Equal Opportunities Policy

Adopted by Council: April 2003
Review Date: Michaelmas 2016
Committee Ownership: Personnel

In their pursuit of academic excellence, the Colleges of the University of Cambridge are committed to an active approach to equality of opportunity, one that encourages an inclusive culture and values diversity.

Through its policy and practice, Murray Edwards 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.

Subject to the statutory provisions of the College, no member or employee will be treated less fairly than any other on the grounds of sex, marital or parental status, race, ethnic or national origin, colour, disability, sexual orientation, gender reassignment, religion or age. Ability to meet the requirements of the selection criteria for competitive election, appointment or admission, and ability and willingness to perform the 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 fairly than another in any of the respects listed in the preceding paragraph, 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, summarised in Appendix 1. In particular, Murray Edwards College will take account of the need:

- to promote equality of opportunity among people of different racial groups;
- to promote good relations between people of different racial groups;
- to eliminate discrimination on grounds of race wherever it may occur;
- to assess the impact of its policies on people from ethnic minorities;
- to monitor (jointly with the University) the recruitment and progress of students from ethnic minorities;
- to promote an inclusive culture and good practice in teaching, learning and assessment through the development of codes of best practice, appropriate policies and training;
- to take positive action wherever appropriate to support this policy and its aims;
- to publish this policy widely among members and employees;
- to disseminate policy assessments and the result of monitoring as appropriate; and
- to assist the University in the implementation of its Race Equality Policy and Action Plan under the Race Relations (Amendment) Act 2000 as it affects students.
Appendix 1: Legislative Context

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

Acts of Parliament

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Race Relations (Amendment) Act 2000
- Special Educational Needs and Disability Act 2001

EU Directives

- EU Race Directive (2000/43)

Codes of Practice

- Equal Opportunities Commission Codes of Practice (www.eoc.org.uk/EOCeng/dynpages/Law_Codes_of_Practice.asp)
- Disability Discrimination Act Code of Practice
- Code of Practice on Age Diversity (www.agepositive.gov.uk/codeOfPractice.cfm)
- Code of Practice on Race Relations (Amendment) Act