

ST ANNE'S COLLEGE, OXFORD

Equal Opportunities Policy statement

The College welcomes diversity amongst its students, staff and visitors, recognising the particular contributions to the achievement of the College's mission that can be made by individuals from a wide range of backgrounds and experiences.

In relation to staff, the policy and practice of the College require that all the staff are afforded equal opportunities within employment and that entry into employment with the College and the progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job is the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her sex, marital status, sexual orientation, racial group, or disability.

In relation to students the College aims to provide education of excellent quality at undergraduate and postgraduate level for able students, whatever their background. In pursuit of this aim, the College is committed to using its best endeavours to ensure that all of its activities are governed by principles of equality of opportunity, and that all students are helped to achieve their full academic potential. This statement applies to recruitment and admissions, to the curriculum, teaching and assessment, to welfare and support services, and to staff development and training.

The College will also avoid, in the fields of employment, education and provision of goods, facilities, services and premises the use of ostensibly neutral criteria which have disproportionate adverse impact on members of a particular racial group, sex, or marital status, unless such use is objectively justifiable.

This policy statement is supported by equal opportunities policies and codes of practice for staff and students, the collegiate University's code of practice on harassment, and the College's race equality policy.

Race Equality Policy

1. The College is committed to promoting equality of opportunity and good race relations and avoiding racial discrimination.

Background

2. The Race Relations (Amendment) Act 2000, has placed a general duty on public authorities, including the College, in carrying out its functions, have due regard to the need to:
 - eliminate unlawful racial discrimination
 - promote equality of opportunity; and promote good relations between people of different racial groups.
3. The Act has placed further specific duties on Higher Education Institutions to publish a Race Equality Policy and an action plan for its implementation, and to put in place

appropriate monitoring and audit to allow for effective assessment of the impact of the policy and constructive development of new policies and the enhancement of existing policies.

4. This policy has been developed with regard to the Code of Practice issued by the Commission for Racial Equality.

Commitment

5. The College will ensure that in the conduct of all its activities, steps are taken to avoid the occurrence of racial discrimination, whether direct or indirect, and to promote good relations between different racial groups.
6. Any unlawful discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include expulsion or dismissal.

Consultation

7. There will be consultation at all stages in the implementation and review of this policy. This will include all staff and students and in particular those from different racial groups, union representative bodies, and other interested and relevant groups within the College.

Community partnership

8. The College will incorporate into the development and implementation of outreach activities, an awareness of the need to promote equality of opportunity and good relations between people of different racial groups.

Guidance, support and training

9. Guidance, support and training will be provided to members of staff to ensure that the College's commitment to race equality is fully realised.

Monitoring and auditing

10. The College has in place arrangements to monitor, by reference to different racial groups, the selection and recruitment of members of staff and the admission of students. The results of this monitoring process are collated by the College Officers and reported to the Governing Body.
11. In addition to the monitoring and audit arrangements already in place, the College is putting in place procedures to ensure that such additional monitoring is undertaken as is necessary to ensure that the College is able to identify possible improvements in its practices in relation to: teaching, learning and assessment; management and governance; admissions, access and participation; students' support and guidance; behaviour and discipline; partnership and community links; staff recruitment, training and career development; and service delivery.
12. The College's Race Equality Action Plan sets out in greater detail the way in which arrangements for monitoring are to be developed in the year 2002/3.

Responsibilities

13. The *Governing Body* is responsible for securing compliance with the general and specific duties and for overseeing implementation of the Action Plan.
14. The *Principal* is responsible for providing leadership in the promotion and implementation of the Action Plan.
15. The Governing Body will oversee the promotion, development, implementation, monitoring, prioritisation and review of equal opportunities policies generally.
16. *All College Committees* are responsible for ensuring that this policy is embedded in their duties and functions in relation both to students and staff.
17. *Those with managerial responsibilities* have a duty to take forward specific actions under this policy as identified in the action plan in addition to the general duties under the Act.

Contractors and service providers

18. The College's procurement policies will address, where appropriate the obligation to promote race equality and good relation between different racial groups.

Review

19. The Race Equality Policy will be reviewed annually to assess its effectiveness. Governing Body will undertake the review during Trinity Term, through regular monitoring of the action plans and the reports.

Publication

20. The College will publish the race equality policy and action plan and will update these policies in the light of the annual review. It will also publish the results of monitoring and assessments, including information on consultation undertaken as part of the assessment process.