

## Equality, Diversity and Inclusion Policy

Selwyn College supports the University's Equal Opportunities Policy, and is committed to building a supportive, inclusive and highly motivated fellowship, staff and student community by ensuring the College adheres to the principles of inclusiveness and widening participation. At Selwyn College we believe that all members of our community have the right to be treated with respect and dignity, free from discrimination, harassment or bullying. Everyone is also entitled to the right to free thought and expression, as set out in college and university policies on freedom of speech.

Selwyn College is home to students of all backgrounds from the UK and across the world. We are proud of our diversity, and we welcome everyone. The College aims to provide education of excellent quality at undergraduate and postgraduate level for the most able students, whatever their background. In pursuit of this aim, Selwyn 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 teaching and assessment, to the provision of student accommodation, and to welfare and support services.

The policies and practices of Selwyn College also require that all staff are afforded equal opportunities within employment. 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. In all cases, ability to perform the job is the primary consideration. Equality of opportunity is further supported through staff development and training. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. For Selwyn employees, more detail is provided in the College's Staff Handbook.

Selwyn College recognises that our success depends not only on the excellence of our individual members, but on how well we work and live together as a community. We aim to have a positive culture of diversity through inclusion in which everyone deserves and receives respect, fairness and compassion.

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