

## CONDITIONS OF EMPLOYMENT FOR SUPPORT STAFF

### APPENDIX 4: EQUAL OPPORTUNITIES

The University's commitment to equality of opportunity in employment is clearly stated in the Charter. The relevant passage reads as follows:-

"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. All Degrees, Diplomas, Certificates or other academic distinctions and courses of study in the University shall be open to men and women alike."

The University has recognised the need of renewed commitment to this obligation in the light of current legislation, and has done so in the following terms:-

"The University of Birmingham is an Equal Opportunities employer. It aims to ensure that no job applicant or employee will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex or marital status: this policy will include disabled persons who have the necessary attributes for the post. The University will operate selection and promotion criteria and procedures which are designed to ensure that individuals are selected, promoted, trained and treated on the basis of the job requirements and their relevant aptitudes, skills and abilities."

It is the responsibility of all members of staff to ensure that this policy is carried out. The policy will be made known to all members of staff and job applicants and will be kept under regular review.

The University is committed to a programme of action to make this policy fully effective.

**24/11/95**