%
	Unknown	3%	3%	24%
	None (EU/Overseas)	48%	26%	10%
University	BME	16%	17%	19%
	White	42%	59%	24%
	Unknown	3%	2%	12%
	None (EU/Overseas)	40%	21%	9%

		2020		
		Applications	Offers	Offer Rate
SEH	BME	14%	13%	18%
	White	36%	59%	33%
	Unknown	2%	1%	7%
	None (EU/Overseas)	48%	28%	12%
University	BME	17%	18%	18%
	White	41%	58%	24%



	Unknown	2%	2%	11%
	None (EU/Overseas)	40%	22%	9%

		2021		
		Applications	Offers	Offer Rate
SEH	BME	11%	16%	25%
	White	35%	50%	25%
	Unknown	4%	4%	16%
	None (EU/Overseas)	49%	28%	10%
University	BME	17%	19%	16%
	White	39%	58%	22%
	Unknown	3%	2%	8%
	None (EU/Overseas)	41%	22%	8%

By school

		2019		
		Applications	Offers	Offer Rate
SEH	State	30%	46%	30%
	Independent	23%	26%	22%
	Other (inc. EU/Overseas)	47%	28%	11%
University	State	39%	49%	21%
	Independent	22%	29%	22%
	Other (inc. EU/Overseas)	38%	22%	10%

		2020		
		Applications	Offers	Offer Rate
SEH	State	30%	44%	30%
	Independent	23%	29%	26%
	Other (inc. EU/Overseas)	47%	26%	11%



University	State	41%	52%	21%
	Independent	20%	25%	21%
	Other (inc. EU/Overseas)	39%	23%	10%
		2021		
		Applications	Offers	Offer Rate
SEH	State	28%	46%	28%
	Independent	23%	24%	18%
	Other (inc. EU/Overseas)	49%	29%	10%
University	State	40%	52%	19%
	Independent	20%	25%	18%
	Other (inc. EU/Overseas)	41%	24%	8%

Prepared 22.02.2022

St Edmund Hall

