

## **Race Equality Policy**

Merton College welcomes diversity amongst its students, staff, and visitors, recognising the 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 aims to provide an inclusive environment 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 to assist them in reaching their full potential. The College will work to remove any barriers which might deter people of the highest potential and ability from applying to Oxford, either as staff or students.

The Race Relations (Amendment) Act 2000 places both general and specific duties. The general duties are to have due regard to the need to eliminate unlawful racial discrimination, to promote equality of opportunity, and to promote good relations between people of different racial groups.

The Act places further specific duties to adopt a Race Equality Policy and an action plan for its implementation, and to put in place appropriate monitoring and audit to allow for effective assessment of the impact of the policy, the constructive development of new policies and the enhancement of existing policies.

The College is committed to promoting race equality and good relations between people of different racial groups, and to avoiding racial discrimination. The College will assess the impact of policies on ethnic minority students and staff and monitor the recruitment and progression of ethnic minority students and staff

Any unlawful discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include expulsion or dismissal.

Arrangements for consultation will be maintained for all aspects of the implementation and review of the Race Equality Scheme. This includes staff and students and in particular those from different racial groups.

Guidance, support and training will be provided to members of staff to ensure that the College's commitment to race equality is fully realised.

The College has in place arrangements to monitor, by reference to different racial groups, the selection and recruitment of members of staff. The admission of students is monitored in the first instance by the University's Equality and Diversity Unit.

The Governing Body is responsible for securing compliance with the general and specific duties and for overseeing implementation of the Scheme.

The Equality Committee is responsible to the Governing Body for the promotion, development, implementation, monitoring, prioritisation, and review of equality policies generally.

The Senior Tutor (with respect to academic matters) and the Domestic Bursar (with respect to non-academic matters) have a duty to take forward specific actions under this policy as identified in the action plan in addition to the general duties under the Act.

The College's procurement policies will address, where appropriate the obligation to promote race equality and good relation between different racial groups.

The College will publish the Race Equality Policy and Scheme. It may not normally be possible to publish monitoring and assessment data without identifying individuals, given the small level of annual recruitment of students and staff. Consideration is being given to compiling reports combining data from rolling periods of three or five years or longer.

Any student or member of staff who has a complaint concerning a breach of this policy may bring such a complaint to the College in accordance with the procedures set out in the College Handbook and Staff Handbook.