

Public Sector Equality Duty

2012 Objective

Sex Equality Audit

New College will conduct an audit of our student and staff data in relation to the protected characteristic of sex, and assess gender representation, pay, educational attainment and promotion prospects. In 1980, the College conducted a study of sex equality, and data has been gathered on this characteristic since that time. We now intend to perform a thorough statistical analysis of this data, to explore what progress has been made over the past 30 years and what steps need to be taken with regard to sex equality. One of the aspects of inequality in this area that we are already aware of is the disproportionate number of First Class degrees awarded to men rather than women undergraduates. Data on this aspect has been published [by the University of Oxford](#), and preliminary examination of some annual data indicates that New College appears to have a similar inequality issue. We are keen to address this and move towards resolution.

Because much of the data predates the electronic records and is therefore held in a variety of formats, the College has allocated resources to constructing a consistent and complete dataset. The College will look into this issue further and carry out appropriate analysis. Informed by this analysis, New College will set further strategic goals to ensure equal opportunities to, and improve conditions for achievement in education and employment of, members of both sexes.

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