

## Equality and Diversity Statement

The Royal College of Physicians of Edinburgh is a registered Charity and governed by a Royal Charter. In all its activities, the College is committed to meeting its responsibilities and duties in relation to the Equality Act 2010. In supporting equality and diversity, the College offers opportunities to all individuals undertaking any employed work or honorary role that all will be appointed on merit. Candidates considered for awards, prizes or bursaries will be similarly assessed. All selection procedures for such roles are equality-proofed with diversity monitoring carried out pre and post application or nomination and selection taking account of the 'protected characteristics'.<sup>1</sup>

The College is committed to:-

- eliminating unlawful discrimination, harassment and victimisation;
- advancing equality of opportunity among different groups; and
- fostering good relations among different groups.

The College will request (appropriate) information from all applicants and nominees for employment, for College Office Bearer roles or for College awards to allow the College to carry out equality and diversity monitoring. The information pursuant to the Data Protection Act 2018<sup>2</sup> will be destroyed after the relevant anonymous data has been captured for equality and diversity monitoring purposes and in assisting with the College's future policy, training and education activities.

Questions on this statement should be directed to the CEO ([e.tait@rcpe.ac.uk](mailto:e.tait@rcpe.ac.uk)).

**June 2018**

*The Royal College of Physicians of Edinburgh Equality and Diversity Policy forms part of the Staff Handbook.*

*Examination candidates, examiners and trainees are covered by the policies of the [Federation of Royal Colleges of Physicians of the UK](#).*

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<sup>1</sup> "Protected characteristics" in the [Equality Act 2010](#) are age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

<sup>2</sup> The [Data Protection Act 2018](#) ensures that personal information is used for limited, specifically stated purposes, kept for no longer than is absolutely necessary and kept safe and secure.