

Green Templeton College

Public Sector Equality Duty: Annual Report 2019

Introduction: Duties under the Equality Act (2010)

Public bodies, of which the College is one, have both general and specific equality duties. The general duties are to have due regard in decision-making to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. 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
3. 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.

The specific duties are:

1. To publish relevant, proportionate information (including quantitative data) showing compliance with the Equality Duty by 31st March 2019, and subsequently at intervals no greater than one year from the last publication. This includes information relating to persons who share a relevant protected characteristic who are:
 - a. Its employees (if it has more than 150)¹, and
 - b. Other persons affected by its policies and practices (e.g. students)
2. To prepare and publish at least one specific and measurable objective that the College thinks it should achieve to meet any of the three aims of the equality duty by 31st March 2019. Objectives must be published at least every four years.
3. The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, and sex and sexual orientation. Marriage and civil partnership are also protected in respect of the first general duty, in employment only.

This report is designed to meet first of the specific duties. It has been prepared for Green Templeton's HR and Academic Committees and will be presented for approval by Governing Body. It can be read alongside the College's Equality and Diversity Policy, which is available from the College's website: <https://www.gtc.ox.ac.uk/wp-content/uploads/2018/07/Equal-Opportunities-Policy.pdf>. The information included relates to the College community's staff and students. The report covers the academic year 2018-19 (1 October 2018-30 September 2019); where data are presented, they refer to academic year unless otherwise stated. The College collects data and information on some of the protected characteristics and also relies upon the University to provide

¹ Public bodies with fewer than 150 employees are still required to report on how they have had due regard to the equality duty but do not need to publish numerical data where this might compromise individuals' confidentiality.

data on students. Not all protected characteristics are addressed for all measures by these data. In some cases the numbers are too small to be meaningful.

Governance

The College's Equality Policy states that the Human Resources (HR) and Academic Committees will have responsibility for co-ordination of policy development and the identification of priorities, and will report to Governing Body on an annual basis. In accordance with this responsibility, the HR and Academic Committees review progress annually against the Action Plans contained within its Equality Policy at their Trinity Term meetings. The Academic Registrar presents student-related data and the Human Resources Manager presents staff data.

As the College has fewer than 150 members of staff it is not required to publish staff data as part of this report.

Equality Objectives

The College's priorities:

1. Increase the proportion of women in senior roles; and
2. Improve the recruitment and retention and Black and Minority Ethnic (BME) staff. As a graduate College, Green Templeton does not employ any academic staff, however it applies objectives 1 and 2 to the recruitment of its non-academic staff, its fellowship and its students.
3. Improve accessibility for disabled students and other members of the community;
4. Embed equality and diversity in all activities, in particular taking a more proactive approach to encouraging people from protected groups to participate in college activities and to ensure they feel supported to do so.

Equality Report 2018-19

1. Representation of women in senior roles and in the student body:

Staff: the representation of women in senior roles remains strong. Six of nine members of the College's management team are women. Two of three members of the College's executive management team (Principal, Bursar, Senior Tutor) are women. The Vice Principal is also female.

Fellows: the appointment of fellows is overseen by the Fellowship Committee, reporting to Governing Body. The College does not recruit academic staff, and fellows are elected from among the university's academic community. The College supports the university's objective to increase the representation of women in senior roles (as outlined here:

<https://www.admin.ox.ac.uk/eop/policy/equalityobjectives/#d.en.229712>). To exercise some influence over recruitment, the Principal sits on all panels for new appointments to the university which have an association with the College. Data on the proportion of women elected to the fellowship and, particularly, to the Governing Body are monitored by Governing Body.

In 2018-19, 13/43 (30%) members of Governing Body are women.

Students: as the College is not the admitting body for students, it has limited influence over the gender balance of its student population. That said, the balance at GTC remains in favour of a female majority (57% in 2018). There have been some small fluctuations in this over the last few

years. A gender balance towards a female majority is in line with the representation of women on postgraduate programmes in UK universities. Notably, the gender balance on the MBA (70 students per year at Green Templeton is at odds with this trend: 40% women in 2018. This is in line with the Saïd Business School (where 39% of students recruited to the MBA in 2018 are women). In order to support the Saïd's objective to improve the proportion of women on its MBA, and following a generous donation, the College is working towards introducing a new MBA scholarship for women (including a discretionary childcare allowance) in 2019.

2. Recruitment of Black and Minority Ethnic (BME) staff, fellows and students.

Staff: 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. The HR Committee raised concerns 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 short-listers would not be able to see the personal details of applicants. This policy will be reviewed again in 2020. In addition, the College gave an undertaking to advertise posts outside of the University platform, wherever possible, with the intention of reaching a more diverse range of applicants.

Fellows: the appointment of fellows is overseen by the Fellowship Committee, reporting to Governing Body. The College does not recruit academic staff, and fellows are elected from among the university's academic community. The College supports the university's objective to increase the recruitment and retention of BME staff (as outlined here: <https://www.admin.ox.ac.uk/eop/policy/equalityobjectives/#d.en.229712>). In order to support the Race Action Plan outlined in our Equality Policy and to exercise some influence over recruitment, the Principal sits on all panels for new appointments to the university which have an association with the College.

Students: the proportion of BME students reporting as BME (45%) has risen since 2016 and is far higher than other graduate colleges and the university as a whole.

The Governing Body approved a revised policy and procedure on Harassment in HT18.

2. Accessibility for disabled students and members of the College community. This is a key consideration as the College embarks upon a new estates project, led by the Bursar and overseen by the Buildings Committee, which includes the development of new student accommodation, a café and dining hall. This project is currently in the planning phase. Currently, our accommodation does not permit us to provide many facilities for disabled students and college members.

Students: the proportion of our students who disclose a disability is in line with the wider graduation student population (9.1% cf. 9.9%, respectively). Disabled students are strongly supported in College by the College's disability lead (Senior Tutor) and Officer (Academic Registrar). The Academic Registrar regularly provides alternative examination arrangements in College for students with specific requirements. Disabled students' support is overseen by the College's Welfare Committee.

3. Embedding equality and diversity in all activities, in particular taking a more proactive approach to ensuring that people from protected groups feel supported and are encouraged to participate in college life.

All college staff undertook Unconscious Bias training in 2018. Two members of staff, the Senior Tutor (Equality Lead) and Admissions Administrator (Staff Rep 2019) will undertake 'Train the Trainer' Implicit Bias training in HT19 so that further workshops can be provided for all College staff.

In 2018-19 the Welfare Committee has overseen two pieces of work relevant to this objective for students: firstly, the implementation of a revised Harassment Policy, approved by Governing Body in HT18. Secondly, a response and plan following the OUSU's *Trans Report* (2018), which led to clearer signposting of gender neutral bathrooms, wider promotion of 'rainbow' peer supporters, and the Academic Registrar and Senior Tutor undertaking 'Trans Allies' training, provided by the Oxford Learning Institute, in MT18.

A key development towards meeting this objective will be the introduction of an Equality Forum (to be held in Trinity Term 2019), led by the College's new Equality Champion, Dr Neo Tapela (appointed Hilary Term 2019) and the College Officer's PSED lead, Senior Tutor, Dr Alison Stenton. A new College website, published March 2018, will provide a platform for monitoring our progress against this objective by sharing our activities with the wider community.

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18.3.19

Approved Academic Committee: tbc TT19
Approved HR Committee: tbc TT19

