Equal Opportunities Policy (Whole College)

<table>
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<tr>
<th>Policy Name</th>
<th>Equal Opportunities Policy</th>
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<tr>
<td>Purpose</td>
<td>To set out Churchill’s commitment to inclusivity and against discrimination.</td>
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<tr>
<td>Owner</td>
<td>HR and Governance Director</td>
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<td>Contact</td>
<td>Katherine Shirley, HR and Governance Director</td>
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<td>Approved By</td>
<td>EDI Committee, Council</td>
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<td>Approval Date</td>
<td>18 May 2021</td>
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<td>Next Review Due</td>
<td>MT 2023</td>
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<td>Version and Recent Changes</td>
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Whole College Equal Opportunities Policy

Churchill College aims to be an inclusive organisation where everyone is treated with respect and dignity, and where there is opportunity for all. The College values the diversity of its community and recognises that people have complex identities made up of many strands.

Scope
This policy applies to all College members.

Commitment
No member shall be treated less favourably on account of a protected characteristic (defined by the Equality Act 2010 as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

The College will take action to support best practice, in particular by:
- Striving to avert any unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative
- Working to ensure that its policies and practices achieve equality of opportunity for all.
- Sustaining equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Fostering good relations between persons who share a protected characteristic and persons who do not share it.
- Promoting an inclusive culture, good practice in teaching, learning, and assessment, and in employment through good management practice and through the development of practice, policies, and training where required.

Responsibility
College Council are responsible for the Equal Opportunities policy, receiving advice on approaches and practice from the Equality, Diversity and Inclusion Committee, and with implementation effected by the College Officers, Heads of Department and academic staff.

Reference
In determining its policies and approach around equal opportunities, the College shall have regard to relevant legislation, including:
• Special Education Needs and Disability Act (2001).

**Freedom of Speech**
Nothing in the Equal Opportunities Policy should be read as undermining or conflicting with the College’s Code of Practice on Freedom of Speech. In case of any conflict the free speech code of practice will take precedence.

**Complaints**
Any member who reasonably considers that they are experiencing unfavourable treatment or unlawful discrimination on account of their connection with a protected characteristic, may make a complaint through the following channels:

- **Students:**
  Student Complaints Procedure as set out in the Undergraduate Handbook and Postgraduate Handbook.

- **Staff:**
  - Grievance Procedure or the Bullying and Harassment Procedure, as set out in the Staff Handbook

- **Fellows:**
  - Statute XXXV, Part VI

**Date approved:** 18 May 2021

**Review:** To be reviewed every 2 years by Equality, Diversity and Inclusion Committee and presented to Council for approval