



Brasenose College Equal Opportunities Policy

Introduced 2011

G.3. College Equal Opportunities Policy

G.3.1 General

The College welcomes diversity amongst its students, staff and visitors, recognising the particular contributions to the achievement of the College's mission that can be made by individuals from a wide range of backgrounds and experiences. The College strives to avoid unlawful discrimination on grounds of sex, marital status, sexual orientation, racial group, religion or belief, disability, age or other protected characteristic recognised by the Equalities Act 2010 in all aspects of its activities.

G.3.2 Staff

In relation to staff, the policy and practice of the College require that all staff are afforded equal opportunities within employment and that entry into employment with the College and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job is the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her sex, marital status, sexual orientation, racial group, religion or belief, disability, age or other protected characteristic recognised by the Equalities Act 2010.

G.3.3 Students – general

In relation to students, the College aims to provide education of excellent quality at undergraduate and postgraduate level for 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. This statement applies to recruitment and admissions, to the curriculum, teaching and assessment, to welfare and support services, and to staff development and training.

G.3.4 Students – admissions

Decisions on admissions are based solely on the individual merits of each candidate, their suitability for the course they have applied to study (bearing in mind any requirements laid down by any professional body), assessed by the application of selection criteria appropriate to the course of study. We seek to admit students of the highest academic potential without regard to sex, marital status, sexual orientation, racial group, religion or belief, disability, age or other protected characteristic recognised by the Equalities Act 2010. Admissions procedures are kept under regular review to ensure compliance with this policy.

Applications from students with disabilities are considered on exactly the same academic grounds as those from other candidates. We are committed to making arrangements whenever practicable to enable such students to participate as fully as possible in student life. Details of these arrangements can be provided by the Admissions Office on request.

None of the above shall be taken to invalidate the need for financial guarantees where appropriate.

G.3.5 Students – educational provision

Unlawful discrimination on grounds of sex, marital status, sexual orientation, racial group, religion or belief, disability, age or other protected characteristic recognised by the Equalities Act 2010 in the curriculum, teaching practice or assessment methods or any other aspect of educational provision will not be tolerated. Teaching and support staff are expected to have regard to the diverse needs, interests and backgrounds of their students in all their dealings with them.