**Oriel College Equality Objective in Support of the Public Sector Equality Duty**

The College’s equality objective for the four years from June 2016 is:

For all College students and staff, to establish baseline data on equality (representation and experiences) in respect of all the protected characteristics, to establish periodic monitoring in the future, and in the light of this to identify any extra training needs for staff.

**Action taken by the College in Support of the Public Sector Equality Duty**

Actions taken by the College to respond to the aims of the Public Sector Equality Duty include:

- Constructing a new room suitable for occupation of disabled students during the renovation of the College’s High Street building.
- Introduction of gender-neutral toilet facilities in parts of the College.
- Specified outreach activities targeted at potential students from ethnic minorities.
- Allocation of a multi-faith worship room.
- Creating more family friendly events for alumni, staff and students of the College.
- Flying the LGBTQ+ rainbow flag on three specified occasions each year.
- The College has positions dedicated to addressing equality issues, including a full-time Equality, Diversity and Student Support Officer.
- The College’s Junior Common Room now has dedicated representatives for: Equalities, Women, LGBTQ+, BME, and International Students.
- The College provides practical and financial support to assist the efforts of both Common Rooms to promote equalities through their elected representatives and the provision of specific events.
- The College is currently in the process of compiling a gender pay gap report.