

POLICY – EQUALITY

Owned by: President of the Student Union

Date passed: 12/12/22

Body passing: Student Senate

Review required: 12/12/25

1. ABOUT THIS POLICY

- 1.1. This policy represents Winchester Student Union's intent to protect equality and the rights and opportunities of our members and staff.

2. SCOPE

- 2.1. This policy applies to all Winchester Student Union casual and salaried staff, elected officers, volunteers and members of Winchester Student Union, and those engaged to work on our behalf.

3. POLICY STATEMENT

- 3.1. Winchester Student Union is committed to:

- 3.1.1. Creating an environment in which individual differences and the contributions of all our workers are recognised and valued;
- 3.1.2. Providing a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated;
- 3.1.3. Making training, development and progression opportunities available to all;
- 3.1.4. Ensuring that employment within our organisation is open to all and that decisions on recruitment are based on the best candidate for the role;
- 3.1.5. Reviewing our employment practices and procedures to ensure fairness;
- 3.1.6. Taking action if this policy is breached. Breaches will be regarded as misconduct and could lead to disciplinary proceedings. Serious breaches will be treated as gross misconduct which, depending on the circumstances, could result in dismissal without notice and without pay in lieu of notice;
- 3.1.7. Monitoring and reviewing this policy annually.

4. THIS POLICY HAS BEEN PREPARED IN ACCORDANCE WITH:

- 4.1. Equality Act 2010
- 4.2. The Human Rights Act 1998
- 4.3. Advice on good practice from the Equality and Human Rights Commission

5. PURPOSE

- 5.1. To support delivery of the Strategy by supporting Winchester Student Union's values
- 5.2. To promote equality and prevent discrimination
- 5.3. To promote an inclusive culture
- 5.4. To place a responsibility on staff and elected officers to work within the agreed protocol at all times

6. MONITORING & REVIEW

- 6.1. The full-time officers and Union's Senior Manager will be responsible for monitoring the day-to-day implementation of the policy.
- 6.2. The policy will be annually reviewed by members of the welfare zone and passed to student senate for approval. The zone meets every semester and as part of it business will, assess and assist with implementation, and act as advisors to the annual review. On behalf of the zone chair, the President of the Student Union will represent the views of trustees and to seek to contact relevant people and organisations to ascertain their comments on Union policy and practice, and how Union members and staff from under-represented and marginalised groups;
 - 6.2.1. Could participate more fully in the policy making and activities of the Union
 - 6.2.2. Would want to see Union services to them, improved.
- 6.3. Student Senate will be responsible for organising an annual review of the policy, its implementation and effect. The annual review will report on the development and implementation of the policy. It will also create an action plan containing explicit, measurable and achievable objectives and targets.
- 6.4. The annual report will be made public to:
 - 6.4.1. All staff
 - 6.4.2. All members, through email and at relevant meetings
 - 6.4.3. Copies will also be available from the Union website

7. PRINCIPLES

- 7.1. Winchester Student Union seeks to enable all members to have equal opportunities and shall seek to protect the rights and opportunities of its

members. Winchester Student Union recognises that certain groups and individuals in society are discriminated against and is committed to challenging and removing discrimination and barriers. Winchester Student Union will not tolerate prejudice or discriminate against its members or others.

- 7.2. Winchester Student Union shall act without discrimination in respect of: Gender, Racial Origin, Nationality, Sexual Orientation, Religious Belief, Political Belief, Disabilities, Age, Marital Status, Spent Criminal Convictions, Health, HIV and AIDS status, Language, Appearance, Class. This list is not exhaustive.
- 7.3. Winchester Student Union's Board of Trustees has the responsibility for ensuring compliance with relevant legislation and promotion of good practice in Equal Opportunities matters.

8. CLARIFICATION OF TERMS

- 8.1. Direct discrimination is when someone is treated less favourably than another person because of a protected characteristic. Direct Discrimination is not justifiable. Examples of direct discrimination would be refusing to recruit a woman because she is pregnant; or excluding one staff member from a team training event on account of their disability or race.
- 8.2. Indirect discrimination is when you have a condition, rule, criterion, policy or practice that applies to everyone but particularly disadvantages people who share a protected characteristic and it cannot be shown to be a proportionate means of achieving a legitimate aim. An example of indirect discrimination would be a manager continually holding team meetings at midday, a time at which one team member is required to perform Salat al-zuhr payer.
- 8.3. Associative discrimination is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic. An example would be not promoting a staff member because they care for a parent who had a stroke. This is discrimination against the staff member because of their association with a disabled person.
- 8.4. Perceptive discrimination is where an individual is directly discriminated against or harassed based on a perception by others that they have a particular protected characteristic. It applies even if the individual does not actually possess that protected characteristic. An example would be if colleague A harasses colleague B because they think colleague B has AIDS, even though they do not, in fact, have the illness. Colleague A has made assumptions and discriminated against colleague B, based on a perception
- 8.5. Discrimination arising from disability is where an individual has been treated unfavourably because of something connected with their disability (so does

not have to be the disability itself). An example would be disciplining a staff member for repeated spelling mistakes that are in fact caused by dyslexia, which amount to discrimination arising from disability. This type of discrimination is unlawful where the employer (or a line manager) knows, or could be reasonably expected to know, that the person has a disability

- 8.6. Harassment is unwanted conduct that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. It does not matter whether or not this effect was intended by the person responsible for the conduct. Employees can complain of behaviour that they find offensive even if it is not directed at them and the complainant does not need to possess any of the protected characteristics themselves
- 8.7. Victimisation is when an employee is treated badly and subjected to detriment, such as being denied a training opportunity or a promotion because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint. An example would be if a disabled staff member raises a grievance that the line manager is not complying with the duty to make reasonable adjustments and is then systematically excluded from all meetings; such behaviour could amount to victimisation
- 8.8. Reasonable Adjustments – The Equality Act also makes it unlawful to fail to make reasonable adjustments, as a result of a disability, to overcome barriers in employment or to using services. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical feature makes it impossible or unreasonably difficult for disabled people to make use of services. In addition employers and employees have an obligation to think ahead and address any barriers that may impede disabled people from accessing a service, for example ensuring documents are available in alternative formats.

9. ACCESS TO WINCHESTER STUDENT UNION BUILDING AND SERVICES

- 9.1. In accordance with the Equality Act, Winchester Student Union shall make every effort to ensure that all areas are accessible, regardless of mobility. Wherever necessary and possible, aids will be installed to ensure full access (e.g. Handrails, clear signpost, ramps etc.) Access to racks, counters notice boards etc. shall be reviewed and relocated where applicable.
- 9.2. Any alterations or new developments to Union premises should be made with the requirements of people with diverse needs in mind.
- 9.3. Winchester Student Union recognises the right of students to take an active role in Union democracy and, as such, will regularly review provisions and actions to ensure that this is possible. Facilities/provisions are to be

upgraded/introduced where feasible, to ensure that full participation is possible.

- 9.4. Winchester Student Union shall maintain adequate levels of lighting, for the safety of users or visitors to Union premises.
- 9.5. Clear and concise instructions shall be formulated to deal with the emergency evacuation of all members and staff and made clear to all staff
- 9.6. Services shall be regularly reviewed to ensure that, where possible, they include the needs of all groups of the student population.

10. ACTIVITY GROUPS (SPORTS, SOCIETIES AND REPRESENTATIONAL NETWORKS)

- 10.1. All Activity Groups will reference compliance to this Equal Opportunities Policy within their Constitution.
- 10.2. The conduct and activities of Activity Groups shall be monitored to ensure that they are in keeping with the ethos and provisions of this Policy.

11. POSTERS AND PUBLICATIONS

- 11.1. All posters and publications displayed or distributed through this Union should include a fair representation of the student body. Care should be taken to avoid stereotypical, sexist, racist, ageist, heterosexist or otherwise discriminatory images or language. Positive images should be used wherever possible.
- 11.2. Winchester Student Union recognises the role of language in the shaping and definition of attitudes and behaviour. Winchester Student Union endorses the use of non-discriminatory language in all Union literature, and by both students and staff.

12. RECRUITMENT OF STAFF

- 12.1. The recruitment of staff will comply with this Equal Opportunity Policy.
- 12.2. Winchester Student Union actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates. Winchester Student Union selects all candidates for interview based on their qualifications and experience.
- 12.3. All Union job advertisements and recruitment drives shall be aimed at as wide a group of suitable qualified and experienced people as possible and shall include a statement of commitment to Equal opportunities.
- 12.4. The Union will ensure that Job Descriptions and Person Specifications do not unjustifiably exclude those with disability or any other protected group.

- 12.5. It is Winchester Student Union policy to offer casual positions to students when possible. This is acceptable as Winchester Student Union is satisfied that the University of Winchester recruits students in line with Equal Opportunities legislation and best practice. All student jobs must be advertised widely to all University of Winchester students.
- 12.6. Statistical data will be collected and recorded on the diversity of applicants. See the section on Monitoring below for more information.
- 12.7. Interview panels will be formed so as to promote diversity. The interview panel will preferably include members from more than one gender identity. In the case of disabled candidates who require reasonable adjustments, these will be taken into account by the Union when making arrangements for the interviewing procedure.

13. MONITORING OF OPPORTUNITY

- 13.1. Equal Opportunity statistics on recruitment and staffing will be collated by Union and periodically presented to Trustees. If there are any indications that members of any group have received less favourable treatment than members of others, the situation will be investigated and appropriate action taken.

14. BULLYING AND HARASSMENT

- 14.1. Winchester Student Union is committed to promoting an environment where everyone is treated with respect and dignity, where no-one feels threatened or intimidated and where we can all do our work or socialise free from harassment and/or bullying.

15. TRAINING

- 15.1. All elected officers and staff who have regular contact with students/outside parties, will receive appropriate equal opportunity training.

16. COMPLAINTS

- 16.1. Any complaints of unfair treatment in accordance with this policy should be referred to the Union's Senior Manager for investigation and appropriate action taken as per Bye-law 2 – Code of Conduct.
- 16.2. Complaints concerning a possible breach shall result in a full investigation in accordance with Bye-law 2 – Code of Conduct, with possible disciplinary action.

17. LINKS WITH OTHERS

- 17.1. All outside organisations which operate with Winchester Student Union should be made aware as to the Union's Equalities Policy and Code of Practice and encouraged to act in accordance with them. These are available on the website.
- 17.2. Winchester Student Union will be active members of relevant University meeting groups and advisory panels and will campaign as practicable to raise awareness on Equal Opportunities issues.
- 17.3. Winchester Student Union will strive to represent the needs of individuals/groups of students through appropriate channels, to the relevant bodies, to ensure that their needs are met.