



# **Equality Policy**

November 2023



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## Principles

- Linacre College promotes equality and values diversity.
- The College is committed to upholding an inclusive culture in which the diversity of our staff and student body strengthens our community.
- Linacre maintains working, learning and social environments in which the rights and dignity of all its staff and students are respected.

## Putting These Principles into Practice

Linacre College aims to achieve equity in the experience, progression and achievement of all students 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 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 on equality or diversity, of any decision made by Governing Body, the Board of Trustees or its committees is carefully considered before that decision is implemented. The characteristics protected by the Equality Act 2010 are: age, disability, gender

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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.



reassignment, marital or civil partnership status (in employment), pregnancy and maternity, race, religion or belief (including lack of belief), sex and sexual orientation.

- The College will appoint a Dean for Equality and Diversity to advise College members and applicants on equality issues.

In respect of students,

- The College will seek to attract applicants of the highest quality and potential, regardless of background. Decisions on student admissions will be based solely on the individual merits of each candidate and the selection criteria appropriate to the course of study.

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 Fellows,

- Where election to a Fellowship is *ad personam*, the College will seek to attract applications and nominations from a wide range of backgrounds. The Appointments Panel will review applications and nominations for Fellowships to ensure that they are representative and will take steps to seek greater diversity when a pool is not representative.
- Where election to a Fellowship is *ex officio*, including those that are in association with a University post, the College will ensure that selection for that office is determined solely by the merits of the applicant and criteria which are related directly to the duties of the post.

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 and the Board of Trustees**

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



### **Equality 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 the Board of Trustees that promote equality and awareness of equality issues.

### **Dean for Equality and Diversity**

The Dean for Equality and Diversity will provide information, advice and support to college members and applicants on welfare, equality and disability issues and will provide assurance that the College is complying with its Public Sector Equality Duty. All College Fellows, students and staff All College Fellows, students and staff have a duty to promote an inclusive culture in the College and to uphold this policy.

### **Applicants and visitors**

Applicants 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**

Linacre College will take any breach of this policy very seriously. The procedure for making a complaint about a breach is described in the following policies:

- Students and applicants: Complaints procedure for Student Members and Members of the Common Room
- Staff: Staff Handbook, Making a Complaint. The agreed procedures for dealing with disciplinary breaches are set out in the following policies: Disciplinary rules and procedures for staff.
- Fellows: The agreed procedures for dealing with disciplinary breaches are set out in the following policies: Disciplinary regulations for Fellows.

Any College Member may get in touch with the Dean for Equality and Diversity if they have a concern on an equality or diversity matter: [equalities@linacre.ox.ac.uk](mailto:equalities@linacre.ox.ac.uk). This can be before a complaint is made (although it is not mandatory) or if they are unsure whether or not to make a formal complaint.

