Equality and Diversity Policy

Executive summary:
This policy is intended to show Birkbeck Students’ Union’s commitment to equality of opportunity for all. The purpose is to demonstrate a pro-active 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.

Policy:
Our aim is to create an environment that is welcoming and ensures no student is disadvantaged because of race, class, age, gender, religious belief, disability or sexual orientation. Students wanting to work or volunteer with the Students’ Union will be recruited and selected without reference to any distinction that may be seen as discriminatory.

The Students’ Union recognises that people may suffer from the following discrimination, as listed in the 2010 Equality Act, but not limited to:
age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion, belief or lack of religion/belief, sex, sexual orientation.

Birkbeck Students’ Union will pursue the following objectives:

- Work proactively to involve students in its activities who are typically under-represented. Under-represented groups participation rates will be monitored.
- Work with the College and other relevant bodies to promote its equal opportunity policy, and to ensure that both the Union and the College are actively working to comply with current relevant legislation.
- 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.
- This policy applies to all aspects of Birkbeck Students’ Union activities and all those involved in the Union, including students, staff, visitors, clients, contractors, consultants and customers.
- 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 equal opportunities policies and practice.
- All permanent staff and part-time elected officers will attend Equality and Diversity training provided by the College. Student staff and unpaid elected officers will receive equal opportunities training alongside or integrated into other Birkbeck Students’ Union training or induction programmes.
- As an employer Birkbeck Students’ Union will comply with all the College’s human resource equalities policies.
- The Executive Committee and Union Development Manager 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.
- If any member or employee of Birkbeck Students’ 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 constitution and bye-laws.
- Equality and Diversity objectives will be monitored annually by the Board of Trustees.