



Single Equality Duty: Action Plan

1. Progress on integrating equality and diversity into College procedures

Actions taken to date to improve equality include:

1. The role of Advisor for Women has been established in college for some time.
2. Diversity issues are routinely raised by the relevant college officers and representatives of the various common Rooms.
3. In March 2011 the College's Governing Body approved a new Single Equality Policy which is now published on the college web site.
4. A College Grievance Policy for members of staff was approved by Governing Body in May 2011.
5. An Harassment Policy was approved in June 2011 for students and staff.
6. The collection of data and the monitoring of the diversity of applicants for vacancies began in 2012. Because of the relatively small size of the college it will be necessary to consider data gathered over a long period to gain meaningful results. More analysis of this data is required.
7. College contracts had been reviewed and where necessary adjusted in the light of the College's Single Equality Policy.
8. One bathroom was designated as gender neutral in Hilary Term 2015.

2. Equal Opportunities Monitoring

The on-going monitoring of equal opportunities data and its analysis is essential to ensure the College fulfils its remit to treat all Academic members and Support Staff equally within employment. It will inform the development of action plans and policies over the review period through to 2017. An initial monitoring exercise in December 2012 of staff and Academics provided a useful insight into the College diversity data. All protected characteristics at the time were included in the survey in the first instance, but the value of this will be reviewed in the longer term, and the results of further surveys published every five years. The results of the first survey are as follows.

60 forms were circulated; 27 were returned 1 of which was a nil return. The percentages therefore refer to the 26 completed returns.

Gender	Female: 66%				Male: 34%			
Age	18-25: 3.9%	26-30: 7.8%	31-15: 3.9%	36-40: 3.9%	41-45: 23%	46-50: 11.5%	51-55: 11.5%	56+: 34.5%
Disability	Dyslexia/learning difficulty: 8%		Mental health: 4%			Unseen, eg, diabetes: 4%		
Ethnicity	White British: 75%		White American: 12%		Australian: 3%		White European: 6% declined: 4%	
Sexual Orientation	Heterosexual: 88%				declined to declare: 12%			
Religion	Christian: 72%		other: 4%		none: 16%		declined to declare: 8%	

Monitoring of student equal opportunities data is undertaken by the University of Oxford on behalf of the College and is the subject of analysis and review by the Senior Tutor and Fellows for

consideration of any further action to be taken. This data is available from the University Equal Opportunities Department. Making allowance for the size of sample and differences across divisions, it reflects that Regent's Park is broadly in line with the University statistics:

Gender	RPC female	University female	RPC male	University male
All students	53%	45%	47%	55%
Disability	RPC declaring disability Humanities/Social Science/VRO		University declaring disability Humanities/Social Science/VRO	
All students	13.6%/1.9%/0%		9.8%/7.2%/5.5%	
Ethnicity	RPC BME: Humanities / Social Science/VRO		University BME: Humanities / Social Science/VRO	
All students	12% / 48%/6%		13% / 30%/32%	

3. Action Plan and Review

The Equality Committee will ensure that the following Action Plan is adhered to, and that reports are sent to Governing Body as appropriate.

1. New staff handbooks will be produced which draw the attention of all staff to the Single Equality Policy and to this Action Plan, as well as all other relevant policies. [Undertaken by HR Office; completed by end 2016]
2. A further access audit will be undertaken on the main college site. [Head of Operations; 2016]
3. Managerial and teaching staff had received equality awareness training in the period 2013-2015. Other staff will receive training over the next two years. [2017]
4. Subsequent to the first gathering of College Diversity data in December 2012 procedures for gathering such data will be reviewed annually in order to enhance its quality and usefulness. [HR Office; on-going]
5. Data gathered from recruitment monitoring will be reviewed annually to assess its quality and any action required. [HR Office; on-going]
6. There will be an on-going review of student procedures (admissions, allocation of accommodation, distribution of bursaries etc.) to ensure fairness and equity. [Admissions Tutor, Bursar, Fellows; on-going]
7. The Annual Exit Survey for students will continue to include questions which will enable students to report diversity and equality issues, including age. (Equality Group; on-going)
8. The College will review its Single Equality Action Plan every 12 months and carry out a full evaluation of the Single Equality Scheme and the Action Plan within five years so that a new agenda for action may be set in 2017. [Governing Body; 2017]

*Governing Body
February 2016*