ORIEL COLLEGE

ORIEL COLLEGE EQUAL OPPORTUNITIES POLICY

THE COLLEGE’S AIMS

Oriel College welcomes and respects diversity amongst its Fellows, staff and students, recognising the particular contributions to the achievement of its educational purposes that can be made by individuals from a wide range of backgrounds and experiences.

Oriel College will work to remove any barriers which might deter people of the highest ability from applying to the College, either as Fellows, staff or students. The College aims to provide an inclusive environment which values diversity and maintains a working, learning and social environment in which the rights and dignity of all its Fellows, staff and students are respected to assist them in reaching their full potential.

In exercising its policies, practices, procedures and other functions the College will have due regard to its duties under The Equality Act 2010 and to the protected characteristics* specified within it.

THE COLLEGE’S COMMITMENT

The College will encourage applications for study and employment from the widest pool of potential candidates.

With regard to Fellows and staff, the College will ensure that entry into employment and progression within employment is determined solely by criteria which are related to the requirements of a particular post, the relevant pay band and personal merit. In all cases the ability to perform the job would be the primary consideration.

In relation to students, the College aims to provide education of excellent quality at undergraduate and postgraduate level for intellectually 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. Decisions on the admission of both undergraduate and graduate students will be based solely on the individual merits of each candidates and the application of selection criteria appropriate to the course of study.

*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.

**APPLICATION OF THIS POLICY**

This policy applies to all members of the College community including Fellows, staff, 
students, applicants and associate members of the College.

All members of the College community are expected to act in accordance with this policy 
and to treat colleagues with respect at all times.

In order to realise its commitment, the College will:
- promote the aims of this policy;
- be proactive in encouraging equality of opportunity and respect for diversity.
- be proactive in eliminating discrimination, including harassment and bullying, for 
example through training and the policy and procedure on harassment and bullying.
- have regard to its obligations under relevant legislation, including the Equality Act 
2010.
- make this policy and associated policies and procedures available to all Fellows, 
staff and students; and
- review on a regular basis the terms of this policy and all associated policies and 
procedures.

**RESPONSIBILITIES**

**Governing Body and its committees**

It is the responsibility of Governing Body and its committees to provide mechanisms 
through which the College’s objectives for diversity and equal opportunities can be 
determined.

**The College Equality Committee**

The College Equality Committee, chaired by the Vice-Provost, has the responsibility for 
considering all existing and emerging equality legislation with a view to identifying 
relevant issues, which are then translated into College policies for recommendation to and 
approval by Governing Body. The Senor Tutor, Tutor for Graduates, representative(s) of 
the Welfare team and Treasurer are all members of this Committee, together with 
undergraduate, graduate and staff representatives. The Committee facilitates consultation 
with Fellows, staff and students. The Committee will provide through the annual Equality 
Report analysis of issues relating to Fellows, staff and students, with regard to, for 
example, gender, race and disability. This report is submitted to the Governing Body 
annually for discussion. The Committee also reviews the provision of support services to 
Fellows, staff and students with regard to harassment issues, childcare, and disabilities 
and specific access needs.
Heads of Departments

The Provost, Vice-Provost, Bursar, Senior Tutor, Tutor for Admissions, Senior Dean and Tutor for Graduates are responsible for the day to day implementation and delivery of the College’s strategic objectives for diversity and equal opportunities.

Managers

All managers are responsible for ensuring that equality is embedded in the work of their teams.

All academic staff

All academic staff should promote an inclusive research and learning environment.

All staff and students

All staff and students have a responsibility to observe this policy.

COMPLAINTS

The College regards any breach of this policy as a serious matter to be dealt with through its agreed procedures.

The procedures for dealing with concerns about breaches of this policy are set out below

Students

a) Applicants

Queries about admissions should be directed to;

Tutor for Admissions (admissions@oriel.ox.ac.uk) for undergraduate admissions

Tutor for Graduates (tutor.graduates@oriel.ox.ac.uk) for postgraduate admissions

b) Current students

Allegations of harassment and bullying are covered by the College Policy and Procedure on Harassment and Bullying, which can be found here: http://www.oriel.ox.ac.uk/content/policies-and-procedures

Complaints about equality and diversity issues related exclusively to college matters should be taken up with the relevant College Officers (a full list can be found in the College’s Memorandum).
Other complaints should be directed to the Vice-Provost.

**Staff**

**a) Applicants**

Applicants for employment should refer any concerns in writing to the chair of the selection panel or Treasurer in the first instance.

**b) Current Staff**

Allegations of harassment and bullying are covered by the College Policy and Procedure on Harassment and Bullying.

Other complaints should be handled under the College Grievance Procedure.

**REVIEW**

The College Equality Committee will review this policy and make recommendations to Governing Body on a three year cycle. The first review will take place in Trinity Term 2017.