

Equality and Diversity Policy

Approved by:	Board of Trustees
Date of approval:	5 December 2017
Implementation date:	5 December 2017
Review date (no later than):	5 December 2020
Responsible for implementation:	Sabbatical Officers and Chief Executive
Responsible for interpretation:	Board of Trustees

City, University of London Students' Union is a registered charity (charity number 1173858). It is a company limited by guarantee registered in England and Wales (company number 10834450), whose registered office is at Cx118 (Tait Building), Northampton Square, Islington, London, EC1V 0HB.

Equality and Diversity Policy

1.0 Summary

- 1.1 This policy is intended to show City, University of London Students' Union's (the Union) commitment to equality of opportunity for all. The purpose is to demonstrate a proactive approach to inclusivity, supporting and encouraging all underrepresented groups and promoting an inclusive culture which values diversity. The Union will provide equal opportunities as an employer, a representative and campaigning body and as a provider of services.

2.0 Background

2.1 Current Legislation

The Equality Act 2010 consolidates previous anti-discrimination legislation and introduces new measures that have direct implications for higher education institutions. The aim of the act is to harmonise discrimination law whilst strengthening the law to support progress on equality. The Act prohibits discrimination, harassment and victimisation by people who supply services. Customers are protected both when requesting a service and during the course of being provided with a service (section 29). The grounds on which discrimination is unlawful are called "protected characteristics" and are as follows:

- (a) Age
- (b) Disability
- (c) Gender Reassignment
- (d) Marriage and Civil Partnership
- (e) Race
- (f) Religion or Belief (including lack of belief)
- (g) Sex
- (h) Sexual Orientation

2.2 Definitions

The Act uses defined terms. Their meanings are as follows:

2.2.1 Discrimination

- (a) Direct Discrimination
Direct discrimination occurs when a person treats one person less favourably than they would another because of a protected characteristic.
- (b) Indirect Discrimination
When a provision, criterion or practice is neutral in the face of it, but its impact particularly disadvantages people with a protected characteristic, unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.

2.2.2 Harassment

The Act outlines three types of harassment:

- (a) Unwanted conduct that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant, or violating the complainant's dignity.
- (b) Unwanted conduct of a sexual nature.

- (c) Treating a person less favourably than another person because they have either submitted to, or did not submit to, sexual harassment or harassment related to sex or gender reassignment.

The perceptions of the recipient of the harassment are very important and harassment can have been deemed to have occurred even if the intention was not present, but the recipient felt they were being harassed. Intentions and understanding will be taken into account in any disciplinary procedures.

3.0 Policy Statement

- 3.1 Our aim is to create an environment that is welcoming and ensures no student is disadvantaged. The Union actively opposes discrimination, harassment and victimisation of any kind. No person that comes into contact with the Union will be discriminated against on any grounds, including but not limited to age, race, nationality, ethnicity, disability, skin colour, religion or belief, gender, sexual orientation, marital status, HIV status, physical appearance, political belief, medical status, social or financial status, family responsibility, or trans- status. The Union is in favour of freedom of expression, and respects the decisions of all members. The Union aims to create an environment which is free from discrimination, repression or harassment both in Union venues and at Union-run events through the enforcement of this policy and through supporting staff and student groups to uphold this.

4.0 Objectives

- 4.1 The Union will pursue the following objectives:
 - (a) Work with City, University of London (City) and other relevant bodies to promote its equal opportunities policy, and to ensure that both the Union and City are actively working to comply with current relevant legislation.
 - (b) Any groups or individuals contravening this equal opportunities policy will be subject to disciplinary procedures or the provision of services, support or patronage may be denied or reviewed.
 - (c) This policy applies to all aspects of Union activities and all those involved in the Union, including students, staff, visitors, clients, contractors, consultants, and customers.
 - (d) This policy shall be made available to all members, staff, volunteers and societies as a requirement that they actively counter prejudice and discrimination and demonstrate their commitment to equal opportunities policies and practice.
 - (e) All permanent staff and full-time elected officers will attend the Equality and Diversity training provided by the University.
 - (f) Student staff and part-time elected officers will receive equal opportunities training alongside or integrated into other Union or induction training.
 - (g) The Union will comply with all City's human resource equalities policies.
 - (h) The Sabbatical Officers and Chief Executive will be responsible for monitoring the day-to-day implementation of the policy, and reviewing the methods of training in and the promotion of equal opportunities.
 - (i) If any member of or staff member employed on behalf of the Union feels they have been treated in a manner not in accordance with this policy, they have the right to make a complaint free of retribution. Complaints can be made through the Union's complaints procedure, as detailed in the bye-laws.
 - (j) Equality and Diversity objectives will be monitored annually by the Board of Trustees.