



# Christ Church Students' Union

## EQUALITY, DIVERSITY, AND INCLUSION POLICY

Officer Champions	President (Community, Diversity, and Inclusion) Students' Union President
Staff Champions	Chief Executive Officer Deputy CEO
Approval bodies and date passed	Board of Trustees, 16th October 2023
To be reviewed by	June 2024

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### **1. Policy Statement**

- a. As a Union, we stand to represent the interests of all students, regardless of their demographic. Equality, diversity, and inclusion (EDI) sit within our core values, therefore, this Policy stands to solidify our commitment to the inclusion of all students within our strategic plan. Students sit at the heart of everything we do; in championing the student voice, celebrating diversity, and pushing for greater equality. This Policy outlines our ambition of creating a vibrant student community which is accepting, diverse, and inclusive of all. The Union strives to surpass all our legal obligations and we want to go above and beyond to foster a community where our students and staff feel confident and proud to be themselves. In all derivatives and avenues of the Union, we will ensure our practices and activities across our organisation are inclusive, so every student feels a sense of belonging and equal access to all the opportunities we offer.
- b. EDI has been a formal part of the Union's strategic plans since 2015, and as the Union seeks greater structural independence from the University in the future it is intended that the Union develops a formal EDI Strategy to move beyond legal compliance to demonstrate our commitment to equality and diversity and establish best practice in all the areas delivered by the Union.

### **2. Purpose**

- a. This Policy sets out how the Union will meet the equality duties, as set out in the Equality Act 2010. Under the Equality Act 2010, the Union is committed to a policy of equal opportunities and equality in employment, not only for legal requirements, which necessitate compliance, but more importantly, the provision of equal

opportunities is fundamental to the way in which we function as a membership organisation. The Equality Act 2010 specifies the following 'protected characteristics':

- i. Age;
- ii. Disability;
- iii. gender reassignment;
- iv. Marriage or civil partnership (in employment only);
- v. Pregnancy and maternity;
- vi. Race;
- vii. Religion or belief; and
- viii. Sex.

### **3. Principles**

- a. This Policy is based on the following principles:
  - i. Ensure that the Union carries out its activities within a framework that respects and promotes equal opportunities, and alongside legislative requirements.
  - ii. Ensure that the Union is proactive in promoting equality of opportunity.
  - iii. Making explicit the rights and responsibilities of all members.
  - iv. Commitment of Union to monitoring the implementation of this policy and the evaluation of its effectiveness.

### **4. Scope of the Policy**

- a. This Policy is required to be implemented and championed by all staff, elected officers, volunteers, and trustees of the Union.
- b. As employees of the University, Union staff are also responsible for following and implementing relevant EDI policies of the University, notably with regard to recruitment and selection of staff.

### **5. Promotion**

- a. The Union will ensure that all members, staff, and volunteers are aware of the Union's commitment to EDI and that they are expected to promote its objectives.
- b. This Policy shall be made available to all members, staff, sports clubs and societies as a requirement that they actively counter prejudice and discrimination and demonstrate their commitment to EDI policies and practice.

### **6. Training**

- a. All staff, elected officers, and volunteer officers will receive equality and diversity training that is consistent and appropriate for their role within the Union.

## 7. Implementation

- a. The Union will implement our commitment to EDI and legislative duty via consultation and effective involvement and with staff, members, stakeholders, and the wider community to deliver services, activities, and events that are inclusive to all.
- b. Overall responsibility for implementation of this Policy lies with the President (Community, Diversity, and Inclusion) and the Chief Executive.
- c. The Union's aim is to reflect our values and EDI ethos by embedding this in our everyday practice, including our recruitment and selection of people, our democratic structures, our opportunities, our service delivery, and the way we treat Union staff, students and stakeholders.
- d. The Union understands that the needs of different groups vary and will therefore strive to provide according to need, which in some cases will result in different provision.
- e. It is the responsibility of every Line Manager to implement the policy and ensure staff and volunteers in their area are aware of, and comply with this Policy.
- f. All elected officers, Union staff, and volunteers are responsible for their own behaviour and should strive to ensure equality and diversity best practice within their remit. They may be held personally accountable should any complaint arise against them.
- g. All elected officers, Union staff, and volunteers are responsible for taking appropriate action to ensure that personal harassment of another member of staff or a student does not occur, and to challenge or report any incidents they might see.
- h. All Union members are responsible for their own behaviour and should strive to respect and demonstrate equal opportunities principles.
- i. With regard to sport, the Union's position is that sport is for all, and we will actively work to ensure sports clubs are accessible and inclusive. We will also champion inclusivity at a national level, supporting BUCS' work to lobby National Governing Bodies (NGBs) to develop clear policies around trans and non-binary people participating in sports.

## 8. Monitoring and Review

- a. Overall responsibility for the monitoring of this Policy lies with the Board of Trustees. The Board of Trustees may delegate this responsibility to a formally constituted sub-committee.
- b. The Board of Trustees shall receive an annual report concerning the implementation of this Policy and the Union's overall effectiveness of meeting stated EDI ambitions.

- c. Day to day monitoring of this Policy shall be the responsibility of the Leadership Team.

## **9. Complaints**

- a. If any member or volunteer feels they have not been treated in accordance with this Policy, they have the right and are encouraged to make a complaint. The Union's Complaints Policy can be found [here](#).

### **Related Policies**

- [Canterbury Christ Church University Equality, Diversity, and Inclusion Statement](#)
- [Canterbury Christ Church University Gender Identity Policy Statement](#)
- [Health, Safety, and Wellbeing Policy](#)

### **Relevant Procedures**

- [Trans and Non-Binary Participation in Sport](#)

### **Relevant web links**

- [Canterbury Christ Church University EDI Hub](#)