

Pembroke College Equality Action Plan – June 2017

Under the Equality Act 2010, public bodies, of which the College is one, have both general duties and specific equality duties.

The **general duties** are to have due regard in decision-making to:

1. Eliminate discrimination
2. Advance equality of opportunity, and
3. Foster good relations between people from different protected groups

The **specific duties** are:

- i. To publish relevant, proportionate information showing compliance with the Equality Duty .. at intervals no greater than one year from the last publication.
- ii. To prepare and publicly publish at least one specific and measurable objective that the College thinks it should achieve to meet any of the three aims of the equality... at .. intervals no greater than four years.

| | Responsibility | 2017/18 Action |
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| POLICY DEVELOPMENT AND REVIEW | | |
| The College’s Student Welfare and Equality Committee, consisting of appropriate college officers, members of Governing Body, college staff, junior members and chaired by the college’s Welfare Fellow, will meet termly and report to Governing Body. | Student Welfare and Equality Committee | Ongoing. |
| All committees reporting to GB will have a standing agenda item to consider whether any of its decisions raise equality issues. | Governing Body | Ongoing. |

| | Responsibility | 2017-18 ACTION |
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| STUDENT ISSUES | | |
| College fellows will receive an annual briefing on undergraduate admissions, including appropriate briefing on the implications of equality issues in the selection of students. | Academic Director | Michaelmas term. |
| The College will review the materials it sends to candidates invited to interview to ensure that they provide helpful and reassuring information to candidates from non-traditional backgrounds. Admissions helpers will be briefed on equality issues related to admissions. | Academic Director | Michaelmas Term |
| The Student Welfare and Equality Committee will review equality data relating to the student body on an annual basis | Academic Director/Student Welfare and Equality Committee | Trinity Term |
| The College will regularly review college regulations, student disciplinary procedures, and student complaints procedures to ensure that all procedures are fair and equitable and consistently implemented. | Academic Director | Review of student disciplinary procedures |
| The College will review the equality information on the college website on an annual basis and actively raise awareness of the support and guidance available in this area, | Communications Director | Michaelmas Term |
| The College will aim to ensure that student helpers at admissions, open days and on access and outreach events represent the diverse range of students at the college. | JCR and MCR | Ongoing |
| MONITORING ARRANGEMENTS | | |
| The Student Welfare and Equality Committee will monitor this plan on an annual basis; propose revisions and report to Governing Body | Student Welfare and Equality Committee | Trinity Term |
| PUBLISHING ARRANGEMENTS | | |
| The College will publish the Equality Policy and Action Plan on the College website, and publicise it to all staff and students. | Communications Director | Michaelmas Term |