

## EQUAL OPPORTUNITIES POLICY STATEMENT

St Catharine's College aims to create an environment, free from bullying and unlawful discrimination (which can include harassment and victimisation) and seeks to promote values of mutual respect, consideration and an inclusive approach, to everything we do.

We recognise our success depends equally on students, staff and fellows and capitalising on what is unique about individuals and that drawing on their different perspectives and experiences, will add value to the way the College operates.

Everyone within our community has a responsibility to embrace and support this vision and is expected to challenge behaviour and attitudes that may present as a barrier to this being achieved.

When applying this approach to our employment practices, we aim to recognise and celebrate the benefits of employing individuals from a range of backgrounds and how it creates a workforce where valuing differences in others, is critical to our success.

### Legislation

The main legislation covering equal opportunities and discrimination is the Equality Act 2010<sup>1</sup> (in particular, Part 2),

In addition, the following are taken into consideration throughout our employment practices where applicable:

- Rehabilitation of Offenders Act 1974
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Sex Discrimination (Gender Reassignment) Regulations 1999
- Racial and Religious Hatred Act 2006
- Codes of Practice issued by the Equality and Human Rights Commission

### Application of this statement

Using fair, reasonable and consistent employment practices, the College aim to ensure all individuals:

- are treated fairly and with respect;
- have the right to be free from harassment of any description, or any other form of unwanted behaviour, whether based on sex, race, disability, age, political or religious belief, sexuality, bullying or any other form of unwanted behaviour; and
- have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.

Through our HR policies and procedures, we aim to ensure the diversity of the community is reflected at all levels within the staff and academic structures. The college will act reasonably and endeavours to abide by and apply all statutory provisions of the Equality Act 2010 as well as guidance and principles available from the Equality and Human Rights Commission (EHRC)<sup>2</sup>, attempting to ensure that no applicant or existing member of staff or academic is treated less favourably than another, because they belong to a protected group as defined in the Equality Act 2010.

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<sup>1</sup> <https://www.legislation.gov.uk/ukpga/2010/15/contents>

<sup>2</sup> <https://www.equalityhumanrights.com/en/advice-and-guidance?who=organisation>

**Enforcement**

The College regards direct or indirect discrimination, victimisation and harassment as a serious matter and staff or academics who fail to comply with this policy will be subject to the College's Disciplinary Procedure. All breaches of this policy will be regarded as serious and if there is evidence that there has been victimisation, intentional discrimination or deliberate harassment, the matter is likely to result in formal disciplinary action.

Should an employee feel they are being treated unfairly, they should contact the HR Manager or a Senior College Officer in the first instance.

**Implementation, Monitoring and Review**

The HR Manager has overall responsibility for implementing and monitoring this statement.

This statement takes effect from 1 April 2021 and will be reviewed every 2 years unless changes in legislation require that to take place sooner.

Any queries or comments about this policy should be addressed to the HR Manager.