



Robinson College Cambridge University

Equality and Inclusivity Policy

Robinson College is committed to supporting the University's Equal Opportunities Policy, and is resolved to building a supportive, inclusive and highly motivated staff and student community by ensuring the College adheres to the principles of inclusiveness and widening participation.

We actively and openly promote equal opportunities in the recruitment of fellows, students and staff. All recruitment decisions are based purely on the merit of the individual applicants. All applicants are assessed on equal terms, regardless of their sex, age, or ethnicity; and no applicant should receive less favourable treatment on the grounds of: gender, marital status, sexual orientation, gender re-assignment, race, colour, nationality, ethnicity or national origins, religion or similar philosophical belief, spent criminal conviction, age or disability.

Robinson College is very mindful of research and evidence gathered over the years, particularly that published by the Equality Challenge Unit which focuses on the Higher Education sector, and which highlights under-representation of black and minority ethnic staff, and female staff at senior management and professorial levels; race discrimination being more widespread than is commonly thought; barriers and negative treatment of LGBT (lesbian, gay, bisexual and trans) staff and students; degree attainment gap by ethnicity.

The College recognises that our success depends not only on the excellence of our individual members, but on how well we work together. We strive to create a culture that enables us to harness freely given mutual support on a day-to-day basis, making it ordinary, rather than exceptional. We do not pigeonhole underrepresented groups into problems to be dealt with. We have a positive culture of diversity through inclusion in which everyone deserves and receives respect, fairness and compassion. We very much hold to the adage that while underrepresented groups are the most often disadvantaged by poor practices, everyone benefits from good practices. This can never be something that can be 'finished', nor is there any such thing as perfect. Robinson College will always question itself and adapt to changing environments.