

ST ANNE'S COLLEGE, OXFORD

Race Equality Action Plan for 2005/6

The college Equal Opportunities Committee consists of the Principal (Chair), the Vice-Principal, the Treasurer, the Domestic Bursar, the Tutor for Admissions, The College Secretary, the Dean, the Deputy Dean, one Fellow, the Human Resources Officer, one representative of the administrative/domestic staff, one JCR member and one MCR member.

The Equal Opportunities Committee will have overall responsibility for coordination of policy development and the identification of priorities for the year 2005/6, and will report to the Governing body on a termly basis.

The College will continue to:

- a. incorporate race equality planning into strategic planning and policy development and;
- b. make specific provision for race equality issues in strategic plans for 2006/7.

Governing body and all committees will include consideration of race equality issues and the duty to promote race equality in the development of policies and procedures.

The College has reviewed college regulations, student disciplinary procedures, and student complaints procedures to ensure that all procedures are fair and equitable and consistently implemented and this shall continue to be monitored.

The College has reviewed staff disciplinary and grievance procedures to ensure that all procedures are fair and equitable and shall continue to monitor that they are consistently implemented. The College has also reviewed the code of practice on harassment for both staff and students.

The College will review procurement policies by the end of 2005/6.

STUDENT SUPPORT

The College will continue to ensure that its procedures for allocating student accommodation are fair and equitable and that its procedures for distributing bursaries, scholarships and hardship funds are also fair and equitable, taking due account of the relevant trust provisions where appropriate.

The College has reviewed its provision of student pastoral support and welfare services to ensure that these are equally accessible to all members of the college community, to promote good relations between different racial groups. The College has appointed a Deputy Dean responsible for welfare. There is also a newly established Equality Forum (EQ), open to all students and staff, is raising awareness of Equality issues.

STAFF RECRUITMENT AND SELECTION

The College will continually review its procedures for the recruitment and selection of College employees in order to ensure equality of opportunity.

CONSULTATION

The College will by the end of Michaelmas Term 2006 establish appropriate consultative forums to involve ethnic minority staff and students and ensure that these groups are consulted in the development and maintenance of the race equality policy.

UNDERGRADUATE ADMISSIONS

The College has worked in partnership with the Admissions Executive to support the implementation of the Executive's action plan on undergraduate admissions.

The College has implemented the OCAE Code of Practice on Undergraduate Admissions as agreed by Conference of Colleges and the Admissions Executive.

The College will work to ensure that all those involved in undergraduate admissions have received appropriate briefing on the implications of race equality in selection of students.

The College will work to ensure that all subject selection panels contain at least one member who has participated in Oxford University seminars on student selection since 1992.

GRADUATE ADMISSIONS

Graduate admissions are now administered centrally by Oxford University.

MONITORING ARRANGEMENTS

The college will work to ensure that the following functions are subject to monitoring in the course of 2005/6 and monitoring results will be presented annually to the Equal Opportunities Committee and published.

- a. Staff selection and progress (college appointments only).
- b. Staff grievances, discipline and access to training (college appointments only).
- c. Student admissions, progress and performance.
- d. Student complaints and discipline.

IMPACT ASSESSMENT

The Equal Opportunities Committee will identify criteria against which the outcome of monitoring may be assessed.

In the event that the outcome of monitoring discloses potentially adverse impact on a group or groups, the Equal Opportunities Committee will bring this to the attention of the appropriate committee for consideration and action including further research, where appropriate.

PUBLISHING ARRANGEMENTS

The College will publish the Race Equality Policy and Action Plan on the Colleges website, and make available to all staff.

The Equal Opportunities Committee will, in consultation with relevant committees, set out a timetable for publication of the results of monitoring and assessments, including information on consultation undertaken as part of the assessment process.

GUIDANCE, SUPPORT AND TRAINING

The College will:

- a. Review the training opportunities available to all of its staff and introduce additional provision where necessary or desirable.
- b. Assist in the dissemination of information, briefing material, guidance and advice from the University.

RACE EQUALITY ACTION

The College will review its publications to promote access and participation among students of diverse ethnic and faith groups.

The College is actively engaged in recruiting candidates for admission from all races and backgrounds equally.