Linacre College

Progress towards Public Sector Equality Duty aims, calendar year 2017

<table>
<thead>
<tr>
<th>Objective</th>
<th>Duty¹</th>
<th>Protected Characteristic²</th>
<th>Met?</th>
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</thead>
<tbody>
<tr>
<td>A. Increase staff knowledge of protected characteristics with training courses and workshops</td>
<td>All</td>
<td>All</td>
<td>Yes</td>
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<tr>
<td>B. Ensure appropriate information/support for students with disabilities, liaising with DAS</td>
<td>1, 2</td>
<td>b</td>
<td>Yes</td>
</tr>
<tr>
<td>C. Promote student awareness of equalities</td>
<td>3</td>
<td>All</td>
<td>Ongoing</td>
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A. Increase staff knowledge of protected characteristics with training courses and workshops
- 100% of College staff completed Oxford Learning Institute (OLI) Equality and Diversity Briefing, either online or in face-to-face format. Linacre is the first Oxford College to achieve this.
- A team of Fellows and JRFs were recruited for an out-of-hours Welfare First Responder rota, and all Welfare First Responders completed the OLI Equality and Diversity Briefing.
- Junior Dean completed an OSARCC workshop on responding to sexual assault disclosures.
- Associate Dean attended twice-termly Conference of College of Conference Equality and Diversity Forum meetings regularly, to share good practice with colleagues.

B. Ensure appropriate information/support for students with disabilities, liaising with DAS
- Senior Tutor and Associate Dean met weekly to review the progress of and support for students with disclosed disabilities, and met termly with Disability Advisory Service (DAS) link Advisor.
- Senior Tutor and Associate Dean alternately attended twice-termly Conference of College of Conference Welfare Forum meetings, to share good practice with colleagues.
- DAS gave Linacre staff a visual impairment workshop in advance of new blind student’s arrival.
- Associate Dean attended termly Welfare Professionals’ Forum to further share good practice.
- Senior Tutor, Associate Dean, a Peer Supporter attended a workshop on mental health first aid.
- Staff with front-line roles, and Welfare First Responders, were encouraged to complete all, or relevant parts, of the Charlie Waller Trust course for dealing with student mental health issues.

C. Promote student awareness of equalities
- BME focus group was held to elicit concerns and possible solutions (with University E&D Unit).
- Common Room Executive and Peer Supporters completed OLI Equality and Diversity Briefing.
- Common Room instituted second Welfare Officer post.
- It was agreed that the Rainbow Flag would be flown in February.
- College Welfare Forum met termly (staff, students, DAS, Counselling) to inform and coordinate.

¹ 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.

² Protected characteristics:
- a age
- b disability
- c transgender status
- d pregnancy and maternity
- e race
- f religion or belief
- g sex
- h sexual orientation