

19. EQUAL OPPORTUNITIES

The College's Equal Opportunities Officer is the Bursar, who can be contacted on (01223) 336112, or by email: Bursar@chu.cam.ac.uk.

Churchill College aims to be an inclusive organisation where everyone is treated with respect and dignity, and where there is equal opportunity for all. The College values the diversity of its community.

The College recognises that people have complex identities made up of many strands. These can include, but are not limited to, ethnicity, gender, sexual orientation, age, physical and mental aptitudes, nationality, socio-economic background, and religious, political or other beliefs. The College embraces differences.

Implementing Equality of Opportunity

- 19.1 The College will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements.
- 19.2 The College will:
- a) Promote equality of opportunity;
 - b) Promote good relations between all staff;
 - c) Have due regard to the need to eliminate discrimination on grounds of age, gender, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation;
 - d) Subject its policies to regular review to help to achieve equality of opportunity;
 - e) Monitor the recruitment of students and employees to help to achieve equality of opportunity;
 - f) Promote an inclusive culture and good management practice, through the development of codes of best practice, policies, and training;
 - g) Take positive action wherever possible to support this policy and its aims;
 - h) Publish this policy widely and regularly scrutinise policy assessments and the results of monitoring.

Management Responsibilities

- 19.3 It is the responsibility of all managers to:
- a) ensure that the standards established within this policy are adhered to within their own areas of responsibility;
 - b) familiarise themselves with the procedures in all Equal Opportunities documentation including the Guidelines relating to Equality and Diversity, Discrimination, Harassment and Dignity at Work;
 - c) ensure, so far as they reasonably can, that employees do not act in a discriminatory manner;
 - d) bring the details of the policy and any procedure documents to the attention of all employees;

- e) ensure that information on equal opportunities is incorporated in all induction processes for new or temporary employees and that it is supported by on-going training.

Employee Responsibilities

19.4 It is the responsibility of employees at all levels:

- a) not to discriminate against others;
- b) to co-operate with any measures to ensure equality of opportunity;
- c) to attend training as required;
- d) to report any discriminatory acts or practices;
- e) not to induce or attempt to induce others to practice unlawful discrimination;

19.5 All employees have a right to equality of opportunity and a duty to implement this policy. Breach of equal opportunity is potentially a serious disciplinary matter. Anyone who believes that they may have been disadvantaged on discriminatory grounds is entitled to raise the matter through the grievance procedure.