

# University of Bath Students' Union Inclusivity Award

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The Inclusivity Award helps student groups to provide an inclusive offer for our diverse membership by removing barriers to participation that certain student demographics may experience.

## How it Works

Undertaking the Bath SU Inclusivity Award is a commitment from you to ensuring all students, no matter their background, are welcomed and able to join your activities:

1. Sign up for the award by Friday 7<sup>th</sup> October 2016 and we will send you all the information you need and assign you a staff mentor soon after you have signed up
2. Submit your action plan by Friday 14<sup>th</sup> October 2016
3. Update your staff mentor on your progress throughout the year
4. Submit a short summary on your achievements by Wednesday 22<sup>nd</sup> March 2017
5. Subject to your achievements, you will receive the Inclusivity Award

## Why should I sign up?

- Groups that have participated in the past have reported increased membership, better attendance at both events and socials, more members running for committee positions and a more friendly and inclusive culture
- Make a clear and public commitment to ensuring that everyone feels welcome in your student group
- More students from a wide range of backgrounds may bring new ideas to your student group
- Become more aware of equality and diversity
- Develop your skills in leadership, communication and teamwork
- Successful student groups will be publicly recognised

## What support is available?

We will provide you with advice to guide you through the process of creating your action plan and you will be assigned an SU staff member to mentor and support you throughout the year.

Your staff mentor can also provide you with data on your membership, so, for example, you can see how many of you members are international. You can use this information to highlight areas to focus on.

You can also contact the SU Community Officer and the student-led Diversity & Support Groups to discuss specific issues. Their contact details and more information can be found at [Bathstudent.com/advice/student-groups](http://Bathstudent.com/advice/student-groups)

## Some examples of barriers

### *LGBT+ Students (Lesbian, Gay, Bisexual, Trans,...)*

- Fear of discrimination and homophobia
- Lack of mixed gender activities/gender neutral facilities

### *Disabled Students (Physical disability, mental health, learning difficulties,...)*

- Lack of wheelchair access
- Long periods of activity
- Difficult to approach someone for specific support or assistance

### *Black and Ethnic Minority Students (BME)*

- Lack of role models
- Fear of discrimination
- Lack of employability benefit

### *Women*

- Fear of sexual harassment
- Lack of role models

### *Postgraduates/Part-time students*

- Lack of non-Wednesday afternoon activity
- Regular/lengthy commitments
- Travel requirements

### *Mature Students*

- Age discrimination
- Patronising activities

### *Student Parents*

- Lack of childcare/child-friendly events
- Events organised at short notice

### *Students who avoid alcohol*

- Lack of alcohol-free events
- Peer pressure/discrimination

### *Students of Faith or Belief*

- Regular commitments
- Nudity

### *International Students*

- Language barrier
- Activities focused on UK culture
- Lack of employability benefit

### *Students from low socio-economic backgrounds*

- Cost
- Regular commitments