EQUALITY, DIVERSITY AND INCLUSION REPORT

2023/24

Introduction

This report relates to the community of students and staff at St Antony's College and outlines how the College seeks to promote understanding of equality and diversity, and to embed inclusivity in all of its activities.

The report meets the requirement under the Public Sector Equality Duty[1] to publish information on how the College is working to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people who share protected characteristics and those who do not, and
- foster good relations between people who share protected characteristics and those who do not.

Commitment to Equality, Diversity & Inclusion (EDI)

St Antony's College is committed to fostering an inclusive environment which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We maintain our commitment to the statement agreed by our Governing Body in 2016:

> We are committed to equality and diversity, in both law and spirit. We embrace the contribution of every member of our institution and celebrate cultural diversity in the College. The diversity of our global commu
> nity of students and staff is one of our greatest assets. Inclusion of all, irrespective of gender, sexual identity, race, ethnicity or class, is one of our foundational principles in our quest for excellence in education and in creating a collegial and supportive space in which to live and work. Our core values include equality of opportunity and non-discrimination, which we expect all members of the College to uphold in all our practices and activities. In our pursuit of knowledge and the highest academic standards, we aim to promote open and critical enquiry, free debate and discussion of all points of view in an atmosphere of mutual respect, tolerance and recognition of the sensitivities of all members of our community.

Leadership of equality, diversity and inclusion (EDI)

Leadership is provided by the Warden (Acting Warden during 2023/24) and Bursar. In particular, the Bursar serves as the College's representative on the Conference of Colleges 'Diversity Forum and,

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[1] Public sector equality duty - GOV.UK

during 2023/24, the Acting Warden has championed and helped organise several awareness-raising sessions – on EDI, neurodiversity, and gender awareness.

The Acting Warden and Bursar have been supported in this by the College's Management Executive Team (which includes in its membership the Senior Tutor, Dean and GCR President), who have overall responsibility for ensuring compliance with the Public Sector Equality Duty and specific duties as required under the Equality Act 2010[2].

Challenge and scrutiny are provided by the College's external EDI Advisory Board, whose purpose is 'to provide strategic oversight of the College's progress and performance on promoting equality and diversity for fellows, staff and students, on behalf of the Governing Body'. The Committee's membership is Professor Anand Menon (Chair) and Professor Abena Busia, together with (from 2024 onwards) Dr Clara Barker and Dr Sara Ryan.

Student needs, wishes and support in respect of EDI are overseen on a day-to-day basis by the College's Welfare Team, with more strategic or pan-student concerns raised via the Management Executive Team and at Governing Body.

Equality objectives
Our equality objectives are underpinned by the commitment, from 2017, to:

1. Foster good relations between members of the College who share protected characteristics (as defined by the Equality Act 2010) and those who do not by:
    1.1. organising events for students with the aim of promoting equality and diversity
    1.2. ensuring that the provision of student welfare services are equally accessible to all College members, and
    1.3. delivering training for College staff to raise awareness and promote understanding of equality and diversity issues.

2. Undertake an annual review of monitoring by:
    1. continuing to collect and analyse student admissions data, and
    2. continuing to collect and report on recruitment monitoring data.

The objectives have been overseen by our EDI Advisory Board.

Activities during 2023/24
In-person EDI training was delivered to College staff in September 2023, with the following objectives:
- To explore unconscious bias

- To look at the principles of the Equality Act and its impact on the workplace

- To learn inclusive behaviours

- To appreciate other perspectives

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[2] Equality Act 2010: guidance - GOV.UK

These workshops were followed by an Inclusive Leadership training session for Governing Body in January 2024.

A session on cultural awareness and our diverse student body was delivered by the Head of the Academic Office to all staff.

We have introduced a mandatory online EDI course for all line managers and supervisors of College staff and a mandatory Implicit Bias course for all members of recruitment and selection panels.

We organised a general EDI knowledge session for students, Fellows and staff with reference to some of the key protected characteristics specified in the Equality Act 2010 as well as class in intersection with protected characteristics. In addition, a separate awareness session was arranged on diverse gender identities and sexual orientation, and the use of gender-sensitive terminology and pronouns. In collaboration with the Social Sciences Division, we organised a talk by a local GP on how academic and professional services colleagues can support neurodivergent students, notably those with ADHD and on the Autism spectrum.

Much of the work of the Advisory Board to date has focussed on data, in order that they can start with an evidence base for their work. Student data has been analysed, and the College HR Manager has provided information on exit interviews, promotion data and recruitment equal opportunities monitoring. Work to improve data for staff and Fellows is progressing, with a system development to deliver an HR self-service function planned for later in 2024/25.

In addition, feedback from students, staff and Fellows has been gathered and this, together with the quantitative data provided, informs the Board's recommendations and the College's workplan.

Noting that St. Antony's is more diverse than other college and consequently the EDI challenges confronted are different, the Board's recommendations are:

- For the College to formulate and adopt a clear set of principles for hiring and retaining a diverse demographic of staff and Fellows. This should pay particular attention to those implicit biases and structural obstacles that are known to be drivers of women, people of colour, and other vulnerable/minority/traditionally underrepresented groups leaving institutions sooner than their counterparts from dominant demographics.

- Such a policy should include clear, measurable, success criteria as well as accountability mechanisms to ensure effective enforcement. The Board suggest linkage to the performance assessment of relevant members of the College leadership (academic or administrative).

- That a clear anti-racism policy be developed, adopted, widely publicised and workshopped across stakeholders annually, and that this form the basis of sessions at induction meetings for new students and staff.

- That the College must adopt and publicise a policy on EDI that is communicated clearly to all members of the College community and which lays out clearly appropriate and accessible processes for dealing with concerns (notably on issues such as harassment).

We have started taking steps to respond to these recommendations by focussing on EDI training, awareness and knowledge sessions this year, as noted above. We are in the process (during 2024/25) of reviewing our Equality and Harassment policies and continue to discuss the hiring (and retention) of academic staff in particular at meetings of the Governing Body.

Student Report

The Graduate Common Room (GCR) represents a diverse student community with a wide range of needs and interests. This is reflected in the posts they hold within the GCR, specifically the LGBTQ+, BME, Cultural, Women's and Welfare Officers as well as a Welfare Secretary and representatives for Global Languages. The GCR is committed to supporting their fellow Antonians, eager to learn and widen their own horizons. In addition, the Welfare branch of the GCR Committee continues to provide signposting, advice, and a supportive ear to many members of the college.

This year, the GCR term card was packed with events from weekly Welfare Teas and Language Immersion Nights to termly BME and LGBTQ+ events and of course the annual HalloQueen Bop. The Women's Officers organised a Symposium on International Women's Day and invited all College members to a Women's Brunch in Trinity to celebrate the end of the year. Other activities included a movie night featuring Wong Kar Wai's intersectional "Happy Together", in collaboration with the LGBTQ+ Officers, a game night where many eagerly participated in playing mahjong, and a general item swap in the main quad.

The GCR works closely with the Academic Office and together they established a permanent prayer space in time for the start of Ramadan. During Eid, the Welfare team organised a very successful Eid celebration, providing space for those celebrating and creating awareness for all other College members.

This year, new voluntary posts of Peer Champions have been created where students can work with the College's Welfare team to provide more awareness and support for all students. Together with the GCT Welfare VPs and the Peer Champions College organised Mental Health Awareness Week.

The Rainbow flag was once again flown above St. Antony's for LGBT History Month in February as well as in June for Pride.

Within the wider political context of the Gaza war, the GCR BME team devoted much of their energy to addressing tensions within the college and University that affected many students. The team worked closely with the President and other members of the GCR to support these students and proactively provide information and advice to help them navigate this challenging period.

Staff Report

On appointment, all new members of staff are asked to read the Equality Policy and the Equality, Diversity and Inclusion Statement. These are made available to all applicants for employment through the College website.

On-going EDI awareness training and guidance has been provided for all line managers and supervisors, to further improve consistent people management practice across the College and to maintain our awareness of equality and diversity issues. Mandatory courses (EDI for managers and supervisors and Implicit Bias for interview and selection panels) both have 100% completion.

100% of flexible working requests were accommodated.

We continue to collect voluntary, anonymous recruitment monitoring data and we analyse this periodically.

<u>Sex</u>

On 31st December 2023, 57% of the non-academic support staff were female, compared with 58% at the same time in 2022 and 59% in 2021

Since 1st January 2024 (when the College moved its Equal Opportunities monitoring form to its new website), 55% of job applicants who completed the voluntary equal opportunities monitoring form were female.

<u>Age</u>

The chart below shows the age profile of non-academic support staff as at 31st December over the last three years.
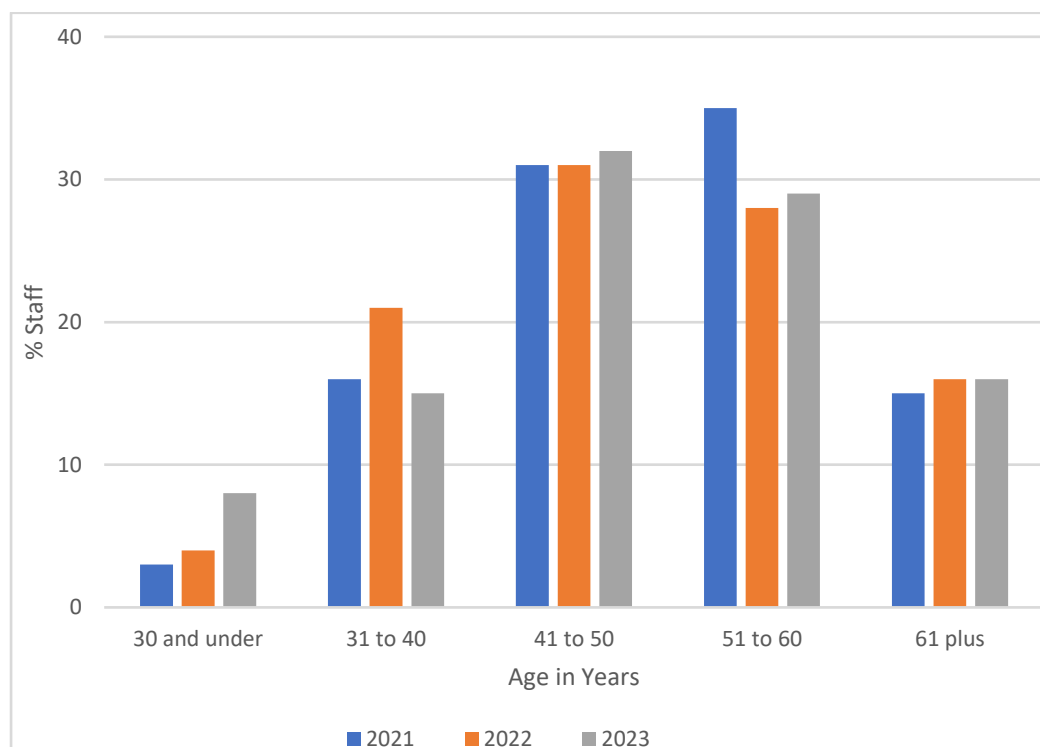
<u>Other protected characteristics</u>

As a small and close-knit community, the College recognises that it is not appropriate to publish data on other protected characteristics, as the risk of individuals being identified might be too high.