

MANSFIELD COLLEGE EQUALITY OBJECTIVES FOR 2021-2026

8 March 2021 Draft – approved by Governing Body 3 March 2021,
subject to Equality & Diversity Unit advice

Objective 1 – a diverse and inclusive culture

To ensure Mansfield promotes a welcoming and supportive intellectual and social environment for all students, including for those with minority protected characteristics (as defined by the Equality Act 2010), and foster good relations between members of the college who share a protected characteristic and those who do not.

Specific steps which we will take towards achieving this objective are:

- a. To ensure that speakers at College lectures, services and events come from diverse backgrounds;
- b. To consider issues of relevance to cultural exclusion in drawing up programmes for events, discussion groups, seminars, services etc and in proposing speakers for alumni events and public lectures;
- c. To continue to develop, publicise and expand the Equality Library and to ensure that aspirations for equality and diversity of thought, and recognising a broad range of perspectives inform delivery of the curriculum, so far as is possible and appropriate in specific subject areas.
- d. To develop the diversity of our community and ideas, and to promote links with the Oxford community outside Oxford, by becoming and operating as a University College of Sanctuary.
- e. To celebrate and publicise work at Mansfield in advancing diversity and inclusion, including our ongoing Access work;

- f. To provide funding and facilitate space for students with particular protected characteristics to meet to offer mutual support, and also to develop allyship with others who do not share their characteristics;
- g. To put in place arrangements to ensure that College takes the lead in planning celebration for minority cultural and religious festivals such as Diwali, Eid, Chanukka, Lunar New Year (in consultation with members of affected groups).
- h. To promote scholarship and bursary support to enable and expand access to Oxford University from people and groups particularly under-represented here.

Objective 2 – Inclusivity and access

To make the physical and practical environment at Mansfield as accessible as possible, to ensure that no-one from any protected group (especially but not exclusively disabled people) is disadvantaged by the built environment or working arrangements.

Specific steps which we will take towards achieving this objective are:

- a. Complete work on digital inclusion, including training for all who prepare public materials for our website, social media and teaching materials on how to make them accessible and inclusive;
- b. Ensure that basic training on digital inclusion forms part of induction materials for relevant staff and students, and keep records of who has received such training.
- c. As soon as we have our physical accessibility audit from Conference of Colleges, to draw up a plan for improving the accessibility of College spaces (including for those with sensory impairments, including auditory impairments), and create and implement a business plan for making College more accessible so far as resources allow;

- d. Prioritise the creation of physically accessible study (library) space;
- e. Ensure all staff who teach Mansfield students are aware of:
 - i. How to refer students for support and screening for learning disabilities and to have a student support plan created for them, if it appears that this may be helpful to the student (especially for those who may have such a need but have never had access to such screening or support in the past);
 - ii. the need to check e-vision and to act on any plans from the DAS to make reasonable adjustments for disabled students' needs and
 - iii. to communicate as appropriate with external teachers and departments with whom they have arranged teaching for any student with a learning support need, so as to ensure that they are aware of any support plans or adjustments which may be helpful for such a student.
- f. Keep records of training which Mansfield-employed fellows have had training or attended events on how to offer support and help make reasonable adjustments for students with special learning difficulties or disability-related learning needs.
- g. Ensure that any member of academic or non-academic staff with physical or mental impairments who wishes to do so is supported to get support from the University or College to access reasonable adjustments to their working arrangements and environment, and create a system of regular College-triggered reviews of these adjustments to check that they are adequate and up to date.

Objective 3 – Promoting Racial Equality at Work

- **To take specific practical steps to promote racial equality in academic and non-academic employment at Mansfield. (We recognise that other equality strands are important, but people of colour are significantly underrepresented in academic life in general, and at Oxford University including Mansfield College in particular, so this seems an important point of practical focus).**

Specific steps which we will take towards achieving this objective are:

- a. Developing and securing the Black Academic Futures scholarships and encouraging applications from black and minority ethnic candidates JRF posts with a view to expanding career pipelines to academic employment for BAME staff;
- b. Making the development and delivery of a comprehensive diversity and inclusion plan, in consultation with affected staff, an early objective for the need Head of Human Resources, to include a review of the visibility and operation of our recruitment and employment procedures and practices;
- c. Considering the use of specialist Human Resources software to assist with recruitment, in order to enable use of 'real-time' monitoring data to assist promotion of diversity and inclusion;
- d. Ensuring that consideration is given to promoting a wide pool of applicants when posts are advertised – including the language used; where advertisements are placed; which consultants are used; justifiability of seeking previous University experience);
- e. Compulsory and high quality equality & diversity training for all staff relevant to their roles (eg recruitment, management);
- f. Ensuring recruitment panels are as diverse as possible (including, if necessary, by having external assessors), and (for the period of these equality objectives) keeping records of the ethnic make up of recruitment panels to enable us to assess how successful we are at achieving this aim;
- g. To ensure that that all posts advertised at Mansfield, either as sole employer or as joint appointments with the rest of the University:
 - i. contain in the person specification: “A desire to promote a diverse and inclusive academic and working environment at Mansfield College”,
 - ii. that all job advertisements have an equality statement such as that used for recent recruitments:

“Applications are particularly welcome from Black, Asian and minority ethnic candidates, who are currently under-represented in administrative posts at

Mansfield. Mansfield College and the University of Oxford are equal opportunities employers and welcome applications from all, which will be considered on their merits.”

Objective 4 – Mainstreaming, implementation and monitoring

To ensure that delivery of these objectives becomes part of the mainstream of College business on a day to day basis, and that progress to achieving them is kept under regular review, so that steps can be identified and taken as necessary to achieve the equality objectives.

The specific step to be taken to achieve this is the (re)establishment of an Equality Committee, with a clear remit, representation from across the College community, and with a regular duty to report to Governing Body.

Accordingly:

Progress towards achieving these objectives will be a standing item for the Equal Opportunities Monitoring Group (to be renamed ‘Equality Committee’), which will meet termly, and will report back to Governing Body.

The Equality Committee will be a cross-college committee, chaired by the Principal. Its membership will include the Principal, Bursar, Senior Tutor, Registrar, Access Officer, Equality Tutors, Head of Human Resources, staff representatives and JCR and MCR representatives.

Equality Committee’s terms of reference will be:

- a. To gather qualitative and quantitative data to assess progress towards each specific equality objective (including an annual ‘attitudes survey’ to assess perceptions of academic, non-academic staff and students);
- b. To report to Governing Body on progress towards equality objectives and other initiatives to promote equality in college;
- c. To gather views from student and staff meetings on ways of promoting equality (for example, the termly meeting held at 6pm on Tuesday of 6th week on Amplifying Voices of Students of Colour);
- d. To keep abreast of, and to discuss, equality initiatives across the University and best practice elsewhere, and

- e. To make termly recommendations to Governing Body, head of human resources, senior tutor and registrar on equality training and other initiatives to advance equality at Mansfield.