

**Middlesex University Students’ Union – Equity & Inclusion Policy**

**1. Statement Of Intent**

**1.1** Middlesex University Students’ Union (“The Union”) is committed to ensuring the equality of

outcome of its members, employees and volunteers at all times and in all spheres of the

Union’s operation.

**1.2** In pursuance of this, the Union will not tolerate discrimination on the grounds of Age, ability

or disability, ethnic origin, caring or parental responsibilities, gender or gender identity, HIV

status, marital status, nationality, opinions or beliefs on matters such as religion and politics,

physical appearance, race, sexual orientation, spent or irrelevant criminal convictions, trade

union affiliation, employment status, socio-economic background, medical condition, full or

part time student status, mental health status, campus or mode of academic study, or any

other irrelevant distinction.

**1.3** The list above is not exhaustive but demonstrates the Union’s belief that all forms of

discrimination are unacceptable.

**1.4** Such discrimination represents a waste of human potential, which is detrimental to the

success of the Union.

**1.5** Equity and equality of outcome will only become a reality through the involvement, active

support and cooperation of all members, staff and other Union stakeholders. The Union will,

therefore, seek to involve the entire organisation in the defence, development and

implementation of this policy.

**1.6** The Union shall not only seek to promote equity in the organisation, but actively campaign

for it both on campus and in wider society.

**2. Statutory Requirements**

**2.1** The Union shall uphold this policy in accordance with relevant Equal Opportunities

legislation, Including but not limited to:

• Sex Discrimination Act 1975 (as amended 1986)

• Race Relations Amendment Act 2000

• Race Relations Act 1976

• Equal Pay Act 1970 (as amended)

• Disability Discrimination Act 1995

• Disability Discrimination Act (Amendment) regulations 2003

• Rehabilitation of Offenders Act 1995

• The Protection from Harassment Act 1997

• Employment Protection (Consolidation) Act 1978

• Employment Equality (Religion or Belief) Regulations 2003

• Employment Equality (Sexual Orientation) Regulations 2003

• The Employment Equality (Age) Regulations 2006

Other relevant legislation includes:

• Human Rights Act 1998

• Flexible Working (Procedural Requirements) Regulations 2002

• Part-time workers (Prevention of less favourable treatment) Regulations 2000 and

2002

• The Fixed Term Employees (Prevention of less favourable treatment) Regulations

2002

• Maternity and Parental leave regulations 1999, 2001 and 2002

• Paternity and Adoption leave regulations 2002

**3. Commitments with regards to Membership Provision**

**3.1** All Middlesex University students are recognised in the Union’s constitution as members, and

as such our Membership provision should, at all times, seek to involve and engage all

Middlesex students. The Union commits to working proactively in all areas to increase

involvement of traditionally marginalised and underrepresented groups within its

membership.

**3.2** The Union is committed to the idea of liberation for historically underrepresented groups,

and shall proactively support such officers, committees and campaigns as can be established

and maintained to further this cause.

**3.4** The Union shall, at all times, ensure that, its communications with its membership are a fair

representation of the Union and its commitment to equity.

**3.5** The Union is committed to making our service provision accessible to all students. Where

offices are inaccessible, staff and elected officers will endeavour to find alternative space for

meetings and events in order not to exclude any interested party. Any alterations to and/or

development of Union spaces shall be pursued with the University as a priority in any ongoing

works on campus.

**3.6** The Union shall ensure that adequate training and support is given to student leaders so that they may ensure that the services that they provide to students are reflective of the Union’s commitment to equity.

**4 Commitments with regards to Employment**

**4.1** Advertisements for posts will give sufficiently clear and accurate information to enable

potential applicants to assess their own suitability for the post. Information about vacant

posts will be provided in such a manner that does not restrict its audience in terms of gender,

race, marital status, disability, age, sexual orientation or religion or any other irrespective

difference.

**4.2** All descriptions and specifications for posts will include only requirements that are

necessary and justifiable for the effective performance of the job.

**4.3** All selection will be thorough, conducted against defined criteria and will deal only with

the applicant’s suitability for the job.

**4.4** All advertisements that are placed in publications will indicate that the Union is committed

to effective implementation of an Equity & Inclusion policy and welcomes applications

from all sectors of the community. Where such advertising takes place this will be in

publications that are readily available to all sectors of the community.

**4.5** When applying for employment, all job applicants are considered having regard only to

their individual aptitudes, abilities, knowledge, experience and qualifications in the

relation to the job as stated in the job description and person specification.

**4.6** No method of recruitment that might unfairly exclude any potential applicant from being

recruited will be used.

**4.7** All employees will be given equal consideration for training, career development and

promotion. Staff are encouraged to develop themselves through training and to obtain

qualifications that are appropriate to their employment.

**4.8** Staff have the right to raise a query or grievance that they have concerning the application

of this policy, initially with their line manager

**4.9** All employees have a clear obligation to ensure that this policy is effective with regard to

equity and the absence of discrimination. Employees must not harass or

intimidate others. Severe action will be taken against any employee who breaches this

policy.

**5 Areas of Responsibility**

**5.1** The Union recognises that it is the responsibility of all of its members and employees to uphold and support the principles and commitments contained in this policy.

**5.2** Whilst every member is responsible for the Equity & Inclusion Policy, individuals who hold

sabbatical, management, supervisory and other senior positions shall have specific or

additional responsibility for its implementation

**5.3** Ultimate responsibility for the policy and its implementation and development rests with the

Union’s Trustee Board

**5.4** The Union’s CEO shall be responsible for the implementation of the Policy on a day-to-day and operational basis and shall be responsible for ensuring that any concerns or issues with this area of responsibility are brought to the attention of the Board of Trustees

**5.5** The President shall have specific responsibility for the development and implementation of

this policy and other equity matters in conjunction with the University, in particular the University’s Equality, Diversity and Inclusion (EDI) Committee and relevant staff.

**5.6** As the Union’s senior manager, the CEO shall be responsible for ensuring that the policy is

upheld at all times in the recruitment, selection and management of staff and that equity is a key feature of staff training and development

**5.7** The Vice President responsible for Union media, with the assistance of the CEO and

relevant senior staff member/s shall be responsible for the enforcement of the Union’s

commitments to equality of outcome with regards to the development and operation of

the Union’s media outlets as well as the Union’s publicity in general

**5.8** The Union’s employees shall share responsibility for ensuring that the policy is upheld in all

areas of their work – including, but not limited to – reporting instances of discrimination to

their line manager or the CEO immediately and acting in a manner that in not discriminatory and upholds the principles of this policy at all times

**6 External partners, contractors and service providers**

**6.1** All external bodies and individuals that carry out services on the Union’s behalf, or act in

collaboration or partnership with the Union in any area of its business, or who provide a

service to the Union as part of a contractual agreement, shall be bound by the principles and

commitments contained within this policy. A copy of this policy shall be made available to

such parties at all times.

**7 Compliance**

**7.1** Middlesex University Students’ Union takes the issues addressed in this policy very seriously

and will thoroughly investigate any potential breaches

**7.2** Breaches of this policy should be reported to the President by members of the Union and

members of the public or to the CEO by employees. Complaints directly relating to

either of these individuals should be addressed to the Chair of the Board of Trustees