



University Court Equality and Diversity Policy

The University of Edinburgh has a long history as an accessible and inclusive institution, going back to its origins as a 'civic' University. The University aspires to be a place of first choice for some of the world's most talented students and gifted staff and is committed to developing a positive culture, where all staff and students are able to develop to their full potential. The University is committed to embedding Equality and Diversity across all its work, and strongly recognises the benefits that a diverse University Court can bring.

Members from all walks of life are encouraged to consider joining the University Court through Co-opted Membership (and this will be actively promoted in advertisement for the role of Co-opted Members of Court). Appointment of Co-opted Court Members is carried out in as open and transparent way as possible. Eight Members are Co-opted into Court through open and transparent recruitment and this process is managed by the Court's Nominations Committee, taking account the skills and experience on the Court. Eleven members are elected into positions which are included on Court (the Rector, student members, General Council Assessors, Senate Assessors and Non-Teaching Staff Assessor), one is an ex-officio appointment (the Principal) and two appointments are made through nominations (the Chancellor's Assessor and City of Edinburgh Council Assessor). Elections are carried out with due regard to equality of opportunity and nominating parties are asked to be mindful of this policy and the skills of the Court when nominating their Member.

The University Court is committed to conducting its business in accordance with best practice in higher education corporate governance, with the principles of public life drawn up by the Nolan Committee on Standards in Public Life and in accordance with best practice in regard to equality and diversity. Reasonable adjustments will be made to ensure Members can fully participate in the work of the Court.

Following the recruitment process for Co-opted Court Member positions, the Nominations Committee will review the equality characteristics of applicants to assess whether advertisements have encouraged a broad range of applicants to apply, to identify any imbalances and where required to identify improvements.

This policy shall be reviewed at least every three years by the Nominations Committee.

Approved 12 May 2014