

## **University of Aberdeen Court Statement of Intent on Diversity**

*The Governing Body of the University of Aberdeen (the University Court) is committed to supporting the achievement of excellent practice in embedding the principles of Equality and Diversity across all of the University's activities. In particular, the Court recognises that the increasing diversity of the University staff and student community adds to the University's success and integrity.*

*The Court believes that its own membership should represent the diverse nature of the University community insofar as is possible and practicable. To this end, the Court will seek, without prejudicing the skills and knowledge requirements of the Court, to address the current gender imbalance within its membership and will aim to achieve and maintain female representation of a minimum of 25%, with aspirations to achieve 50%, over the longer term.*

*The Court also recognises that Equality legislation protects nine specific characteristics (gender, race, religion, sexual orientation, age, pregnancy and maternity, transgender status, disability, marriage and civil partnership) and will endeavour to promote inclusivity and equality for all groups through its business and in due course may set goals in relation to these particular aspects of diversity. The University will ensure that the recruitment and selection processes for Court appointments are transparent, fair and objective.*

*All internal or external bodies when electing or appointing members of Court are asked to take this statement and the commitment to greater diversity on Court that it represents, into account.*