

EQUAL OPPORTUNITIES

The Code of Practice

1. The University of Liverpool is an Equal Opportunity Employer. The following statement has been approved by the University Council:

The University is an equal opportunity employer. The aim of the University's policy is to ensure that no job applicant or member of staff receives less favourable treatment on the ground of sex, marital status, religion, race, colour, nationality, or ethnic or national origins, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

Selection criteria and the procedures are reviewed to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All members of staff will be given equal opportunity, and where appropriate, special training to progress within the University. The University is committed to ensuring that this policy remains fully effective.

2. The purpose of this Code of Practice is to outline practices by which the University's statement of policy may be given full effect.
3. The policy of protection against unfair treatment or unjustifiable disadvantage includes not only discrimination on the grounds of membership of those groups specified in the Sex Discrimination Act 1975 and the Race Relations Act 1976 and enumerated in the University's statement of policy, but also discrimination on the grounds of religion, parental status, sexual orientation, or disability.
4. As an employer the University is bound by law to promote equality of opportunity by removing or avoiding discriminatory practices in accordance with the statutory Code of Practice of the Commission for Racial Equality. On more general matters of discrimination the University will observe, as far as possible, the recommended Code of Practice of the Equal Opportunities Commission.

Under the Sex Discrimination and Race Relations Acts 'discrimination' means treating one person less favourably than another on the grounds of sex and race. Discrimination may be 'direct', that is to say, intentional, and is always illegal. Discrimination is 'indirect' when a condition or requirement not necessary for the job is imposed either intentionally or inadvertently such that the proportion of members of one group who can comply with it is considerably smaller than the proportion of other groups. For example there may be an age or language requirement which is not justifiable by the nature of the employment in question. Indirect discrimination is illegal when unjustifiable.

5. All members of the University staff are encouraged to assist in the removal of any discriminatory practices that may exist in the University by drawing them to the attention of the Registrar. In order to promote practices which will lead to an increase in equality of opportunity all staff should be made aware of this Code of Practice.