



Oriel College

UNIVERSITY OF OXFORD

**PUBLIC SECTOR EQUALITY DUTY (PSED)
REVIEW AND RENEWAL OF OBJECTIVES
(2020-2024)**

Oriel's 2020-24 PSED objectives were:

- ***To conduct a thorough review of disability provision and accessibility.***

Comment: A comprehensive assessment of Oriel's buildings and facilities was conducted as part of the University's Access Guide (see: <https://www.accessguide.ox.ac.uk/oriel-college#collapse2646896>). The guide is published on the University Website and is updated in line with any changes to the physical environment.

- ***To include equality training as part of staff / student induction.***

Comment: The JCR have introduced an Equalities Workshop for undergraduate freshers during Freshers' Week. For staff, all new starters are issued with the IHasco Equality, Diversity & Inclusion training module as part of the onboarding process. This is a one-off training requirement which must be completed prior to successful completion of the probationary process.

- ***To aspire to be in line with University targets on access and diversity.***

The University's Access and Participation Plan outlined several key targets for the period 2020-2024:

- To support attainment at school and widen access to higher education

The University proposed working with schools to raise pupil attainment and readiness to study for a university qualification. In particular, work encouraged students to explore beyond the school syllabus and to address large, open questions.

- To improve admission rates to Oxford

By 2024/25 the University hoped to reduce the ratio between students admitted from the most and least advantaged regions of the UK to 3:1, and the ratio between students admitted from areas of the UK with the highest and lowest rates of progression to University to 8:1. By 2023/4 the University also aimed to eliminate the gap in offer rates for applicants of Asian heritage.

- To improve the attainment rates for good degree outcomes at Oxford
By 2024/5 the University aimed to halve the gap in attainment rates for good degree outcomes (2:1 and above) to 6% for black students, and to eliminate the gap for disabled students.

Ways in which Oriel has been supporting these aims:

- Supporting the university's bridging efforts through increased Opportunity Oxford offers
- Hosting UNIQ summer schools
- Conducting outreach work with school groups from our link regions: 217 events in 20-21 (largely virtual due to COVID constraints), 119 in 21-22, 129 in 22-23, 101 in 23-24, 52 so far in 24-25
- Incorporating the University's Oxplore programme into school visits (primarily with Key Stage 3 students) to push students to discuss big questions beyond their school syllabus.
- Introduced a Super-Curricular Study workshop for KS5 which also encourages learning beyond the curriculum.
- Collaborating with Generating Genius to promote access for black and mixed-race disadvantaged students in 2022-23, and continued work with them to help low socio-economic background students in 2023-24 and 2024-25.
- Starting a formal collaboration with The Brilliant Club (in conjunction with other colleges) from 2024-25.
- Participating in the West Midlands Teacher Conference with Keble and University Colleges (from 2022 onwards).
- Establishing an Offer Holder Day (from 2024) in order to provide support for offer holders.
- Offering residential study days (4 per year from 2021 onwards) for students from disadvantaged backgrounds (targeting IMD quintiles 1 & 2, FSM students, POLAR4 quintiles 1 & 2, low Oxbridge progression schools) to provide academic insight into life at Oxford.
- Financial support – In addition to the existing avenues of support, plans are in motion to introduce an Oriel Bursary which will provide undergraduates from lower income households with a non-repayable bursary to help with the initial costs of living and studying in Oxford.

New Objectives 2024-28

Oriel's Equality Committee approved the following PSED objectives for the period 2024-2028:

- To ensure that the College's policies, procedures, practice and support concerning harassment, discrimination and bullying are effective and understood by the whole College community.

- To conduct a review of employee diversity (review and report on employee diversity utilising new functionality afforded by Sage HR software).
- To foster an inclusive culture within the College at all levels (via engagement through the Staff Forum, through shared events, via Four College E&D Fund for student events / initiatives).

The Committee also agreed to add a recurring item to the agenda of each term's Equality Committee meeting in order to review the progress made towards meeting these objectives.

Academic Registrar, Governance Officer, & HR Manager Feb, 2025