The College Webpage on Equality and Diversity issues is currently under development. This will add to and expand on the points covered in this report.

1. Equality Policy

St John’s College is committed to providing an open and safe environment which both values and promotes diversity and equality of opportunity, encouraging all our staff and students to fulfil their potential. This approach forms a vital part of all our policies, procedures, practices and plans.

A full statement of the College’s Equality Policy and Public Sector Equality Duty Policy can be found on the College Webpage: [https://www.sjc.ox.ac.uk/discover/about-college/legal/college-policies/](https://www.sjc.ox.ac.uk/discover/about-college/legal/college-policies/)

2. Equality Procedures

- The Governing Body of the College has due regard for the Public Sector Equality Duty. Trustees, College Officers and all members of Governing Body sub-committees are circulated a copy of the PSED each year and reminded of the duty at each meeting.
- The Governing Body actively monitors statistics relating to protected characteristics in its recruitment of academic and non-academic staff; in student admissions to the College, and in student attainment (see below).
- The Equality Committee of the College, which has representation from all members of the College (students, academic and non-academic staff), leads a proactive approach to equal opportunities in the College. This committee reports directly to the Governing Body.
- The Governing Body appoints a Fellow for Equality who oversees the implementation of matters relating to Equality.


- The Equality Objectives for 2016 were 1) to seek to improve the recruitment and retention of Black and Minority Ethnic (BME) non-academic staff and 2) to achieve the equality-related objectives set out in the University’s agreement with the Office for Fair Access. These have specific regard to the admission of disabled and Black and Minority Ethnic students at undergraduate level.
- In 2016 the College took a number of steps to improve the college experience of minority ethnic students. The Fellow for Equality, acting with the President on behalf of the Fellows of the College, convened two focus groups to solicit the views of minority ethnic students on a wide range of issues and drew up an action plan.
- The College has already taken some actions in response to the feedback. The focus so far has been on recognizing and celebrating the diversity of our student body, and encouraging all members of college to think about how they might support that diverse environment.
  - In June the College held its first annual dinner for BME students and academics.
  - The College will hold an international themed dinner in Hall at least once each term.
In October College held a race awareness workshop for senior academic and administrative staff.

The College plans to organize appropriate training for key members of non-academic staff as a high priority.

In December 2016 the Governing Body agreed to create a specific college officership for race related issues (title to be confirmed).

- A catering review undertaken in 2016 looked at equality related matters including the issue of international cuisine, the provision of special diets and accommodating the needs of fasting students.
- Student testimonials received 2016-17 attest to the College’s support of disabled students and the LGBTQ community.

4. **Staff Recruitment Data**

Data on academic and non-academic staff recruitment by protected characteristics is available on request from the Principal Bursar.

5. **Student Admissions and Attainment Data**

Data on student admissions and attainment by protected characteristics is available on request from the Senior Tutor.

31/1/2017