

Equality Statement

The University of St Andrews is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.

In addition to being compliant with the equality laws; public duties; and Human Rights Acts (Universal and European), the University also supports diversity and promotes equality of opportunity for all staff, casual/bank or temporary workers, students and visitors regardless of their:

- 'Protected Characteristic' (Equality Act):
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil partnership
 - Pregnancy and Maternity (including Paternity)
 - Race (colour, ethnic or national background)
 - Religion or Belief (including non-belief)
 - Sex/Gender
 - Sexual Orientation
- Caring responsibilities for a 'Protected Characteristic' including dependants
- Socio-economic background/grouping
- Union activity
- Unrelated spent criminal convictions

The Equality & Diversity Inclusion Policy outlines the responsibility for promoting inclusive environments, which are free from discrimination for our national and international staff; Casual/Bank or temporary workers; students; and anyone associated with the University (e.g. visitors, contractors and service providers).

For further information and guidance please refer to the full 'Equality & Diversity Inclusion Policy' on webpage:

<http://www.st-andrews.ac.uk/staff/policy/hr/equalitydiversityinclusion/>