

## Disability Equality Policy

The College welcomes diversity amongst its students, staff and visitors, recognising the contributions to the achievement of the College's mission that can be made by all individuals, including disabled people. The College aims to provide an inclusive and accessible working, learning and social environment in which the rights and dignity of all its staff and students are respected to assist them in reaching their full potential. The College will work to remove any barriers which might deter people of the highest potential and ability from applying to Oxford, either as staff or students.

The Disability Discrimination Act 2005 places a positive duty to eliminate discrimination and harassment and to promote equality of opportunity for people with disabilities. The College is required to have in place a Disability Equality Scheme (DES). The scheme must comprise a range of operational and strategic activities that the College will engage upon over a three-year period to meet the requirements of the Act.

The scheme is informed by the social model of disability, which requires that the 'barriers' or elements of social organisation that exclude people who have impairments should be identified and removed. Examples of such barriers include:

- inflexible organisational procedures and practices;
- inaccessible information;
- inaccessible buildings;
- inaccessible transport;
- discriminatory health and social support services.

The general Disability Equality Duty is supplemented by specific duties to support the outcomes required by the general duty. In summary the requirements are to have due regard to:

- promoting equality of opportunity between disabled people and other people;
- eliminating discrimination that is unlawful under the Disability Discrimination Act;
- eliminating harassment of disabled people that is related to their disability;
- promoting positive attitudes towards disabled people;
- encouraging participation by disabled people in public life;
- taking steps to meet disabled people's needs, even if this requires more favourable treatment.

'Due regard' means that due weight should be given to the need to promote disability equality in proportion to its relevance.

The College is committed to promoting equality of opportunity between disabled people and other people, eliminating unlawful discrimination for disabled people and harassment of disabled people, promoting positive attitudes towards disabled people, encouraging participation by disabled people in the life of the College and taking steps to meet the needs of disabled people, including where necessary by more favourable treatment. The College will assess the impact of policies on disabled students and staff and monitor their recruitment and progression.

Any unlawful discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include expulsion or dismissal.

Involvement and engagement with disabled people is integral to the development and review of the College's Disability Equality Scheme. The College consults and works closely with the University's Disability Advisory Service.

Guidance, support and training will be provided to members of staff to ensure that the College's commitment to disability equality is fully realised.

The College has in place arrangements to monitor, by reference to disability, the selection and recruitment of members of staff. The admission of students is monitored in the first instance by the University's Equality and Diversity Unit.

The Governing Body is responsible for securing compliance with the general and specific duties and for overseeing implementation of the Scheme.

The Equality Committee is responsible to the Governing Body for the promotion, development, implementation, monitoring, prioritisation and review of equality policies generally.

The Senior Tutor (with respect to academic matters) and the Domestic Bursar (with respect to non-academic matters) have a duty to take forward specific actions under this policy as identified in the action plan in addition to the general duties under the Act.

The College's procurement policies will address, where appropriate the obligation to promote disability equality and equality between disabled people and other people.

The College will publish the Disability Equality Policy and Scheme. It may not normally be possible to publish monitoring and assessment data without identifying individuals, given the small level of annual recruitment of students and staff. Consideration is being given to compiling reports combining data from rolling periods of three or five years or longer.

Any student or member of staff who has a complaint concerning a breach of this policy may bring such a complaint to the College in accordance with the procedures set out in the College Handbook and Staff Handbook.