

St. John's College

Public Sector Equality Duty Specific Equality Objectives 2026–2030

Note: some objectives have been rolled over from the previous set of objectives (2021–25) when deemed incomplete or ongoing. Additions and new objectives are underlined and action leads have been identified for each category. – *Fellow for EDI*

A. Increasing Diversity (Staff)

- a) Implement a robust process for monitoring and reviewing staff diversity statistics.
- b) Explore ways to increase the diversity of professional staff, including working with experienced local employers to identify best practice and running an open day for the local community.
- c) Identify and find ways to address equality issues specific to College-only academic posts, notably Early Career Researchers and staff with particular protected characteristics, including ongoing monitoring of how the job structure, recruitment process and communication may impact on diversity in recruitment, as well as obstacles to career progression.

Action Leads: Principal Bursar, Head of HR, Fellow for ECRs, Fellow for EDI

B. Increasing diversity (Students)

- a) Seek to participate in the University's Academic Futures scholarship programmes for graduate study, undertaking to finance at least one full, or two partial, scholarships per year, selecting the scholarship scheme in line with other priorities in a given year.
- b) Explore partnerships with other existing widening participation scholarship programmes and/or develop our own stand-alone scholarships where appropriate.
- c) Achieve 100% completion rate for training of all St. John's Fellows and employees participating in admissions, including training on equality considerations and implicit bias.
- d) Pursue accreditation as a College of Sanctuary, to recognise our existing efforts to support students and scholars fleeing war and human rights violations, while helping to promote a culture of inclusivity and welcome in College for people with a displacement background, with overlapping benefits for other underrepresented groups.

Action Leads: Senior Tutor, Fellow for EDI

C. Teaching and student progression

- a) Achieve a 100% completion rate for all St. John's tutors in anti-racism and inclusive teaching training, to help them become more inclusive of students with diverse backgrounds in their tutorial teaching, graduate advising, and pastoral support of students.
- b) Continue to monitor the process of providing academic support for students with disabilities and specific learning difficulties, particularly those who are still in the process of obtaining a formal diagnosis and/or a Student Support Plan, to ensure it is fit for purpose and meets our anticipatory duty to make reasonable adjustments.
- c) Monitor, on an annual basis, any attainment gaps identified in University statistics that arise with respect to protected characteristics for undergraduates, and take steps where possible at the College level to address them.

Action Leads: Senior Tutor, Fellow for EDI, Disability Coordinator

D. Welfare and well-being

- a) Continue to combat harassment in College by maintaining our system of anti-harassment induction training and Harassment Advisors who are trained members of the University's Harassment Advisor Network. Continue to use and monitor our anonymous harassment reporting system to allow all members of College to record incidents of concern even if they do not wish to pursue formal complaints.
- b) Strengthen collaboration between the College's Welfare team, the Academic Office, the Fellow for Equality, Diversity and Inclusion to better identify and respond when patterns of individual, confidential requests for welfare support point to wider equality or inclusivity issues, through regular meetings and policy reviews.

Action Leads: Head of Student Welfare and Wellbeing, Fellow for EDI

E. Values and Culture

- a) Re-publish and draw attention to the College's anti-racism statement.
- b) Pilot new ways to engage all members of staff in discussions about the College's values, including race equality, in order to create an inclusive culture, and share and extend good practice.
- c) Embed diversity and anti-racism education in the life of the College by offering relevant events and supporting students to organise their own.

- d) Continue to periodically review and update our portraiture to celebrate the diversity of the College community, including students, alumni, academic and professional staff, across a range of protected characteristics.
- e) Continue to raise awareness of disability, neurodivergence and specific learning difficulties among teaching staff and support the provision of more accessible teaching and learning materials and resources, on the principle that accessibility is essential for some but better for all.
- f) Balance regulatory compliance with our obligation to promote good relations among people with different protected characteristics by taking steps to ensure that all students and staff feel welcome and supported in college; ensure that freedom of speech and academic freedom are protected while cautioning that all speech must remain within the limits of the law and not constitute harassment.

Action Leads: Fellow for EDI, Senior Tutor, Keeper of College Pictures, President

F. Accessibility of Facilities

- a) Continue to incorporate planning for access improvements into the Works and Accommodation team's Master Plan, addressing current challenges to physical accessibility.
- b) Identify and address challenges to inclusion of students currently living apart from their cohorts for medical, disability or religious reasons.
- c) Embed accessibility as a default aspect of event planning by all members of College.
- d) Complete an audit of assistive technology in College.

Action Leads: Principal Bursar, Domestic Bursar, Works Bursar, Fellow for EDI