# Equalities Report 2024-25

## Contents

1. Introduction
2. Report on equalities activities for October 2024-September 2025
3. Report on diversity of governance and decision-making
4. Report on complaints and disciplinary action
5. Equalities objectives set for academic year 2025-2026
6. Employment data
7. Further information and sources of support

Annex: copy of the Objectives and Strategic Plan agreed for 2024-2028

## 1. Introduction

### The College

The Queen's College is one of 38 independent, self-governing colleges within the collegiate University of Oxford. The College is an education provider, an employer and a provider of conferences and events. As a result, the College has a broad range of members and users and so a broad range of responsibilities with regard to equality and diversity. Our approach to equality and diversity is outlined in more detail in our Equality Policy (https://www.queens.ox.ac.uk/wp-content/uploads/2022/11/Equal-Opportunities-Policy-May-2020.pdf)

We follow closely policy and procedures of the central University, but also set our own objectives in line with local priorities. These are largely set by the Governing Body taking into account recommendations from other committees (including Domus, Academic, Equalities, Estates and Finance, Development), and with input from the Decanal Office, the JCR and MCR, and representatives of the College staff. This enables representation from the widest possible cross-section of the College constituency.

### Legal Position

The Equality Act 2010 prohibits discrimination in employment or the provision of training and education in respect of a number of protected characteristics. It also introduced the concept of a general equality duty, which covers protected characteristics identified in the Act (with the exception of marriage and civil partnership). The general duty has three main aims:

- To eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Equality Act 2010.

- To advance equality of opportunity between people who share a protected characteristic and those who do not. And:

- To foster good relationships between people who share a protected characteristic and those who do not.

In addition, the Act introduced a number of specific duties which require the College to:

- Annually publish information to demonstrate our compliance with the general equality duty to include information of employees and service users of the College who share a protected characteristic.

- Publish objectives setting out how we will meet the requirements of the Act, at least every four years. And:

- Ensure the published information and objectives are made available to the public.

**Purpose of this report**

This report is The Queen's College's equality report for the 2024-25 academic year. It seeks to demonstrate how the College is meeting its commitments under the Equality Act 2010.The report summarises key equality data for the College, as well as outlining its activities and achievements. Where sufficient data are available this has been analysed and the results used to:

- Identify any areas for further improvement.

- Inform the setting of targets and indicators for the existing equality objectives.

- Identify additional objectives.

## 2. Report on equalities activities for October 2024 to September 2025

The University of Oxford has the high-level commitment to embed equality and diversity across all of its activities. This includes the twin aims of:

- working towards an increasingly diverse staffing profile;

- providing equality of opportunity for all students to achieve and demonstrate their full academic potential.

These aims are embedded in all College policies and procedures.

The College adheres to University and Conference of Colleges guidance concerning equality and diversity targets relating to academic employment, while noting that decisions on short-listing and appointment are to be made solely on the basis of criteria defined in accordance with the duties of the post in question and its grade.

The College also has its own local priorities and set its own specific equalities objectives for the 2024-25 academic year, namely:

1. To continue to review gender balance in the distribution of awards and collections prizes.

2. To continue appropriate equalities training for all in College.

3. For the JCR and MCR to continue to consider how more of their events could be made accessible.

The following sub-sections report specific equalities activities in the College during the 2024-25 academic year.

**Summary**

A full programme of activities relating to equality and diversity was once again in operation during 2024-25.

**General Activities**

In response to its Public Sector Equality Duty Objectives and Targets for 2020-24, the College has:

- Flown LGBT Pride associated flags during LGBT History Month (February 2025) and LGBT Pride Month (June 2025).

- Held another Family Guest Night dinner in April 2025 with the aim of further integrating College members with children.

- Continued to receive reports on activity associated with the College's Race, Diversity and Access initiative, with the JCR taking a role in organising associated events.

- Held an open meeting of the Equalities Committee, open to non-members, to further develop the momentum associated with its general equalities activities. Consideration continued to be given to future activities of the Confluence@Queens initiative.

- Received and reviewed a fourth year of reports from Dr Jasmina Panovska-Griffiths, College Lecturer in Probability and Statistics, on equality and

diversity monitoring in academic recruitment and on equality data relating to admissions and on-course students. The Equalities Committee remained keen to include future such reports for scrutiny in its annual review of data, enabling it to better understand the implications of the data in play and to assist it in proposing future targets for the College to adopt. In relation to admissions and on-course students, Dr Panovska-Griffiths' report demonstrated that trends at College level did not significantly deviate from those across the University more widely.

**Employment Equality Activities**

In response to its Public Sector Equality Duty Objectives and Targets for 2020-24, the College has paid particular attention to academic appointments and terms and conditions of appointment. Relevant aspects have included:

- Continuing in its efforts to diversify academic appointments, including the use of a strong equality and diversity statement (accompanied use of inclusive language in recruitment to posts shared with the University), advertising posts via a wider range of networks, and reaching out directly to outstanding candidates from under-represented groups. Positive feedback was received from external members of appointment panels regarding the College's diversity statement.

- Continuing to make available appropriate equality and diversity training. In particular, all staff were required to attend a training session on 'fostering inclusion', which focussed on creating and maintaining a working environment in which every member of staff feels respected and valued. This session was delivered by a specialist external facilitator.

- Continuing in its efforts to increase the proportion of underrepresented groups in order to reap the wider benefits of diversity.

- Making reasonable adjustments to accommodate disability, using external expert services such as Occupational Health and Access to Work, to allow the widest possible recruitment and employment of staff, while using data to consider actions and goals.

- Having already been accredited in the Living Wage Foundation since 2018, continuing to align its pay with the Oxford Living Wage for those on the lowest wage.

- Continuing to offer an Employee Assistance Programme to aid with health and well-being, and give confidential and free support for personal and work related problems.

**Student Equality**

The College remains committed to providing an inclusive culture for its students which promotes equality, values diversity and maintains a working, learning and social environment in which rights and dignity are respected. It has sought to demonstrate this commitment in a number of practical ways, which have included:

- Providing pastoral support, not least to students facing challenging personal circumstances.

- Producing online information and flyers which signpost students to support networks within College, the broader University environment and in other contexts.

- Supporting postgraduate scholarships in partnership with Academic Futures. Following its successful partnership with the University's Academic Futures scholarship scheme in 2023, the College committed to continue to fund four Academic Futures scholarships for entry annually.

- Allocating funding to support the establishment of taught postgraduate studentships for candidates from economically disadvantaged backgrounds.

- Having participated in the University's pilot of an Equality, Diversity and Inclusivity workshop for all incoming students during the 'freshers' week' programme in Michaelmas Term 2023 and having reviewed the success of the pilot, the College committed to participate in the workshops on an annual basis.

- Trialling professionally-delivered consent training for postgraduate students in 'freshers' week' 2024 as part of the College's commitment to preventing and addressing sexual misconduct and, upon reviewing the training and student feedback, committing to roll out professionally-delivered consent training for postgraduate and undergraduate students in the 2025 'freshers' week' programme.

- The JCR continued to deliver a successful programme of anti-racism training during the 'freshers' week' programme, drawing on guidance and training received from Advance HE in Michaelmas Term 2022 when the programme was first developed.

## 3. Report on Diversity of Governance and Decision-Making

### Governing Body

The Queen's College is a charity and is accountable to its trustees who form the Governing Body, and oversee all decisions made on behalf of the College.

During the 2024-25 academic year the Governing Body comprised 44 Fellows, of whom 15 were female, and a female Provost.

**Committees and Senior Management**

Although the gender balance of committees varies, women are generally well-represented across the range of committees and, with a female Provost in post, all committees of the College had a female member in 2024-25. Of the 28 College Officerships in place in 2023-24, 6 were held by women. Care is taken not to burden women but also to ensure that a good level of representation among College Officers and on committees continues.

## 4. Report on Formal Complaints and Disciplinary Action

**Current Staff**

There was one complaint of sexual harassment in 2024-25. Disciplinary action resulted but the complaint was not upheld as harassment.

**Job applicants**

There were no formal complaints.

**Current Students**

The College does not systematically collect data concerning the number of formal complaints raised by students about issues of discrimination, harassment or victimisation in each academic year. This is for the practical reason that such formal complaints are so rarely received that to present data as systematically collected would merely skew perceptions due to the tiny size of the pool concerned.

**Student Applications**

No appeals related to undergraduate admissions for 2025 entry fell within the remit of the present report.

## 5. Equalities objectives set for the 2025-26 academic year

The College agreed that the new equalities objectives for the 2025-26 academic year would be set by the College's Objectives and Strategic Plan 2024-2028.

## 6. Employment data

The Queen's College is a relatively small College and consideration by a number of different committees has led to the conclusion that our population is too small to obtain data using current methods of analysis that is relevant or statistically accurate.

As at June 2025, data by reference to numbers of people and percentage of the workforce was as follows:

| | Sep-24 | | Dec-24 | | Mar-25 | | Jun-25 | |
|---|---|---|---|---|---|---|---|---|
| Male over 30 hours per week | 75 | 34% | 77 | 35% | 74 | 34% | 80 | 37% |
| Male under 30 hours per week | 33 | 15% | 55 | 25% | 72 | 33% | 73 | 33% |
| Female over 30 hours per week | 51 | 23% | 50 | 23% | 50 | 23% | 50 | 23% |
| Female under 30 hours per week | 59 | 27% | 101 | 46% | 72 | 33% | 100 | 46% |
| TOTAL | | 218 | | 283 | | 268 | | 303 |

The College annually publishes its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This data, with accompanying comments, is available under the title 'Gender Pay Report As at April 2025' via the Equalities Information page of the College website (at https://www.queens.ox.ac.uk/official-information/equality-policies).

The College is keen to emphasise its commitment to gender equality in the workplace, and remains confident that women and men are paid the same for doing the same job at the College. However, men and women are sometimes employed in different roles across the organisation, creating an apparent pay gap. The College actively encourages diversity in recruitment.

## 7. Further information and sources of support College

### Further information and sources of support

**College**
Equality opportunities, policies and information:
https://www.queens.ox.ac.uk/equality-information

Welfare [including College support networks]:
https://www.queens.ox.ac.uk/welfare

Policies and procedures, including
Academic and non-academic disciplinary procedures and rules
https://www.queens.ox.ac.uk/our-policies-and-procedures

Diversity of Governance and Decision-Making, Governing Body
https://www.queens.ox.ac.uk/governing-body

**University**

The Disability Advisory Service:
http://www.ox.ac.uk/students/welfare/disability

Harassment Advisory Service and Harassment Advisors' Network:
https://edu.admin.ox.ac.uk/support

The Equality and Diversity Unit:
https://edu.admin.ox.ac.uk/home

University of Oxford Equality Policy
https://edu.admin.ox.ac.uk/equality-policy

**Government**
Equality and Diversity:
https://www.gov.uk/government/organisations/home-office/about/equality-and-diversity

**ANNEX Public Sector Equality Duty – Objectives and Strategic Plan 2024-2028**

**Background**

Under the Public Sector Equality Duty (PSED) the College is required to report on progress against objectives at least annually and to set itself new objectives at intervals of no greater than four years. This document fulfils the requirements of the PSED for April 2024 to April 2028.

**Our Vision**

The Queen's College is fully committed to eliminating all forms of unfair discrimination in all of its activities, and in respect of students, staff, visitors, contractors and relationships with the wider community and general public.

We are committed to treating all people with dignity and respect, irrespective of any protected characteristics as defined by the Equality Act 2010 (age, disability, gender assignment, pregnancy and maternity, race (including ethnic origin and nationality), religion or belief, sex and sexual orientation). (N.B. Marriage and civil partnership are also protected in respect of employment only.)

Our aim is to be an institution where everyone can be themselves and reach their full potential in an environment of fairness and trust.

**Objectives and Targets for 2024-28**

**Training**

In our continuing aims to improve diversity throughout the College, we will

- Ensure our support staff receive training on equality and diversity, including in the context of harassment (knowing our policy), discrimination and fostering good relations;
- Provide training and other steps to improve the recruitment and appointments process to minimise disadvantages suffered by people due to their protected characteristics;
- Maintain our training framework that ensures all staff are aware of their role with regard to PSED and are fully supported in delivering this;
- Continue our successful and ongoing programme of training for all students as part of the induction for new students and continue to provide when appropriate additional training students who occupy positions of responsibility in the student body and in College clubs and societies.

**Recruitment and Selection**

- A key aim of the College is to use data to better inform recruitment for academic and non-academic appointments and for selection of undergraduates and graduates;
- We aim to follow the research data alliance recommendations (RDA) that when equality monitoring data from academic and non-academic appointments becomes available, it will be annually reviewed by the Equalities Committee, to ensure that the data is used to better inform recruitment over the next four years;
- Continue to use HR systems to record a variety of equality-related characteristics about applicants for both academic and non-academic positions within the College and to analyse and review this data to inform recruitment over the next four years.

**Access**

Having achieved the access goals for 2020-2024 of creating fully accessible access into College from the High Street, a new accessible Porters' Lodge, and the provision of baby-changing facilities within the newest bathroom facilities in the Library, for this period we are focussing on:

- Investigating the provision of new accessible facilities for study, socialising and provision of food and drink within College;
- Continuing to review our ongoing programme of improvement to The Queen's College estate in our Masterplan, for those with invisible and well as visible disabilities, within the constraints of the listing building status and local planning regulation;
- Continuing to review the process and training to support the University's common framework on admissions and access for students;
- Improving transition support for incoming students with declared disabilities, including through the development of pre-arrival information and orientation.

**Welfare Provision and Student Support**

Over the next four years we will continue to review the welfare provision within College including the Tutorship for Welfare, the role of the Welfare and Student Support Officer, and the College's Welfare Statement.

We will continue to monitor our procedures to ensure the fair and equitable distribution of accommodation, bursaries, prizes, scholarships and hardship funds, given the constraints of trust positions.