



NUFFIELD COLLEGE EQUALITY STATEMENT

Nuffield College is part of the University of Oxford. This statement is based on the University's Equality Policy (<https://www.admin.ox.ac.uk/eop/policy/equality-policy/>) which Nuffield College endorses

Nuffield College aims to be one of the world's outstanding social science institutions, providing a stimulating research-orientated environment for postgraduate students, researchers and academics, and promoting, according to its Charter, "the study by co-operation between academic and non-academic persons of social (including economic and political) problems".

In fulfilling its founding principles, Nuffield College seeks to be an inclusive, friendly and diverse community for its students, employees, and associates. The College embraces equality and aims to foster collegiality and to provide a learning, working and social environment in which individuals are respected and able to realise their potential. In accordance with the Equality Act 2010, and following the Equality Policy of the University of Oxford, Nuffield College is committed to protecting the rights of individuals and to promoting equal opportunities regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief (or lack thereof), sex and sexual orientation.¹

The College seeks to promote diversity amongst its members and to achieve equity in the experience and achievement of all students and employees through the implementation of transparent policies, practices and procedures, and the provision of effective support.

The College acknowledges that equality considerations should permeate all its activities and will seek to promote awareness of equality and diversity. It is therefore committed to devising, implementing and reviewing an action plan that will support its commitment to equality and diversity and ensure the College's compliance with the Public Sector Equality Duty.

In exercising its policies, practices, procedures and decision-making, the College will have due regard to its duties under the Equality Act 2010 to:

1. *Eliminate discrimination, harassment, victimisation or any other prohibited conduct;*
2. *Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not, by*
 - a. *Removing or minimising disadvantages suffered by people with various protected characteristics*
 - b. *Taking steps to meet the needs of persons with a relevant protected characteristic where they are different from the needs of other people*
 - c. *Encourage persons with a relevant protected characteristic to participate in public life or other activities where their participation is low*
3. *Foster good relations between persons who share a relevant protected characteristic and those who do not, by*

¹ These are the eight characteristics protected by the Equality Act 2010; marital status and civil partnership is protected only in relation to eliminating discrimination in employment.

- a. *Tackling prejudice and*
- b. *Promoting understanding between different groups.*

In this context, the College pledges to:

- Encourage applications for study and employment from the widest pool of potential candidates, especially where representation is disproportionately low.
- Take steps to meet the particular needs of individuals from protected groups where these are different from the needs of others.
- **In respect of students**, seek to attract applicants of the highest quality and potential, regardless of background. Decisions on the admission of students will be based solely on the individual merits of each candidate and the application of selection criteria appropriate to the course of study and in accordance with the University's guidelines.
- **In respect of staff**, ensure that entry into employment and progression within employment are determined solely by criteria which are related to the duties of a particular post and the relevant salary scale; and support career development and progression to ensure diverse representation and participation at all levels.

The College expects all members of its community to treat each other with respect, courtesy and consideration and does not tolerate any form of harassment, victimisation or bullying. It has a Policy and Procedure on Harassment and designated College Harassment Advisors who provide support and advice.

Equality Reporting and Monitoring Responsibilities

To ensure that it embeds equality and diversity considerations throughout its policies, procedures and decision-making functions, the College commits to monitoring periodically equality data with respect to students and employees and to using the data as an evidence-base when setting its equality objectives in accordance with the Public Sector Equality Duty. The College's Equality Committee, which reports directly to the Governing Body, has institutional responsibility for policy and guidance on equality and diversity matters; it oversees the development, implementation, monitoring, prioritisation and review of policies, procedures and practice in support of the College's Equality Statement. The Equality Committee commissions and reviews equality data analysis and uses this analysis as a basis for setting the College's equality objectives and for measuring achievements against the set objectives.

Application of the University's Equality Policy in College

The College's Equality Statement, which reflects the University's Equality Policy, applies to all members of the College community, including students and employees, applicants, associate members, and visitors.

All members of the College community are expected to act in accordance with the Equality Statement and to treat colleagues with respect at all times.

All visitors to the College, including contractors, and people operating on behalf of the College, whether on college premises or elsewhere, have a responsibility to behave in accordance with the principles of this Statement.

As appropriate within the collegiate university, individuals may additionally be due to observe the equality policies adopted by the University of Oxford.