

## WADHAM COLLEGE EQUALITY ACTION PLAN 2021-2022

The College produces an annual action plan for equalities-related items that it wishes to pursue in each academic year. The actions are considered and approved by the Equality Committee each term. Where actions are not completed by the end of the academic year (defined as 30<sup>th</sup> September), the Equality Committee can decide to carry them over to the next year, or to remove them.

**Objective 1: Apply the guiding principles of the University's common framework for supporting students with disabilities (RENEWED, 2021-2023)**

**Objective 2: Continue to develop Wadham as a trans-inclusive institution (RENEWED 2021-23)**

**Objective 3: Incorporate and apply the guiding principles of the University's Race Charter (2018-2022)**

Equality Objective 1 – Apply the guiding principles of the University's common framework for supporting students with disabilities (2015-21) (RENEWED, 2021-2023)														
	Age	Disability	Gender reassignment	Pregnancy/Parenthood	Race	Religion	Sex and gender	Sexual orientation	Marriage/Civil Partnership	Proposed Actions	Timescale	Lead person/group/committee	Output/Outcome	Progress
1.1		x								Work closely with the University's Disability Advisory Service and Occupational Health to provide coordinated support for students with disabilities. Making reasonable adjustments, considering appropriate anticipatory action and developing efficient communication systems.	Ongoing	College Disability Leads & Coordinator (Domestic Bursar, Senior Tutor, Academic Administrator)		Ongoing

1.2		x							Engage with and adopt policies flowing from the Handbook which is to accompany the common framework.	Ongoing	College Disability Leads & Coordinator	Revise College programme in collaboration with the University's developing policy	As policies are published
1.3		x							Conduct a full access audit once the University's new full-time Access Auditor is in post and able to visit the College	To be completed by end of 2022	College Disability Leads & Coordinator		
1.4		x							Contribute to a shared college resource register once it has been established, and make use of it to support students	Ongoing	College Disability Leads & Coordinator		Dependent on roll-out of shared resources
1.5		x							Production of a College specific guidance pamphlet on support for students with disabilities, for use at open days, circulation in freshers' packs etc.	Ongoing – aim to complete end of 2021	College Disability Leads and Coordinator		

Equality Objective 2 - Continue to develop Wadham as a trans-inclusive institution (2017-2021) (RENEWED, 2021-2023)														
	Age	Disability	Gender reassignment	Pregnancy/ Parenthood	Race	Religion	Sex and gender	Sexual orientation	Marriage/Civil Partnership	Proposed Actions	Timescale	Lead person/group/ committee	Output/ Outcome	Progress
2.1			x				x			Review college trans policy in line with updated university guidance	2017-18	Senior Tutor & Welfare Advisor	University policy published TT18; revisions to College policy completed and agreed by GB TT18	Completed
2.2			x				x			Identify current trans-exclusive practices, and update procedures / develop guidance on trans-inclusive language and behaviour, in line with Stonewall best practice <a href="http://www.stonewall.org.uk/supporting-trans-staff-workplace">http://www.stonewall.org.uk/supporting-trans-staff-workplace</a>	Ongoing	Senior Tutor / HR		
2.3			x				x			Ensure that all new buildings follow best-practice for trans inclusivity, including provision of sufficient gender-neutral bathroom and changing facilities	Ongoing	Domestic Bursar		
2.4			x				x			Encourage tutors to include trans-inclusive 'role models' into their teaching practices where appropriate.	Ongoing	Tutorial Fellows and teaching staff		

Equality Objective 3 - Incorporate and apply the guiding principles of the University's Race Charter (2018-2022)														
	Age	Disability	Gender reassignment	Pregnancy/Parenthood	Race	Religion	Sex and gender	Sexual orientation	Marriage/Civil Partnership	Proposed Actions	Timescale	Lead person/group/committee	Output/Outcome	Progress
3.1					x					Review college Race/BME policies and practices in line with updated university guidance (Race Charter)	Ongoing	Senior Tutor & Tutor for Race		
3.2					x					Identify practices to increase the proportion of BME applicants and appointments to <u>all</u> academic and non-academic posts in College	Ongoing	Senior Tutor & Tutor for Race / HR		
3.3					x					Continue to target outreach and access work towards BME applicants to increase the number of applications and accepted students from this group.	Ongoing	Tutor for Access	<b>See Note 1</b>	
										<b>Note 1:</b> Examples of current BME Access Work: <ul style="list-style-type: none"> <li>- Wadham funding 10 Target Oxbridge places 2020 (£13,133) (8 participants funded 2019; 2019-20: 4 students from Target Oxbridge on course at Wadham)</li> <li>- Wadham sponsoring Onyx Magazine 2019-20 (£500)</li> <li>- Ethnicity of all participants tracked in access evaluation work</li> </ul>				

					x					Encourage tutors to include BME 'role models' into their teaching practices where appropriate (i.e. mention BME famous scientist, reading book by BME authors, etc)	Ongoing	Tutorial Fellows and teaching staff	TT19 TB consideration of inclusive teaching practices	
3.4					x					Encourage the celebration of BME events in College (i.e. Race Symposium)	Annual	SU/Tutor for Race		Ongoing
3.5					x					Unconscious/Implicit bias training every 5 years and during the first year after appointment. <a href="https://www.admin.ox.ac.uk/eop/race/whatsgoingon/workshopsandtraining/implicitbias/">https://www.admin.ox.ac.uk/eop/race/whatsgoingon/workshopsandtraining/implicitbias/</a>	Ongoing	Senior Tutor & HR	SU/PoCRE presentation to Tutorial Board TT19	Ongoing
3.6					x					Continue to consider how issues relating to race and the College's history are best represented and commemorated	Ongoing	Senior Tutor & Tutor for Race		