

Progress towards Public Sector Equality Duty aims, calendar year 2016

Objective	Duty	Protected Characteristic	Met?
Publish transparent and fair Accommodation Allocation Policy	1	a, b, e, g	Yes
Consider implications of dining hall refurbishment	2	b	Yes
Draft new Equality Policy	All	All	Yes
Increase staff knowledge of protected characteristics with training courses and workshops	All	All	Yes: b, c, g, h ¹
Strengthen systems for responding to mental health emergencies, including flowchart for Junior Dean and Senior Students	2	b	Yes
Vet all committee minutes for PSED compliance	All	All	Yes
Draft Social Media Policy	All	All	Yes
Ensure appropriate information / support for students with disabilities, liaising with DAS	1	b	Yes
Ensure display screens are used in ways that are accessible to people with dyslexia or visual impairment	1	b	Yes
Promote student awareness of equalities	3	All	Ongoing ²

Duties:

- 1 eliminate unlawful discrimination
- 2 advance equality of opportunity between people who share a protected characteristic and those who don't
- 3 foster or encourage good relations between people who share a protected characteristic and those who don't.

Protected characteristics:

- a age
- b disability
- c transgender status
- d pregnancy and maternity
- e race
- f religion or belief
- g sex
- h sexual orientation

¹ W&E Officer has attended workshops/courses on sexual assault and rape, transgender issues, mental health and suicide. A group of staff first responders completed a workshop on dealing with out of hours mental health emergencies and another on dealing with sexual assault and rape.

² Some initiatives: Termly Welfare Forum with student participation; dedicated Welfare notice board renewed fortnightly; student quiz on welfare and equality issues; BME awareness workshop.