



St Hilda's College  
UNIVERSITY OF OXFORD

## Equal Opportunities Policy

St Hilda's College is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected.

St Hilda's College embraces 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.

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 the 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.

In exercising its policies, practices, procedures and other functions, the College will have due regard to its duties under the Equality Act 2010 and to the protected characteristics specified within it. 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. In addition, College policy encompasses consideration of other relevant circumstances including parental or caring responsibilities, contract type, and working hours.

In relation to students the College aims to attract and admit students of outstanding potential, and to provide education of excellent quality at undergraduate and postgraduate levels for all its 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.

St Hilda's College expects all members of its community to treat each other with respect, courtesy and consideration, and does not tolerate any form of unlawful discrimination, bullying, harassment or victimisation.

This Equal Opportunities Policy Statement is supported by the College's code of practice on harassment, and shall be applied where relevant with recognition that freedom of expression and academic freedom are protected by law, though these rights must be exercised within the law.

**Approved by Governing Body, Hilary Term 2024**