**Linacre College**

**Progress towards Public Sector Equality Duty aims, calendar year 2019**

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| page1image92204752**Objective** | **Duty1** | **Protected Characteristic2** | page1image77493760page1image92202736**Met?**page1image77493376 |
| A. Continue to increase staff knowledge of protected characteristics with training courses and workshops | Allpage1image77521344 | All | Yes |
| B. Continue to ensure appropriate information / support for students/staff with protected characteristics | 1, 2 | b | Yes |
| page1image77523840C. Continue to promote student awareness of equalities | page1image77528640page1image775136643 | All | Ongoingpage1image91922640 |

*Notes:*

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

**A. Increase staff knowledge of protected characteristics with training courses and workshops**

* In relation to increasing knowledge in relation to protected characteristics c (transgender status) and h (sexual orientation), Linacre College organised a Transgender Awareness workshop open to staff and students in welfare roles. The workshop was run by Gendered Intelligence on April 4th, 2019.
* The Dean for Equality and Diversity attended twice-termly Conference of College of Welfare Forum meetings and Conference Equality and Diversity Forum meetings, which often include awareness raising presentations and workshops related to equality and welfare. Key information from these forum meetings were then shared on a termly basis in the College’s own Welfare Forum.

**B. Ensure appropriate information/support for students with disabilities, liaising with DAS**

* The Senior Tutor met regularly 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 Dean for Equality and Diversity attended twice-termly Conference of Colleges Welfare Forum meetings to share good practices with colleagues across the colleges.
* Dean attended termly Conference of Colleges Equality and Diversity Forum to further share good practice.
* DBS screening for College staff who have welfare responsibilities was agreed in Hilary Term, 2018 and this was implemented throughout 2019.
* College continued the practice of having Sexual Harassment Officers available at all major social events (such as the annual Ball), and developed briefing documents to remind these officers of practice and procedures.
* During renovation of the reception area, consultations were undertaken to ensure greater access to key areas such as the mailroom, which is now wheelchair accessible.
* Staff committee changed regulations to ensure easier access to parking facilities for those with caring responsibilities and disabilities, when needed.
* A disability rent policy was introduced so that any students with a registered disability requiring a specific room should pay no more rent than the average for all single rooms. Rent subsidies due to disability would be charged to the welfare budget.
* A new policy was introduced to allow some paid absence from work to attend to acute/unexpected caring responsibilities or domestic emergencies.

**C. Promote student awareness of equalities**

* College Welfare Forum met termly (staff, students, DAS, Counselling) to inform and coordinate welfare provision in college.
* Students in welfare role were invited to attend the transgender awareness workshop of April 4, 2019. This information was then fed back to students as part of new students’ orientation on equality issues.
* The Common Room continued practices of having two Welfare Officer post, as well as posts for disabilities officer and LGBTQ+ officer.