

PEMBROKE COLLEGE EQUALITY POLICY

Pembroke College is committed to being an inclusive environment that promotes equality and values diversity. The 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.

Specifically the college commits to:

- Encourage applications for study and employment from the widest pool of potential candidates, especially where representation is disproportionately low;
- Take steps to meet the particular needs of individuals from protected groups where these are different from the needs of others.

In respect of students, the college will seek to attract applicants of the highest quality and potential, regardless of background. Decisions on the admission of students will be based solely on the individual merits of each candidate and the application of selection criteria appropriate to the course of study. All students will be supported to achieve their full academic potential.¹

In respect of staff, the college will ensure that entry into employment and progression within employment are determined solely by criteria which are related to the duties of a particular post; and support career development and progression to ensure diverse representation and participation at all levels. In all cases, ability to perform the job is the primary consideration.²

The College recognises that equality should be embedded in all its activities and will seek to promote awareness of equality and foster good practice. The College is committed to a programme of action to support its equality policy, to monitoring its effectiveness, and to publishing information on progress towards its equality aims.

In exercising its policies, practices, procedures and other functions, the College will have due regard to its duties under the Equality Act 2010 and to the protected characteristics specified within it³. The college will also be aware of other relevant circumstances including socio-economic background, gender status, parental or caring responsibilities, contract type, and working hours.

¹ This policy applies to (but is not limited to) admissions, to teaching, learning and research provision, to scholarships, grants and other awards under the College's control, to student support, to accommodation and other facilities, to health and safety, to personal conduct, and to student complaints and disciplinary procedures.

² This policy applies to (but is not limited to) recruitment and selection (including advertising of jobs); training and development; promotion; pay and benefits (and conditions of service); facilities; health and safety; grievance and disciplinary procedures and termination of employment.

Application of this policy

This policy applies to all members of the college, including students and staff, applicants and visitors.

Commitment

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 promote good relations between different protected groups and to avoid the occurrence of discrimination. The college will:

- seek to embed equality in all its activities
- have regard to its obligations under relevant legislation, including the Equality Act 2010 and the Public Sector Equality Duty 2011
- publicise this policy, and any relevant codes of practice and guidance
- use an evidence-based approach to inform its activities to increase equality and to measure the impact of any changes
- develop equality objectives and an action plan, and report on progress toward attaining those objectives
- monitor and publish data on its staff, students and applicants⁴; and
- regularly review this policy and all associated codes of practice and guidance.

Consultation

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

Responsibilities

The Governing Body is responsible for ensuring compliance with the general and specific equality duties and with any relevant legislation. It is also responsible for overseeing implementation of the policy through the college's equality action plan.

³ The characteristics protected by the Equality Act 2010 are: age, disability, gender reassignment, marital or civil partnership status (in employment), pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

⁴ Equality data relating to students is collected and published by the university.

The Master is responsible for providing leadership in the promotion and implementation of the policy, supported by the Academic Director and the college Welfare and Equality Adviser Fellows in respect of academic staff and students, and by the Home Bursar and the staff welfare advisers in respect of non-academic staff and visitors.

The Student Welfare and Equalities Committee is responsible to the Governing Body for the development, implementation, monitoring, evaluation, prioritization and review of all aspects of the College's equality policies relating to students. The Academic Director and the college Welfare and Equality Adviser Fellows are responsible for those policies with regard to academic staff, and the Home Bursar and staff welfare advisers are responsible for those policies with regard to non-academic staff

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

All staff and students, and all visitors to the college are responsible for acting in accordance with this policy.

Complaints

The College regards any breach of this policy by any member of the college as a serious matter to be dealt with through its agreed procedures as set out in the college regulations.

Review

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

The Equality Policy will be reviewed every three years to assess its effectiveness; the Equality Plan will be reviewed every year in Trinity Term.

Publication

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