

WYCLIFFE HALL

- OXFORD -



Single Equality Policy

1. Introduction

Wycliffe Hall aims to provide an inclusive environment which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected to assist them in reaching their full potential. We will:

- 1.1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act (2010).
- 1.2. Advance equality of opportunity between people who share a protected characteristic and those who do not, by:
 - Removing or minimising disadvantages suffered by people due to their protected characteristics.
 - Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
 - Encouraging people from protected groups to participate in activities where their participation is disproportionately low.
- 1.3. Foster good relations between people who share a protected characteristic and those who do not.

This policy covers the eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

Wycliffe Hall will make this policy, as well as all codes of practice and guidance, available to all staff and students and will regularly review the terms of this policy and all associated codes of practice and guidance taking special account of the Policies and Codes of practice of the University of Oxford.

2. Policy Development and Review

The SMT will have overall responsibility for coordination of policy development and the identification of priorities. The Principal will report to the Hall Council annually and more often if required.

- 2.1. Wycliffe Hall will ensure that provision for issues relating to equal opportunities is incorporated into strategic planning and policy development reviews.
- 2.2. Hall Council will embed consideration of equal opportunity issues and the duty to promote equal opportunities in the development of policies and procedures at all levels. Wycliffe Hall will regularly review college regulations, student disciplinary procedures and student complaints procedures to ensure that all procedures are fair and equitable and consistently implemented.

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- 2.3. Staff disciplinary and grievance procedures incorporate procedures which are fair, equitable and consistently implemented.
- 2.4. Wycliffe Hall has a code of practice on harassment for both staff and students based on the University code.
- 2.5. Wycliffe Hall promotes good race relations between all racial groups within the college and keeps under review its outreach and admissions policies in order to prevent racial discrimination.
- 2.6. Wycliffe Hall is aware of its obligations to extend accessibility for people with disabilities and has appointed one of its Tutors as Disability Officer.

3. Activities

Wycliffe Hall keeps under review its provision of student pastoral support and welfare services to ensure that these are equally accessible to all members of the college community.

Admissions of undergraduate students follows the university guidance (under the Common Framework) and Wycliffe Hall selects only graduate students to whom the University has offered places or who have been through other University approved processes.

The Senior Management Team will monitor and assess activities annually. Reports will include information on consultation undertaken as part of the assessment process. In such a small institution monitoring is difficult, but SMT will take care to analyse and publish:

- employment policies and practices that have been undertaken, setting out how they further the aims of the duty,
- any information used in that analysis, and
- any engagement with interested parties on workforce equality when undertaking the analysis.

Single Equality Duty: Equality Objective

Wycliffe Hall's objective is to establish the perception that Wycliffe is a good place for women to train for Anglican ministry

To this end, Wycliffe Hall has established a WOMen's Advisory Group (WOMAG) with involvement of three members of Senior Management Team, one member of Hall Council and several student representatives. This group is meeting regularly to discuss concrete actions which are reported to SMT.

The issue of gender within the student body was identified as the most important protected characteristic, when no female ordinands (who had successfully completed a Bishops' Advisory Panel) applied to Wycliffe Hall for the year 2012/13.

VERSION CONTROL					
Version Number	Policy Gatekeeper	Date Approval	of Sub-Committee	Date to Take Effect	Date of Next Major Review
V.3	AJB	24.11.14	Governance	24.11.14	Trinity 2017

It is the responsibility of the Gatekeeper of each policy to check annually whether there have been any legislative and/or University policy changes that are relevant to Wycliffe Hall.