



## Annual Report on Green Templeton College – Publicly Accessible Public Sector Equality Duty Information

Green Templeton College (GTC) is conscious of the requirements of the Public Sector Equality Duty and is in the process of updating its Equality Policy.

The current policy is available at:

[http://www.gtc.ox.ac.uk/images/stories/policydocs/equal\\_opps\\_sept2014.pdf](http://www.gtc.ox.ac.uk/images/stories/policydocs/equal_opps_sept2014.pdf)

The College's Equality Policy states that the General Purposes Committee (GPC) will have overall responsibility for coordination of policy development and the identification of priorities, and will report to the Governing Body on an annual basis. In accordance with this responsibility GPC reviews progress annually against the Action Plans contained within its Equality Policy at its June Meeting. As part of the annual review the Academic Registrar presents student related data and the Human Resources (HR) Manager on staff.

The Equality Policy requires the College to actively review its procedures for selecting graduate students to ensure that decisions are made fairly and equitably. Student admissions data for the academic year 2015/16 indicated:

Gender balance remains slightly in favour of a female majority, though this year it has drifted back towards an even balance.

The proportion of GTC students reporting as black and minority ethnic (BME) has dropped for the fourth year in a row. While still far higher than that in the University overall, the percentage of BME students in the University has risen over the same period.

GPC thought that the percentage of GTC students reporting as disabled has dropped slightly while the University's figure has risen. This could be natural variation but will be monitored in future years.

GPC thought that the imbalance might be an effect of applicants selecting GTC rather than the College selecting students, as all candidates had already been offered a place at the University when forwarded to the College for consideration. In turn, this could be because of fewer scholarships and those not focused on poorer countries. It was thought more important to concentrate on experience once students were in Oxford. Welfare provision is priority in the College in order to ensure that all students are equally able to take advantage of the College and the 'Oxford experience'. The Principal agreed to discuss this with the Graduate Common Room.

As a graduate college GTC does not set exams although it does where necessary provide facilities for the University. The College does have an equality objective aimed at supporting student examinations. It does aim to deliver support equally for students who require it, regardless of other characteristics.

As it has fewer than 150 employees GTC does not need to publish workforce monitoring data.

In accordance with its Equality Policy the College has reviewed its procedures for the recruitment and selection of college employees in order to ensure equality of opportunity. Both the GPC and the HR Committee raised concern about the lack of diversity among the staff. Possible reasons were the comparative attractions of the different colleges and the diversity of our outward-facing materials. The HR Committee decided that “blind recruitment” would be trialled, whereby shortlisters would not be able to see the personal details of job applicants, with a view to increasing diversity of the staff team. The policy will be reviewed again in May 2017.

The Equality Policy states that the College will review its code of practice on harassment for both staff and students to bring it more into line with the University code of practice. The College has traditionally had a single Dean responsible for welfare and discipline. As part of its review the College is forming two separate roles. The new code of practice is proceeding through the College’s committee process.