

ST. HUGH'S COLLEGE, OXFORD

EQUALITY, DIVERSITY, AND INCLUSION POLICY

Date Policy Ratified by Governing Body: 4 November 2026

Responsible Committee: EDI Committee

Date to be reviewed by: 4 November 2027

Equality, Diversity, and Inclusion Policy

1. The College's Commitment to Equality, Diversity, and Inclusion

1.1. St Hugh's College ('the College') is committed to fostering a culture that promotes equality, values diversity, and maintains an inclusive working, learning, and social environment.

1.2. Pursuant to its commitment, the College has established an Equality, Diversity, and Inclusion Committee.

1.3. Pursuant to its commitment, the College has developed an Equality, Diversity, and Inclusion Strategy. The College's Equality, Diversity, and Inclusion Strategy sets out its aims with respect to equality, diversity, and inclusion, and the actions it will take to achieve those aims.

2. The Scope of this Policy

2.1. This Policy applies to all members of the College community, including students, staff, fellows, and associate members. All members of the College community have responsibilities under its terms.

2.2. Members of the College are responsible for ensuring that their visitors and guests are aware of and abide by the terms of this Policy.

3. The Legal and Regulatory Context

3.1. The College is a public authority for the purposes of the Equality Act 2010 ('the Equality Act').

3.2. Under section 149 of the Equality Act, and in the exercise of their functions, public authorities must have due regard to the need to:

(i) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act;

(ii) advance equality of opportunity between persons who share a relevant protected characteristic (as defined by the Equality Act) and persons who do not share it; and

(iii) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

3.3. Under section 4 of the Equality Act, the following characteristics are protected characteristics: age; disability; gender reassignment; marriage and civil

partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

3.4. The College will have due regard to relevant regulatory guidance including:

(i) The Equality and Human Rights Commission's *Code of Practice for Services, Public Functions and Associations*;

(ii) Any relevant guidance published from time to time by the Office for Students.

3.5. The College will also have due regard to the University of Oxford's own Equality Policy [Link].

4. The College Context

4.1. This Policy has been developed to sit alongside other College policies, procedures, and codes of practice, and should be read in conjunction with them.

4.2. In particular, this Policy should be read in conjunction with the College's Code of Practice on Freedom of Speech, its Harassment Policy, its Prevention of Sexual Harassment Policy, and its Complaints Procedures.

4.3. The College considers that its Code of Practice on Freedom of Speech, its Harassment Policy, and its Prevention of Sexual Harassment Policy strike the right and a lawful balance between competing rights and interests both in general and in relation to its duties under the Equality Act. For the avoidance of doubt, individuals' freedom to criticise any or all of the terms of this Policy or the terms of the Equality, Diversity, and Inclusion Strategy are protected by the Code of Practice on Freedom of Speech.

4.4. This Policy should also be read in conjunction with the College's Support for Study Framework.

5. Discrimination, Bullying, and Harassment

5.1. The College expects all members of the College community to treat each other with courtesy and consideration. The College will not tolerate any form of unlawful discrimination, bullying, or harassment.

5.2. All members of the College are required to familiarise themselves with the Harassment and Prevention of Sexual Harassment policies: [link].

6. Responsibilities

6.1. The College's Governing Body has overall responsibility for the existence and enforcement of this Policy and the Equality, Diversity, and Inclusion Strategy. Governing Body also has ultimate responsibility for all actions taken in pursuance of each of them.

6.2. Governing Body is the final arbiter of disputes as to the meaning and effect of this Policy.

6.3. The College's Equality, Diversity, and Inclusion Committee develops and oversees the implementation of this Policy and the Equality, Diversity, and Inclusion Strategy; revises and approves the annual Equality Report, Action Plan and Benchmarks; and measures progress against the Action Plan.

6.4. Fellows and managers are responsible for the day-to-day implementation of this Policy and for supporting the delivery of the College's Equality, Diversity, and Inclusion Strategy.

6.5. All members of the College have a responsibility to observe the terms of this Policy.

7. Raising Concerns and Making Complaints

7.1. Provided they feel able to do so, anyone with a concern about a breach of this Policy should raise that concern with the individual in question.

7.2. Anyone who has experienced Harassment or Sexual Harassment should follow the steps set out in the Harassment or Prevention of Sexual Harassment procedures and/or can speak to a Harassment advisor.

7.3. Concerns or complaints about the behaviour of students should be raised with the Dean.

7.4. Concerns or complaints about the behaviour of fellows or other academic staff should be raised with the Senior Tutor.

7.5. Concerns or complaints about the behaviour of non-academic staff should be raised with their line manager and/or the College's Human Resources team.

8. Monitoring and Review

8.1. The Equality, Diversity, and Inclusion Committee and the relevant Equality Working Group will monitor the implementation and revision of this Policy.

8.2. The College will collect and process relevant information relating to the protected characteristics of staff and students, where lawful, necessary and

proportionate, for equality monitoring purposes. Statistical information produced for reporting purposes will be anonymised wherever possible, with appropriate safeguards in place to minimise the risk of identifying individuals. Equality monitoring information will be collected and analysed, in accordance with the College's Records of Processing Activities and relevant data protection policies, in relation to the following:

- Staff: General composition of employees of the College, recruitment and selection, promotion, training and development, sickness absence, grievances, and disciplinary procedures.
- Students: General composition of students of the College, admissions, retention, progression, degree classification, complaints, appeals, and conduct.

8.3. Information collected will be reported to the Equality, Diversity, and Inclusion Committee in the first instance, and will be used to inform future equality and diversity work across the College.

8.4. This Policy shall be reviewed by the Equality, Diversity, and Inclusion Committee on an annual basis, and at other times whenever necessary to reflect changes in relevant legislation, regulatory guidance, or College policies and practices. Any substantive amendments arising from the review shall be recommended to Governing Body for approval.

9. Suggested Improvements

9.1. If coming from a fellow or some other member of academic staff, suggestions on how the College might improve its Equality, Diversity, and Inclusion provisions should be raised with the EDI Lead.

9.2. If coming from a member of non-academic staff, suggestions on how the College might improve its Equality, Diversity, and Inclusion provisions should be raised with a staff committee representative.

9.3. If coming from a student, suggestions on how the College might improve its Equality, Diversity, and Inclusion provisions should be raised with the JCR or MCR representative on the Equality, Diversity, and Inclusion Committee.