



Equal Opportunities Policy

In their pursuit of academic excellence, the Colleges of the University of Cambridge are committed to an active approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.

Through its policy and practice Magdalene College requires that the election, appointment, admission, progression, dismissal or exclusion of every member and employee of the College is determined only by personal merit, conduct and performance, criteria related to the duties and conditions of the post and the needs and obligations of the College.

The College is committed to creating an environment that is free from bullying, harassment and victimization. The College will, subject to statutory provisions, also seek to ensure that no person is treated unfavourably because of something connected to their disability and will comply with its obligations to make reasonable adjustments.

Subject to the statutory provisions, no member or employee will be treated less favourably than another on the grounds of sex, marital or civil partnership status, pregnancy or maternity, race (including ethnic or national origin, colour and nationality), disability, sexual orientation, gender reassignment, religion or belief, age. Ability to meet the requirements of the selection criteria for competitive election, appointment or admission, and ability and willingness to perform adequately any job or to complete any course to which a person is appointed or admitted, will be the primary considerations.

If any member or employee of the College or applicant for membership or employment in the College considers that he or she has been treated less favourably than another or has suffered bullying, harassment or victimization because of any of the protected characteristics listed above, he or she may make a complaint, which will be dealt with through the College's agreed procedures for complaints or grievances, as appropriate.

The College will meet all its statutory obligations under relevant legislation, outlined in the Annex. Since the Colleges of the University of Cambridge work with or on behalf of the University in relation to the admission, progression and exclusion of students, they will assist the University in the implementation of its Equal Opportunities Policy as it affects students; in summary, each College will have due regard to the need:

- Work towards the elimination of unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative.

- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it.
- Subject its policies to continuous assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact.
- Monitor the recruitment and progress of all students and staff, collecting and collating equalities information and data as required by law or for the furtherance of University equalities objectives.
- Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, and training.
- Take positive action wherever possible to support this policy and its aims.
- Publish this policy widely amongst staff and students, together with policy assessments, equality analysis and results of monitoring.

Annex: Legislative Context

The equal opportunities policy outlined in this section has been developed and will be operated against the background of the following:

- The Equality Act (2010) and associated secondary legislation
<https://www.gov.uk/guidance/equality-act-2010-guidance>
- 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 Human Rights Act (1998)
- The Protection from Harassment Act (1997)
- Special Education Needs and Disability Act (2001).

SM, HF Sept 2018

Approved by the Governing Body