

THE STUDENTS' UNION (THE SU) EQUALITY, DIVERSITY & INCLUSION POLICY

Rationale: To set out how The SU adheres to Equality Act 2010 and relevant articles of the Human Rights Act.

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Students' Union/University relationship

The SU recognises that its responsibility for equality, diversity & inclusion is shared with the University of Bath because:

- they are the employer of all SU staff;
- they are the landlord of all buildings occupied by The SU;
- they are the University at which The SU student members are registered at.

The SU recognises that this relationship could cause confusion. Therefore The SU will ensure in setting out the following policy and any relating procedures that these are in line with the University's own where reasonably appropriate.

Policy statement

The SU recognises the importance of being an inclusive membership organisation.

The SU aims to meet our equality, diversity & inclusion commitments by:

- ensuring that services, student groups, elections, events, activities, trips and published material are accessible and inclusive to all, including making reasonable adjustments where appropriate;
- ensuring an inclusive environment in which the individual differences and contributions of all our staff and Student Members are recognised and valued;
- ensuring equality of opportunity in relation to training, development, progression and recognition for staff (*including taking 'positive action' to address inequalities*);
- ensuring equality of opportunity in relation to training, development and recognition for Student Members (*including taking 'positive action' to address inequalities*);
- ensuring concerns or allegations of discrimination, bullying or harassment are taken seriously, investigated and acted on as appropriate
- ensuring staff and Student Members are familiar with this policy and receive training on their responsibilities.

Responsibilities for equality, diversity & inclusion

The University of Bath are responsible for:

- ensuring University staff/student policies and practices are reviewed and that any discriminatory elements are removed where identified.

The Board of Trustees are responsible for:

- setting and monitoring strategy and policy for equality, diversity & inclusion;
- monitoring equality & diversity performance and seeking reassurance that performance is satisfactory.

The Chief Executive is responsible for:

- ensuring the equality, diversity & inclusion policy is put into practice;
- recommending and monitoring improvements for the Board of Trustees where equality & diversity performance is found to be unsatisfactory.

The Deputy Chief Executive and Change & Inclusion Manager are responsible for:

- liaising with the University and all SU Officers on matters of equality, diversity & inclusion and ensuring this policy is up to date;
- the design and implementation of local equality, diversity & inclusion action plan for The SU;
- monitoring equality, diversity & inclusion performance across The SU and providing assurance reports to the Board of Trustees.

Heads of Departments and managers are responsible for:

- having an appropriate awareness of the equality, diversity & inclusion policy and the requirements of legislation as they apply to the work of their department/team;
- ensuring that staff and Student Members are made aware of and understand the equality, diversity & inclusion policy along with any related procedures;
- ensuring that all staff and Student Members who require equality, diversity & inclusion training for their work receive this;
- making reasonable adjustments to ensure that services, student groups, elections, events, activities, trips and published material are accessible and inclusive to all (*including taking 'positive action' to address inequalities*);
- working with the University's HR to make reasonable adjustments to maintain the services of an employee/volunteer who are disabled;
- working with the University's HR to ensure that The SU does not discriminate when recruiting, training, developing or promoting staff and Student Members.

All staff, student leaders and volunteers are responsible for:

- co-operating with supervisors and managers on equality, diversity & inclusion matters;
- ensuring they do not discriminate in their day to day activities or induce others to do so;
- ensuring they do not victimise, harass or intimidate other individuals or groups on the basis of their protected characteristics;
- ensuring that no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic;
- making reasonable adjustments to ensure that services, student groups, events, activities, trips and published material are accessible to all (*including taking 'positive action' to address inequalities*);
- reporting to The SU if they become aware of any discriminatory practice in accordance with either our Complaints or Student Member Disciplinary policy.

Arrangements for equality, diversity & inclusion

The general arrangements for equality, diversity & inclusion within The SU will be recorded within an action plan which alongside this policy will be reviewed to ensure that they are kept up to date.