



CHURCHILL COLLEGE
CAMBRIDGE CB3 0DS

Equal Opportunities Policy (Whole College)

Policy Name	Equal Opportunities Policy
Purpose	To set out Churchill's commitment to inclusivity and against discrimination.
Owner	HR and Governance Director
Contact	Katherine Shirley, HR and Governance Director
Approved By	EDI Committee, Council
Approval Date	30 September 2025
Next Review Due	MT 2027
Version and Recent Changes	Version 2 Sept 25 -revised in light of requirement of Higher Education (Freedom of Speech) Act 2023, as enacted on 1 August 2025.

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.

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 the case of any perceived conflict, the provisions of the Code of Practice will take precedence insofar as that is lawful and reasonably practicable.

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:

- The Equality Act (2010) and associated secondary legislation.
- The Human Rights Act (1998).
- Criminal Justice and Immigration Act (2008).

- The Racial and Religious Hatred Act (2006).
- The Civil Partnership Act (2004).
- The Gender Recognition Act (2004).
- Criminal Justice Act (2003).
- The Protection from Harassment Act (1997).
- Special Education Needs and Disability Act (2001)
- The Higher Education (Freedom of Speech) Act 2023.

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