

St Cross College Equality, Diversity and Inclusion (EDI) Action Plan

This action plan sets out St Cross College's commitments to equality, diversity and inclusion in support of the University's [Equality, Diversity and Inclusion Strategic Plan 2024-2027](#). The plan is reviewed annually and updates are approved by Executive Committee and reported to Governing Body in Trinity Term.

Action Plan Period	2026-29
Approved By Executive Committee	June 2026
Next Review Date	June 2027
EDI contacts	Dr Elizabeth Frood, EDI Fellow Dr Phil Taylor, Head of the Academic Office

Priority Themes for St Cross College

The following themes are the broad areas of work identified as EDI priorities for the College, encompassing different objectives and related actions:

Governance, Leadership and Student Representation
Student Experience and Welfare
Inclusive Events, Programmes and Activities
Accessibility and Space

EDI Action Plan Tracker

Theme	Objective	Action	Responsibility	Timescale	Status
GOVERNANCE, LEADERSHIP AND STUDENT REPRESENTATION	Ensure equality and inclusivity is fully embedded into College decision-making and business as usual	Introduce updated EDI responsibilities and reporting into the revised College committee structure. Ongoing review of EDI Action Plan with updates approved each year	Executive Committee, SRC	2026-27	Ongoing
		Support College EDI Fellow with Committee representation and informal student consultation groups for Disability, BAME and LGBTQ+	Academic Office	2026-27	Ongoing
		Actively engage with Conference of Colleges Equality Forum and EDI leadership briefings	Head of Academic Office, Domestic Bursar	2026-29	Ongoing

GOVERNANCE, LEADERSHIP AND STUDENT REPRESENTATION	Objective	Action	Responsibility	Timescale	Status
	Increase diversity of the Fellowship and research community	Continue to embed EDI principles for recruitment and election of all categories of Fellow and other research-related roles (Postdoctoral Associates), including use of inclusive language in all advertisements.	Senior Tutor (AA&P)	2026-29	Ongoing
	Ensure effective representation of all students regardless of identity or background	Improve induction, training and support for SRC members, particularly Welfare and EDI roles	Academic Office	2026-27	Ongoing
		Review EDI guidance and resources in SRC and Members' Handbook	Communications Office	2026-27	Ongoing
STUDENT EXPERIENCE AND WELFARE	Foster a diverse and inclusive student community	Deliver mandatory EDI induction session for Freshers in conjunction with University Equality Unit, including guidance on antisemitism and Islamophobia	Academic Office	2026-27	Ongoing
	Support the University's Graduate Student Access Strategy (2024-29)	Prioritise partnered scholarships for targeted University schemes for under-represented groups, including Academic Futures and Africa Oxford Initiative.	Senior Tutor (AA&P)	2026-29	Ongoing
		Continue to support the UNIQ+ research internship programme for UK students from disadvantaged and under-represented groups to showcase the College's support for EDI initiatives.	Senior Tutor (AA&P)	2026-29	Ongoing
		Engage through Conference of Colleges on other relevant elements of the Access Strategy, e.g. on-course support interventions to improve progress of under-represented groups	Senior Tutor (AA&P), Academic Office	2026-29	Ongoing
		Continue the development of the academic study skills programme to support students from disadvantaged backgrounds and under-represented groups.	Senior Tutor (AA&P)	2026-29	Ongoing

STUDENT EXPERIENCE AND WELFARE	Objective	Action	Responsibility	Timescale	Status
	Ensure that all students feel they belong to the College community regardless of background	Introduce Junior Advisor scheme to support integration of Freshers, and 'Look after your mate' mental health awareness workshops	Academic Office	2026-27	Ongoing
		Promote student mental health e-learning course and disability awareness training for student-facing staff	Academic Office	2026-29	Ongoing
		Regular review of College communication channels, including website, intranet and social media, to promote visibility of EDI	Senior Engagement Manager	2026-29	Ongoing
	Reduce harassment, discrimination and bullying	Promote and monitor mandatory online Consent for Students training course and associated optional peer-led Healthy Relationship and Consent in-person workshops	Academic Office	2026-27	Ongoing
		Increase signposting of College Harassment Advisors through welfare network (Junior Deans, Peer Supporters)	Academic Office, Junior Deans, Peer Supporters	2026-29	Ongoing
	Improve experience for disabled and neurodivergent students	Increase liaison with Disability Advisory Service (DAS) and departmental disability leads to coordinate reasonable adjustments and implementation of Student Support Plans and minimise burden for students	Academic Office	2026-29	Ongoing
		Promote awareness of DAS amongst students through Academic Office drop-ins, SRC Disability Rep, and welfare communications	Academic Office, SRC	2026-27	Ongoing
		Develop social media content on the disabled student experience at St Cross to increase transparency	Communications Office	2026-29	Ongoing

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INCLUSIVE EVENTS, PROGRAMMES AND ACTIVITIES	Promote diversity of people and ideas through College events	Embed EDI into annual planning for all College academic, social and cultural events, promoting a range of EDI-themed days/months (e.g. Black History month) and reviewing opportunities for hosting key University events	Senior Tutor (AA&P), Senior Engagement Manager	2026-29	Ongoing
		Ongoing consultation with SRC reps to ensure a range of inclusive social events, e.g. themed hall nights for major religious and international festivals, key diversity themes such as Rainbow Hall. Ensure Freshers Fortnight events promote diversity and inclusivity and that College spaces are visibly welcoming	SRC, Common Room Committee	2026-29	Ongoing
		Aim for gender balance and diversity of representation for all multiple-speaker events whenever possible. Embed accessibility considerations into all academic event planning processes, including provision of hybrid events where possible.	Senior Tutor (AA&P); Development Office; Senior Engagement Manager	2026-29	Ongoing
ACCESSIBILITY AND SPACE	Improve accessibility of College shared spaces for students, staff and visitors	Incorporate accessibility review into the next stage of developing proposals for College spaces. Undertake EDI impact assessment as part of feasibility review.	Bursar	2026-27	Ongoing
	Offer inclusive and accessible accommodation experience for student residents	Review disability information for offer-holders, and revise accommodation allocation process for offer-holders with declared disabilities	Accommodation Officer, Student Support Coordinator	2026-27	Ongoing
		Establish ongoing compliance with ACOP equality requirements by embedding equality impact assessments into all aspects of accommodation services and related processes	Domestic Bursar	2026-29	Ongoing