

Equality, Diversity and Inclusion Policy Framework

Our Values

Respectful of the diversity of the views, backgrounds and life experiences of its students, staff and fellows, Sidney Sussex College aspires to be an open and welcoming environment in which to live, learn and work free from discrimination. The College recognises that ensuring equality, valuing diversity and promoting a culture of inclusion are vital to achieving this goal.

Our Commitments

Our staff, Fellows and students should, as far as possible, reflect the diversity of the people and communities that we serve and influence. Where there are imbalances in representation, we will take appropriate steps to seek to address those imbalances. In accordance with the Equality Act 2010, we will promote equality between men and women and adopt processes and practices that aim to eliminate all forms of discrimination between people with protected characteristics.

We will ensure that our values and commitments are expressed and embedded in all of our activities, policies and decisions and will work with our partners to share good practice. Key to this is our commitment to implementing a programme of activity to progress our equality, diversity and inclusion aims and objectives.

By creating an inclusive working, learning and social environment in which individuals can utilise their skills and talents without fear of discrimination or harassment, we aim to ensure that everyone can reach their fullest potential in pursuing their personal, academic and professional goals.

Purpose and Scope

This policy framework establishes the values and commitments of the College in relation to equality, diversity and inclusion together with the modalities for their implementation. It is the framework within which the College will implement and promote the equality, diversity and inclusion requirements of external governance codes and principles applicable to the College as a charitable organisation and as an institution of Higher Education. This policy framework is without prejudice to the Equal Opportunities Policy of the College and should be read consistently with it.

Equality, diversity and inclusion policies are applicable to students, as well as Fellows and staff working at the College on a paid or voluntary basis, and visitors or contractors who visit our premises. It covers discrimination on the basis of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex or sexual orientation as set out in the Equality Act 2010.

Policy Implementation

Duties and Practices

The College will fulfil its duties under the Equality Duty contained in the Equality Act 2010 to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share and those who do not share a protected characteristic;
- foster good relations between people who share and those who do not share a protected characteristic.

The College will adopt practices to promote equality, diversity and inclusion (EDI) consistent with this framework by:

- Communicating this policy framework widely amongst staff, Fellows and students
- Mainstreaming EDI within and across College's policies and decision-making structures
- Tackling prejudice and promoting understanding including by raising awareness of EDI matters among staff, Fellows and students
- Encouraging participation in College life by staff, Fellows and students and tackling obstacles to participation
- Ensuring staff, Fellows and students are provided with appropriate training and tools so that they feel confident to discuss EDI issues and raise any concern
- Providing transparent and effective mechanisms through which to raise concerns or complaints
- Providing, or providing access to, training to ensure equality, respect diversity and promote inclusion in admissions and recruitment
- Raising awareness of our values, policies and commitment to EDI with external suppliers, contractors and partners to ensure that the aims and objectives of this policy are respected
- Assessing the impact of policies and practices to identify, remove or mitigate risks that the policy will not achieve its aims and objectives.

Principles and Benchmarks

Success in implementing policies related to equality, diversity and inclusion should be judged against a range of relevant principles and benchmarks. These include standards that are particularly recognised in the higher education and charitable sectors, These include:

- Athena Swan
- Race Equality Charter
- Charity Governance Code
- Committee of University Chairs Higher Education Code of Governance.

Monitoring and Review

Effective mechanisms shall be developed for monitoring the implementation of this policy framework including the collation of relevant data (including any data that the College is required to maintain pursuant to legislation or other requirements).

A report on equality, diversity and inclusion that monitors the implementation of this policy framework and the performance of the College in respect of relevant benchmarks and principles shall be presented annually to Council.

Responsibilities

- All members of the College community have a responsibility to promote EDI.
- The Council is responsible for agreeing, reviewing and amending College policies relating to equality, diversity and inclusion including this Policy Framework. It shall review the operation and effectiveness of College policies and structures for the promotion of equality, diversity and inclusion. It shall receive and review an Annual Report on equality, diversity and inclusion.
- The Council shall establish such committees or working groups as it considers appropriate to support the development and implementation of this policy framework.