

# Reuben College Equality Policy

V1.1

## Principles

- Reuben College promotes equality and values diversity.
- The College is committed to upholding an inclusive culture in which diverse people take a full part.
- Reuben maintains working, learning and social environments in which the rights and dignity of all its staff, fellows and students are respected.
- Reuben College, as a Society of the University, upholds the University's charters, policies and procedures in all equality matters.

## Putting these principles into practice

Reuben College aims to achieve equity in the experience, progression and achievement of all students, fellows, and staff. It does this by making and implementing transparent policies, practices and procedures which take special care to promote and uphold equality.

The College strives to embed equality in all its activities, and seeks to promote awareness of equality and of how it can be achieved. The College is committed to a programme of action to support its equality policy. This includes monitoring its effectiveness and publishing information on progress towards its equality aims.

The College will at all times fulfil its duties under the Equality Act 2010 and to the protected characteristics<sup>1</sup> specified within that Act. It will also take into account other relevant circumstances, including parental or caring responsibilities, contract type, and working hours.

In particular,

- The College will encourage applications for study, fellowship posts, and employment from the widest pool of potential candidates, especially where representation is disproportionately low.
- The College will take steps to meet the particular needs of individuals from protected groups where these are different from the needs of others.
- The College will ensure that the potential impact of any decision made by Governing Body or its committees on equality or diversity is carefully considered before that decision is implemented.
- The College will appoint a Champion for Equality, Diversity and Inclusivity (EDI) to advise College members and applicants on equality issues.

In respect of students,

- The College will seek to attract students of the highest quality and potential, regardless of background. Decisions on college offers will be based solely on the individual merits of each candidate and the graduate selection criteria published by the College.

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<sup>1</sup> 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.

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 the relevant salary scale.
- The College will support career development and progression to ensure diverse representation and participation at all levels.

In respect of all college postholders,

- The College will ensure that election and renewal are determined solely by criteria which are related to the duties of a particular post.
- The College will support career development and progression to ensure diverse representation and participation at all levels.

The College expects all members of the College community to treat each other with respect, courtesy and consideration. The College does not tolerate any form of bullying or harassment. It has a Policy on Harassment and Bullying, supported by the College's Harassment Advisors and by specialist advisors from the University community.

## **Responsibilities**

### **Governing Body**

Governing Body is responsible for enacting policies that will ensure that the principles described in this policy are met. All decisions by Governing Body will be examined for their potential impact on equality and diversity.

### **Equalities and Welfare Committee**

The committee is responsible for monitoring equality in relation to student admissions and awards, fellowships, and staff employment and progression and for making proposals to Governing Body that promote equality and awareness of equality issues.

### **College Champion for Equality, Diversity and Inclusivity**

The College's Champion for Equality, Diversity and Inclusivity will provide information, advice and support to college members and applicants on equality issues and will provide assurance that the College is complying with its Public Sector Equality Duty.

### **All College Fellows, students, staff and members**

All College Fellows, students, staff, and members of the college (including, but not only, 'members of common room') have a duty to promote an inclusive culture in the College and to uphold this policy in their engagement with the college, in representing the college, or otherwise in their association with the College.

### **Applicants, offer-holders and visitors**

In any engagement with Reuben College, applicants, offer-holders and visitors are expected to act in accordance with this policy. Visitors include contractors and people working in the name of the College, both on College premises and elsewhere.

## **Complaints**

Reuben College will take any breach of this policy very seriously. The procedure for making a complaint about a breach is described in the Colleges complaints policies.

The agreed procedures for dealing with disciplinary breaches are set out in College Fitness to Study and Disciplinary policies.

*Approved by Governing Body on 10<sup>th</sup> February 2021*