

A Joint Declaration by the Hatfield College Community

We declare that we will abide by and actively promote our College ethos

#AllOneHatfield

reflecting our belief that a diverse, inclusive community of equals is of the highest value to all.

We recognise that our ethos, which was born out of unequal times of the past, requires us to undertake constant self-reflection and pro-action to ensure that our College is fully welcoming, inclusive and celebratory of all our communities.

For our ethos to reflect truly the lived experience of all our members, we promise that we will:

- *Persistently take action to ensure our College is accessible and welcoming to all*
- *Endeavour to build a broad-based College community through pro-active recruitment, outreach and engagement*
- *Celebrate together the many different cultures and ethnicities, histories, backgrounds and experiences of our members*
- *Empower all our members to contribute fully to College life*
- *Promote inclusion and educate all parts of our community to understand and value our differences and similarities*
- *Guarantee that all parts of our community have voices which are heard and listened to*
- *Make sure that all our communities are adequately represented through our leadership and decision-making forums and that the views and ideas of all are actively sought*
- *Work continually to create an environment in which all our members feel safe and supported to voice concerns about any actions they experience or witness that are contrary to our ethos, and confident that their concerns will be pursued*
- *Take appropriate action against any members who infringe our ethos*

This statement was written and agreed by representatives of all parts of our College:

College Officers
Junior Common Room
Middle Common Room
Senior Common Room
College staff

On behalf of our communities, we promise to abide by and actively promote the Hatfield College ethos #AllOneHatfield:

Ann MacLarnon – Master
Kathryn Rogers – Senior Man, Junior Common Room President
Amila Wijesinghe – Middle Common Room President
Sophie Philipson – Senior Common Room President
David Embleton – College Operations Manager
Will Green – Food & Beverages Services Manager

Signed: 1st July 2020