



## **Schedule 6: SURHUL Equality and Diversity**

### **1. Equal and Diversity Statement**

1.1 As a forward looking organisation, the Union recognises the positive benefits of the implementation of an Equal Opportunities policy. The Union strives to create a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated.

1.2 The Union is committed to the elimination of all forms of discrimination and harassment within its organisation, both in relation to its members and guests and in the provision of its service. The Union will strive to achieve the following:

- equality of opportunity for all in terms of its members and guests and advancement within the Union regardless of race, colour, ethnic origin, nationality, age, sex, gender identity, sexual orientation, marital status, parental status, mental or physical health and/or ability, HIV status, or religious and political beliefs and affiliation.
- that individuals are treated in a fair, equitable and consistent manner and are given the opportunity to fulfill their potential.
- everyone has the right to their distinctive and diverse identities
- understanding in how valuing diversity can improve our ability to achieve a community of equality within the Union as a whole.

1.3 The contents of this schedule applies to all membership and their guests, visitors and other persons in contact with the Union, together with those employed to work at or for the Union, as outlined in the SURHUL Staff Equality and Diversity Policy.

1.4 A glossary of terms regarding the equality and diversity of the Union as approved by its membership shall be stated in appendix 1 of this schedule.

### **2. Aims of the Union in terms of equality and diversity**

2.1 The aims of the Union in terms of Equality and Diversity shall be:

- To promote equality of opportunity across all Students' Union activities.
- To promote good relations between people of a diverse background.

- Eliminate unlawful discrimination.
- Create a positive environment for all members, guests, visitors and staff.
- Enable all individuals to achieve their full potential.
- Increase understanding in Equality and Diversity issues.
- To ensure that the process of membership representation is one which is fair, equitable and transparent.

2.2 The contents of this schedule will be implemented within in all Union policies and procedures, governed by all parts of the constitution, its schedules and regulations, including all subsequent constitutions such as those of clubs, societies and union recognised student media.

### **3. Membership responsibilities in terms of equality and diversity**

#### **3.1 Sabbatical Officers**

To have strategic responsibility for development and maintenance of the Equality and Diversity policy.

#### **3.2 Executive Officers, with lead from the Equality and Liberation Officer.**

To implement this Equality and Diversity policy and procedure within the Students' Union. Overall responsibility for equality and diversity within the Students' Union.

#### **3.3 All Members**

Support this policy.

Promote equality and diversity.

Ensure that behaviour doesn't amount to discrimination, harassment, bullying or victimisation in any way.

3.4. All SURHUL members must act in accordance with this policy. Members who contravene this policy may face disciplinary action in accordance with Regulation F of this constitution following any breach of procedure. It should also be noted that any breach of the policy could be viewed as unlawful and could result in legal action being taken.

### **4. Whistle Blowing**

4.1 SURHUL actively encourages individual members who feel that they have in any way:

- suffered from discrimination,
- been disadvantaged by discrimination,

- been discriminated against unlawfully,
- suffered harassment

4.2 Members should report these incidents to a Sabbatical Officer in the first instance or alternatively to any officer of the Union Operations or Student Affairs Committee if they prefer. In the same way, members who witness an act of discrimination or harassment against a fellow member, their guests, an employee and/or visitor should report this.

4.3 Any members who feel that they may be suffering from victimisation (as defined in appendix 1) as a result of reporting any unlawful acts of discrimination must raise this in line with the College complaints procedure so that it may be investigated and, if necessary, acted upon in line with the College disciplinary procedure.

## **5. Breach of policy**

5.1 A member found to have acted in a discriminatory way in relation to colleagues, visitors or staff will be dealt with in accordance with the disciplinary procedure as outlined in Regulation F of this Constitution.

5.2 Members who consider they have been discriminated against and who believe they have failed to secure adequate redress under the union's own procedures, have a constitutional right to take their case to the College.

## **6. Monitoring**

6.1 SURHUL will conduct monitoring in the following areas to assess the implementation and effectiveness of the Equality and Diversity policy:

- Training shall be received by all Officers and Staff in order to allow them to effectively monitor that this policy is being adhered to.
- The Sabbatical Officers shall have a collective responsibility to ensure all cases reported are followed up in an appropriate manner.
- Membership disciplinary hearings, as outlined in regulation F of this Constitution, shall be monitored by ethnicity, age, disability and gender to ensure that this policy is being adhered to.

6.2 Personal information required for equal opportunities monitoring is intended for the specific purpose of ensuring the effectiveness of the policy and will be used for no other purpose.

## **7. Maintenance and review**

7.1 This policy will be reviewed on a regular basis (at least every 5 years) by the College Council.

7.2 Relevant legislation will be included by motion as and when it is introduced.

7.3 Relevant Equality and Diversity training shall be organised and provided for all staff and officers.

## **8. Relevant legislation**

8.1 SURHUL will implement its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

### **Legislation**

- Sex Discrimination Act 1975 (as amended 1986)
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- The Protection from Harassment Act 1997

### **Codes of Practice**

- Equal Opportunities Commission Code of Practice for the elimination of discrimination on the grounds of sex and sexuality.
- Commission for Racial Equality Code of Practice for the elimination of racial discrimination

## **Appendix 1 of Schedule 6 – Glossary of terms**

### **Direct Discrimination**

This consists of treating a person, on the grounds of sex or race less favourably than others are or would be treated in the same circumstances. Such treatment involves a conscious motive or decision to discriminate.

### **Examples**

- A job applicant of ethnic minority origin was not born in this country and is rejected for a post on these grounds.

- A female employee is refused access to a relevant training course on the grounds that she may leave the organisation should she become pregnant; although a male employee in the same position is allowed to undertake the training.

### **Indirect discrimination**

This consists of applying a requirement or condition which, whether intentionally or not, adversely affects one group (e.g. ethnic origin or sex) considerably more than another and cannot be justified on other grounds.

### **Example**

- A job advertisement requires a graduate for a general administrative post, although the tasks of the post could be carried out by a school leaver. This is indirect discrimination as less young people from some ethnic minorities go on to higher education than from other groups.

### **Victimisation**

It is unlawful to treat unfairly a person who has made a complaint or allegation of discrimination or someone who has given evidence in a complaint. Victimisation relates to all aspects of employment and to the provision of goods, facilities or services to the public.

### **Harassment**

This is a form of direct discrimination. It describes the behaviour of one person which another person finds unacceptable and unwelcome. It is not the intention behind the action, it is the action itself and the impact on the person who is on the receiving end which constitutes harassment. The following is a list of the sort of behaviour that may constitute harassment:

- Verbal or physical threats and abuse
- Touching, grabbing or brushing up against others
- Innuendo, mockery, jokes or lewd remarks
- Intrusive questioning about someone's ethnic origins, marital status, sexual orientation, gender identity and/or transition
- Deliberately using incorrect pronouns or gendered language towards or about an individual
- Leering and lewd gestures
- Graffiti and the display or circulation of racial or sexually offensive material
- An offensive manner of communication that is not used with other colleagues or visitors.