

EQUALITY AND DIVERSITY POLICY

1 INTRODUCTION

- 1.1 The Royal Veterinary College (the College) is committed to the promotion of equal opportunities, fair merits and abilities regardless of age, disability, ethnic origin, gender reassignment, trans- gender, marital or civil partnership status, nationality, pregnancy or maternity status, religious belief, sex or sexual orientation.
- 1.2 The College operates a number of policies, toolkits, procedures, and practices with this aim in mind, including: the College Equality Objectives and Action Plan, Athena SWAN Action Plan, Management Toolkit (7p00TJ 0 Tc 0 Tw 60 Td (t)e itself. These policies/toolkits can be downloaded from the Human Resources website or obtained by contacting Human Resources.
- 1.3 The law relating to equality and diversity is governed by equality legislation (please refer to the College's Equality Objectives and Action Plan for more details relating to the equality duties and how these will be implemented at the College).
- 1.4 The aim of the Regulations is to prevent either direct or indirect discrimination, harassment or victimisation on grounds of a person having any of the protected characteristics (listed above).
- 1.5 The College will take active steps to promote equality and value diversity by:
- Promoting equality of opportunity
 - Promoting good relations between people who share protected characteristics and those who do not
 - Having due regard to the need to eliminate discrimination, harassment and victimisation
 - Ensuring that the College continues to welcome and support people from diverse backgrounds across all sections of the community
 - Promoting an open, inclusive and diverse environment where individuals are valued
 - Using our Equality Objective and Action Plan and Athena SWAN Action Plan as a mechanism to create, monitor and achieve our equality objectives

6 RESPONSIBILITIES

6.1 Responsibility for the promotion of this policy is as follows:

- **Governing Body** – the College Council have overall responsibility for monitoring the College’s progress in meeting the general and specific equality duties.

- **College Executive Committee** are responsible for approving

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