

## CONDITIONS OF EMPLOYMENT GOVERNING ACADEMIC AND RELATED STAFF

### APPENDIX 5: STATEMENT OF POLICY ON EQUALITY IN EMPLOYMENT

1. The University of Birmingham was founded in 1900 and its Charter of Incorporation contains an implicit statement of its commitment to equality of opportunity: "No religious, racial or political test shall be imposed by the University on any person in order to entitle him or her to be admitted as a member or to hold office or appointment therein or to pursue any course of study therein or to receive any Degree, Diploma or Certificate or other academic distinction awarded by the University or to hold, enjoy or exercise any advantage or privilege thereof. Men and women shall be equally eligible to be admitted as members of the University or to hold office or appointment therein or for membership of any of its constituent bodies".
2. Arising from and extending these principles, the University confirms its explicit commitment to promote equality in employment, in order to maximise the effective use of human resources in the best interests of the University and employees alike. (This is with specific regard to age, disability, gender identity, pregnancy or maternity, race, religion or belief, sex, sexual orientation and any other characteristics protected by law.) To this end, the University is committed to a programme of action, which will be regularly reviewed, to help ensure the commitment is maintained. The University's current policies and programmes of action to promote equality are available at [www.equality.bham.ac.uk/policy](http://www.equality.bham.ac.uk/policy) or from Human Resources on request.
3. Responsibility for the promotion of equality in the University rests with all its employees and this duty will be incorporated into their conditions of employment. The development and implementation of this policy and the associated programme of action rests with the Director of Human Resources, reporting through the University Executive Board to the Council of the University.
4. In all its activities as an employer, the University seeks to ensure that individuals are recruited, trained, promoted and treated fairly according to their relevant aptitudes, skills and abilities.
5. In particular, the University undertakes to ensure that promoting equality in employment is integral to its policies on recruitment and selection, training and promotion and that these policies are widely disseminated within the University. Training will be provided by the University to make employees aware of the implications of these policies and their responsibilities arising from them.

Approved by Council, 27 June 2012