

**ALL SOULS COLLEGE
OXFORD
EQUALITY POLICY**

1. The College is committed to the promotion of equality of opportunity and good relations between persons of different racial groups, and rejects discrimination on racial grounds (colour, race, nationality or ethnic or national origins). It also rejects discrimination on other invidious grounds (such as gender, sexual orientation, age or disability) as incompatible with the purposes of the College and the University and, through its policies and practice, seeks to promote equality of opportunity in all aspects of its activity.
2. The College's approach towards ensuring equality of opportunity, including the racial, gender, and disability, equality policies here stated, is to meet the law's requirements to fulfil its general and specific equality duties and develop and implement appropriate race, gender and disability equality schemes. It also has a wider and deeper commitment: to be an institution in which knowledge and learning are pursued in a spirit of collaboration and full mutual respect in a humane and fair environment and there is genuine equality of opportunity in relation to its employed staff.
3. In deciding on election to its Fellowship, the College has regard only to scholarly ability and to any other criterion its Statutes declare to be relevant to the particular category of Fellowship. In considering applications for the employment of staff, conditions of employment, and all other decisions relating to the employment of an individual, the College has regard solely to the individual merits of applicants and employees, assessed by criteria relevant to the duties of the post.
4. The College's regulations and its terms of employment forbid all forms of harassment and victimisation and make specific provision for receiving complaints and for following them up either by conciliation and other informal means or, where appropriate, by disciplinary proceedings.
5. The duties of the Domestic Bursar and Academic Administrator, in conjunction with the Academic Secretary, include:
 - (a) to assess the impact of the College's policies, including its racial, gender, and disability equality policies, on Fellows and staff and, where applicable, other members of the University or public visiting the College;
 - (b) to lead on the development of the College's racial, disability, and gender equality schemes;
 - (c) to monitor (by reference to racial groups, disability, and gender) in so far as it is practicable without compromising the individual's right to privacy in a small organisation, the recruitment of Fellows, Visiting Fellows, and the recruitment and career progress of staff; and
 - (d) to report annually on these matters to the General Purposes Committee, which will report on these matters to the Governing Body.
6. This statement on other equality policies is published on the College's website and is notified to Fellows and to staff. A copy is available from the Bursary. The same arrangements will apply to the results of the annual assessment and monitoring which will be published on the College's website.