EQUAL OPPORTUNITIES POLICY

The primary aim of the University is to sustain and improve the high quality of its provision as one of the leading research Universities in the United Kingdom.

The University seeks to create the conditions whereby students and staff are treated solely on the basis of their merits, abilities and potential, regardless of gender, race, colour, nationality, ethnic or national origin, age*, socio-economic background, disability, religious or political beliefs, trade union membership, family circumstance, sexual orientation or other irrelevant distinction.

Principles

The commitment to an Equal Opportunities policy is embodied in the following principles:

- Discrimination, direct or indirect, based on a person’s gender, race, colour, ethnic or national origin, age*, socio-economic background, disability, religious or political beliefs, trade union membership, family circumstance, sexual orientation or any other irrelevant distinction, is unjust. Sexual and racial harassment are a form of discrimination and will be regarded as such.

- In addition to being unjust, such forms of discrimination represent a waste of human resources and a denial of opportunity for individual self-fulfilment.

- A successful Equal Opportunities policy requires the active support of the University community. The University therefore reaffirms its commitment to involve all staff and students in the implementation of this policy.

- All staff are required to comply with this policy and while the University is committed to the implementation of the aim and principles set out above by training and by good personnel practice, it will not hesitate to enforce the policy through its procedures, including, where appropriate, disciplinary action.

*Subject to the normal pay and retirement conventions and University regulations on admission.

As part of the University’s commitment to equality of opportunity, please also see the following policies:

- Adoption Leave
- Career Breaks
- Policy on Dignity within the University
- Harassment Policy
- Job Share
- Long Term Carers Leave
- Maternity Leave
- Parental Support Policy
- Special Leave - for urgent domestic, personal and family reasons

Human Resources Department
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