



**University of Bath
Students' Union**

Equal Opportunities Policy

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BUSU – EQUAL OPPORTUNITIES POLICY

Bath University Students' Union (BUSU) is committed to a policy of equal opportunities. No person that comes into contact with BUSU should receive less favourable treatment, be disadvantaged themselves or discriminate against others on any grounds, including but not limited to: age, disability, gender, HIV status, marital status, physical appearance, political belief, race/ethnicity, religion, sexuality, social or financial status, medical condition, family responsibilities or trans-status.

Definition of BUSU -

BUSU exists to represent its members and provide them with services, support and opportunities for development to enable them to maximise the benefits of their overall student experience. Any person involved in using or delivering these aspects will be covered by this policy.

This policy should be read in conjunction with the Diversity Strategy.

Code of Practice

Access

BUSU shall make every effort to ensure that all areas are accessible to all students, staff and visitors. Accessibility includes physical access, access to information, access to take part in events, activities and employment, and access union transport.

An Annual Participation Report will be produced to enable BUSU to assess the participation in each area. This will be used as a basis for research into access barriers, which will then form the basis of awareness training for areas of BUSU who do not attract a wide range of students.

Training

All Union Officers and student executive members will have equal opportunities awareness training, and all staff will be encouraged to attend training (see HR & Training Strategy).

Communication

BUSU recognises that all forms of communication should be both accessible and representative of the student body. BUSU is committed to the following policies (see Communications strategy):

- University of Bath – Use of Language Guidelines
- BUSU – Dyslexia Friendly Paperwork Policy, 2002, Policy no: 3-10

- BUSU – Poster and Flyer Policy, 2003, Policy no: 4-1
- BUSU – BathStudent User Policy, 2002, Policy no: 3-9
- BUSU – Media Code of Conduct, 2006/7 Policy no: 10
- BUSU – Commitment to Accessible Publications and Websites, 2001 Policy no: 2-6

Harassment and Safe Space

BUSU recognises the right of all individuals to live free from harassment and victimisation on any grounds, BUSU is committed to the following policies:

- University Bath/BUSU – Equal Opportunities and Safe Space Statement, Policy no: 2006/7-9
- University of Bath – Dignity and Respect Policy

BUSU is also committed to taking an active role in the University's Mediation Service.

Equal Opportunities and the University

BUSU is committed to the following policies in respect to students, staff and visitors:

- University of Bath's Equal Opportunities Policy Statement and Codes of Practice
- University of Bath – Race Equality Policy

Committee Representation

BUSU is committed to attending and taking an active role in the following committees:

- Equalities and Diversity Committee
- Equalities and Diversity Network
- Equalities Scheme Project Management Group
- Ethics Committee
- Student Support Team
- Childcare Advisory Group

Employment

BUSU recognises the need to ensure equality of opportunity for all applicants for employment and for all its employees. BUSU is committed to the following policies, including the University of Bath employment policies:

- University of Bath – Equal Opportunities Employment policy
- University of Bath – Employment of People with Disabilities Policy Statement
- University of Bath – Policy on Occupational Stress Management
- University of Bath – Code of Practice for employing people with disabilities
- University of Bath – Staff Recruitment and Selection Code of Practice
- University of Bath – Race Equality Policy
- BUSU Equal Opportunities Policy

Monitoring

BUSU recognises that Equal Opportunities Policies will require annual monitoring to ensure BUSU is meeting with the requirements of Equal Opportunities Legislation and that related policies are updated to reflect this. It

is the responsibility of the Management Group to mandate the Equal Opportunities Action Group to carry out this review.

Complaints

Any complaints of unfair treatment in accordance with this policy should be referred to the Students' Union General Manager, if a staff complaint, or President, if a student complaint, for investigation and appropriate action. An annual report on complaints received will be made available through the Equal Opportunities Action Group.

You can find all University policies at <http://www.bath.ac.uk/vc/policy/> and <http://www.bath.ac.uk/universitysecretary/equalities/policies/>.

You can find all Union policies at www.Bathstudent.com>SU>How the SU works>SU

Policies.