



YUSU Policy (HR/008.0):

Equality, Diversity &

Inclusion

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Equality, Diversity & Inclusion Policy

Contents:

1. Policy statement	3
2. Our Commitment	3
3. Scope	4
4. Definitions	5
5. Our legal responsibilities	6
6. Forms of discrimination	7
7. Behaviours	7
8. Responsibilities	8
9. Breaches of the policy	8

Related Documents

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Equality, Diversity & Inclusion Policy

1. Policy statement

- 1.1. The University of York Student Union (YUSU) is committed to supporting and promoting Equality, Diversity and Inclusion (EDI). This includes providing equal opportunities as an employer, representative and campaigning body and as a provider of commercial services.
- 1.2. We strive to prevent all forms of discrimination and inequality in all of our activities, promote an inclusive culture, where people are able to bring their full and best selves.
- 1.3. This commitment is embraced by our Board of Trustees, Senior Leadership Team and all of our Team and informs all of our activities and their impact on our students, employees, volunteers and other stakeholders.

2. Our Commitment

- 2.1. YUSU is committed to creating an inclusive, safe and supportive environment in which individual differences and the contributions of our students, employees, trustees, volunteers and other stakeholders are recognised and valued. We will promote equal and fair opportunities for people and we commit to ensuring that everyone has equitable access to opportunities by identifying and proactively addressing barriers to participation.
- 2.2. We recognise that structural biases and inequities exist and that experiences and outcomes - for students and staff - are influenced by their backgrounds, as well as their skills, talent and potential. We also recognise that inequalities, both in society and within the higher education sector, are rarely experienced in isolation, but often intersect with other factors such as socio-economic and geographical location.
- 2.3. As an organisation, we will not tolerate any form of prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual. Accordingly, we will take a stand against racism, sexism, lgbt+phobia, ableism and all other forms of prejudice and promote a more inclusive and equal society for all.
- 2.4. We will promote good relations between everyone in our organisation and we will stand in solidarity, come together, and say no to prejudice, discrimination, victimisation and harassment, in all its forms and we seek to eliminate unlawful discrimination, harassment, victimisation and abuse.

Equality, Diversity & Inclusion Policy

- 2.5. We do not discriminate on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.
- 2.6. All staff have a duty to act in accordance with this policy and the principles of non-discrimination. Equality of opportunity also applies to the ways in which staff work with students, visitors, clients, customers, suppliers and former staff members.
- 2.7. This policy does not form part of any employee's contract of employment and may be amended at any time.

3. Scope

- 3.1. This policy covers all members, student groups, representative networks and students as individuals. This policy also covers all individuals working at all levels and grades, including senior managers, officers, directors, employees, student staff, consultants, contractors, trainees, homeworkers, part-time and fixed-term employees, volunteers, interns, casual workers and agency staff (collectively referred to as staff in this policy).
- 3.2. We will provide knowledge, training, development and support to all members, staff, student groups, representative networks and students as individuals, to equip them with the ability to demonstrate their commitment to equality, diversity and inclusion processes and practices.
- 3.3. We will work proactively to involve, co-construct and collaborate with Students and Staff who are underrepresented and hear, learn and act.
- 3.4. We will actively promote an inclusive place to work or participate in. We believe in creating a culture where everyone is able to succeed, to bring their full and whole selves to the Union and are supported to do so.
- 3.5. We ensure equal opportunities for all existing and potential employees and utilise best practice and evidence based processes to remove and mitigate opportunities for unlawful discrimination. We will innovate and seek to go beyond the legal requirement and reduce or remove barriers during the recruitment process and ensure applicants receive an equitable process. Existing employees will receive equitable opportunities for learning, progression and development.
- 3.6. We shall work with the University and other relevant bodies to promote its commitment to equality, diversity and inclusion, and to ensure that

Equality, Diversity & Inclusion Policy

both the Union and the University are actively working to comply with current relevant legislation.

- 3.7. Ensure that all policies and procedures are fairly planned and developed with recognition of barriers to participation and inclusion. All policies and procedures shall be applied equitably.

4. Definitions

- 4.1. **Protected characteristics** refer to the nine characteristics that are protected in the Equality Act (2010). The nine protected characteristics are: age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.
- 4.2. **Equality** is about creating a fairer society where everyone can participate and has the same opportunity to fulfil their potential. It seeks to provide everyone with the same opportunities in the workplace. The Equality Act 2010 is legislation designed to address unfair discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not.
- 4.3. **Equity** expands on Equality, ensuring everyone has the support they need in order to have equal opportunities. Equity recognises that people have different needs and requirements based on their diverse life experiences and seeks to provide the remedies they require to have equal access.
- 4.4. **Diversity** acknowledges and values the full range of differences between all people, both in the workplace, on campus and in wider society. Diversity acknowledges that entry into the workplace, education and other spaces - and an individual realising their potential once there - can be influenced by a range of factors beyond the characteristics included within equality legislation, including social, economic and educational background, professional and personal background, hierarchical level, learning style, nationality and much more.
- 4.5. **Inclusion** refers to an individual's experience on campus, within the workplace and in wider society and the extent to which they feel valued and included and able to bring their authentic selves to an environment. Inclusive practice is the ongoing personal development and method of working which ensures everyone feels safe and included and fully able to participate.

Equality, Diversity & Inclusion Policy

5. Our legal responsibilities

- 5.1. York University Students' Union (YUSU) is committed to going beyond the legal minimum regarding equality and work towards good and exemplary practice.
- 5.2. However, current equality legislation and associated codes of practice are taken into account, including, but not limited to the:
 - [Equality Act 2010](#)
 - [Employment Rights Act 1996](#)
 - [Part-time Working Regulations 2000](#)
 - [Rehabilitation of Offenders Act 1974](#)
 - [Equal Pay Act 1970](#)
 - [Employment Equal Treatment Framework Directive 2000 \(as amended\)](#)
 - [Human Rights Act 1998](#)
- 5.3. The above legislation serves to protect individuals against all forms of discrimination because of a particular protected characteristic.
- 5.4. Under Equality legislation, it is unlawful to discriminate directly against anyone and treat them less favourably than others on the grounds of the protected characteristics of: age, disability (including discrimination arising from a disability and failure to make reasonable adjustments), trans identity, marriage and civil partnership, pregnancy and maternity, race, religion and belief (including lack of belief), sex and sexual orientation. This also includes discrimination based on perception of the person e.g. a belief that someone is gay or a belief that someone is disabled even if this is not actually true. It is also unlawful to discriminate based on someone's personal or familial relationship with someone who is protected by the Equality Act 2010.
- 5.5. It is unlawful to discriminate indirectly against anyone by applying a criterion, provision or practice which disadvantages people with a protected characteristic (age, disability, trans identity, marriage and civil partnership, race, religion and belief (including lack of belief), sex and sexual orientation) unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.

Equality, Diversity & Inclusion Policy

- 5.6. It is unlawful to subject someone to harassment for reasons relating to age, disability, trans identity, race, religion and belief (including lack of belief), sex and sexual orientation. This includes behaviour that an individual finds offensive on these grounds even if the behaviour is not directed at the individual. It is unlawful to treat a person less favourably because they either submit to, or reject, sexual harassment or harassment related to their sex.
- 5.7. It is unlawful to victimise someone because they have made, or intend to make, a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination in line with the Equality Act (EA 2010).

6. Forms of discrimination

Direct Discrimination	This occurs when a person is treated less favourably than another (in the same circumstances) on the grounds of protected characteristics under the Equality Act 2010.
Indirect Discrimination	This occurs when a condition, requirement or practice is applied which affects one group considerably more than another and which cannot be justified.
Harassment	This occurs when person A subjects person B to unwanted conduct on the grounds of a protected characteristic that has the purpose or effect of, violating B's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for person. The impact of the harassment is the relevant factor, not the intent of the perpetrator.
Victimisation	This occurs where an individual is treated less favourably as a result of making a complaint of discrimination under this policy.
A Hate Crime	A crime that the victim or any other person perceives to be motivated by hostility or prejudice towards any aspect of a person's identity. Disability, Gender Identity,

Equality, Diversity & Inclusion Policy

	Race, Ethnicity or Nationality, Religion Faith or Belief and Sexual orientation.
A Hate Incident	Any incident, which may or may not be a crime, that the victim or any other person perceives to be motivated by hostility or prejudice towards any aspect of a person's identity.

7. Behaviours

- 7.1. All persons are expected to:
 - 7.1.1. Cooperate with measures to advance equality and diversity and to eliminate unlawful discrimination.
 - 7.1.2. Treat all members of staff, students or other stakeholders in a fair and non-discriminatory manner.
 - 7.1.3. Promote a safe and welcoming environment and participate in development of an inclusive culture that celebrates diversity and promotes belonging.

8. Responsibilities

- 8.1. Good relations and practice and the development of an inclusive community depends on all members of our organisation treating all people with respect and dignity.
- 8.2. The HR Manager has overall responsibility for the effective operation and implementation of this policy and for ensuring compliance with discrimination law. Day-to-day operational responsibility has been delegated to the line management team.
- 8.3. We all must set an appropriate standard of behaviour, lead by example and ensure that we all adhere to the policy and promote its aims and objectives.
- 8.4. If you have any questions about the content or application of this policy, you should contact the HR Manager for further information.

Equality, Diversity & Inclusion Policy

9. Breaches of the policy

- 9.1. We will take any reported breaches of this policy seriously. Accordingly, any reports of harassment, discrimination or victimisation as covered in this policy will be acted upon swiftly and with sensitivity.
- 9.2. If you believe that you may have been discriminated against you are encouraged to raise the matter through our Grievance Procedure or Complaints Procedure.
- 9.3. Allegations regarding potential breaches of this policy will be treated in confidence and investigated fully in accordance with the relevant procedure.
- 9.4. Allegations that are made in bad faith will be dealt with under our Disciplinary Procedure.
- 9.5. Breaches of this policy will be regarded as serious misconduct and may lead to disciplinary proceedings. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. We take a zero-tolerance to serious breaches of this policy.