

Equal Opportunities Statement

The University of London was established to provide education on the basis of merit above and without regard to race, creed or political belief and was the first university in the United Kingdom to admit women to its degrees.

Royal Holloway, University of London (hereafter 'the College') is proud to continue this tradition, and to commit itself to equality of opportunity in employment, admissions and in its teaching, learning and research activities.

The College is committed to ensure that;

- all staff, students, applicants for employment or study, visitors and other persons in contact with the College are treated fairly and have equality of opportunity, without regard to race, nationality, ethnic origin, gender, age, marital or parental status, dependants, disability, sexual orientation, religion, political belief or social origins
- both existing staff and students, as well as, applicants for employment or admission are treated fairly and individuals are judged solely on merit and by reference to their skills, abilities qualifications, aptitude and potential
- it puts in place appropriate measures to eliminate discrimination and to promote equality of opportunity
- teaching, learning and research are free from all forms of discrimination and continually provide equality of opportunity
- all staff, students and visitors are aware of the Equal Opportunities Statement through College publicity material
- it creates a positive, inclusive atmosphere, based on respect for diversity within the College
- conforms to all provisions as laid out in legislation promoting equality of opportunity.

Race Equality

The College has developed a race equality policy within the requirements of the Race Relations (Amendment) Act 2000 (*RRAA 2000*).

The College will endeavour to ensure that it meets the requirements of the general duty within the RRAA 2000 by eliminating unlawful race discrimination, promoting equality of opportunity and promoting good relations between people of different racial groups within the College.

The College will seek to achieve the general duty through the following specific duties:

- Prepare and maintain a policy promoting race equality.
- Prepare, maintain and regularly review a race equality action plan, with objectives committed to meeting the general and specific duties of the Act.
- Put measures in place to assess the impact of all policies within the College on all students and staff from different racial groups.
- Monitor by racial group all student admissions and progress, and all staff recruitment and progress, throughout the College, and publish these results annually.
- Publish the race equality policy, action plan, and results of assessment and monitoring as widely as practicable.

The full race equality policy and action plan are available on the web:

www.rhul.ac.uk/college-profile/equal-opps.html