PEMBROKE COLLEGE EQUALITY POLICY

Pembroke College welcomes diversity amongst its members, staff and visitors, recognising the particular contributions to the achievement of our statutory objects that can be made by individuals from a wide range of backgrounds and experiences.

In relation to staff, it is our policy and practice that all staff are afforded equal opportunities within employment and that employment with us and the progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job is the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her age, disability, gender reassignment, race, religion, marital or civil partnership status, sex or sexual orientation. This policy applies to recruitment, promotion, salary and allowances, and to staff development and training.

In relation to students Pembroke aims to provide education of excellent quality at undergraduate and postgraduate level for able students, whatever their background. In pursuit of this aim we are committed to using our best endeavours to ensure that all of our activities are governed by principles of equality of opportunity, and that all junior members are helped to achieve their full academic potential. This statement applies to recruitment and admissions, to the curriculum, teaching and assessment, to welfare and support services.

This policy statement is supported by employment equal opportunities policy, codes of practice for staff, and our rules on harassment.

Equality Policy

1. Pembroke College is committed to promoting equality of opportunity and avoiding discrimination.

Background

2. The Equality Act 2010 has placed a general duty on public authorities, including Pembroke College, to promote equality and in particular to:

   - eliminate unlawful discrimination
   - promote equality of opportunity; and
   - promote good relations between people of different protected groups relating to age, disability, race, religion or belief, sex and sexual orientation.
3. The Act has placed further specific duties on Higher Education Institutions to publish an Equality Policy and an action plan for its implementation, and to put in place appropriate monitoring and audit to allow for effective assessment of the impact of the policy and constructive development of new policies and the enhancement of existing policies.

4. This policy has been developed with regard to the guidance and code of practice issued by the Equality and Human Rights Commission.

**Commitment**

5. To support these aims Pembroke will ensure that in the conduct of all its activities, and in the development and implementation of its policies, steps are taken to avoid the occurrence of discrimination, whether direct or indirect, and to promote good relations between different protected groups.

6. Any 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.

**Consultation**

7. At all stages in the implementation and review of this policy, consultation will be a key feature. This will include all staff and junior members and in particular those from different affected groups, where such have identified themselves, and other interested and relevant groups within the College.

**Guidance, support and training**

8. Appropriate guidance, support and training will be provided to members of staff to ensure that our commitment to equality is fully understood and achieved. The purpose of training is to inform individuals and also to ensure that principles underlying the Equality Policy underlie decision-making processes throughout the College.

**Monitoring and auditing**

9. As part of our employment procedures we have put in place arrangements to monitor, by reference to different groups, the selection and recruitment of members of staff and the admission of students. Such monitoring is subject to voluntary submission of information by candidates for employment. It does not form part of the selection process and is not provided to those involved in the selection process.

10. In addition to the monitoring and assessment arrangements already in place, we will put in place procedures to ensure that such additional monitoring is
undertaken as is necessary to ensure that we are able to identify possible improvements in our practices, whether in relation to teaching, learning and assessment; management and governance; admissions, access and participation; student support and guidance; behaviour and discipline; staff recruitment, training and career development; and service delivery.

11. The College’s Equality data will be reviewed as required and the policy and practice modified and developed as necessary.

Responsibilities

12. The Governing Body is responsible for ensuring compliance with the general and specific duties and for overseeing implementation of the policy.

13. The Master is responsible for providing leadership in the promotion and implementation of the policy, supported by the Academic Director in respect of academic staff and students and by the Home Bursar in respect of staff and visitors.

14. All College committees are responsible for ensuring that this policy is taken into account in their development of policies and procedures.

15. All those with managerial responsibilities have a duty to take forward specific actions under this policy in addition to the general duties under the Act and the promotion of an equality-aware culture throughout the College.

Review

16. The Equality Policy will be reviewed periodically to assess its effectiveness.

Publication

17. This policy will be published and available on the College’s web site. It will be updated in the light of any reviews.