

Equality of Opportunity Statement for Job Applicants

The University is committed to the promotion of equal opportunities for all students, staff and applicants. We accept our responsibilities under the human rights and anti-discrimination legislation and codes of practice and the need for positive action to redress inequalities and in relation to our Public Sector Equality Duty. In promoting equal opportunities, the University will develop effective measures for ensuring that all groups and individuals are able to work and study in an environment which is free from discrimination and harassment on the grounds of sex, race, ethnicity, colour, nationality, disability, sexual orientation, age marital status, family responsibility, trade union activity, or religious or political belief.

As well as implementing policies and practices which promote equality, the University will actively pursue policies for widening access and enhancing staff and student diversity on all sites, with regular monitoring of progress. All students and employees are required to comply with this policy and to promote a culture which values diversity and equality of opportunity in all areas of university life.

In order to achieve this, the University continuously monitors the implementation and effectiveness of its Equal Opportunities policy. If you apply for a role with the University you will be asked to provide data to assist the University in monitoring its effectiveness in meeting its Equal Opportunities obligations. The information collected will be stored and processed in accordance with Data Protection principles for the purpose of preparing anonymised statistical reports. The information will not be made available to the selection panel and will not, therefore, be used in any part of the recruitment decision-making process. Not completing the data will not adversely impact any job application or subsequent employment.