



BRIGHTON  
STUDENTS' UNION

# Equal Opportunities Policy

BYE LAW of

**UNIVERSITY OF BRIGHTON  
STUDENTS' UNION**

Passed at Trustee Board 23<sup>rd</sup> April 2021

## 1. Policy Statement

- 1.1. Brighton Students' Union (hereinafter referred to as 'the Union' or 'BSU') is committed to promoting and upholding the principles of Equal Opportunities for all staff, members and visitors.
- 1.2. We have zero tolerance for discrimination against our staff, members and visitors.
- 1.3. We do not discriminate against individuals on any basis. This includes (but is not limited to);
  - 1.3.1. Equality Act 2010 protected characteristics: age, disability, gender reassignment, marital or civil partnership, pregnancy and maternity, race, religion/belief or lack of, sex and sexual orientation;
  - 1.3.2. Differences in student characteristics such as attainment, campus, school, mode of study etc.
- 1.4. We will actively promote and campaign for greater understanding, equality, diversity and equity in the University of Brighton and wider society as appropriate.

## 2. Responsibilities

- 2.1. The Trustee Board recognises and accepts its responsibilities for providing a safe and inclusive environment for all its employees, members and visitors.
- 2.2. The Trustee Board delegates day to day responsibility to the Chief Executive who ensures appropriate structures, support and advice are available for the staff team, members and visitors.
- 2.3. Managers are responsible for planning activities and services that are as inclusive as possible.
- 2.4. All staff, members and visitors must act in accordance with this policy, treat others with dignity at all times, and report any form of harassment, bullying and/or discrimination that is witnessed.

## 3. Training

- 3.1. All Trustees must complete mandatory equality training at the start of the term of office.
- 3.2. All staff must complete mandatory equality training at the start of the employment with regular updates.
- 3.3. All student leaders must complete mandatory equality training at the start of the term of office.
- 3.4. All staff on recruitment panels must complete mandatory recruitment training.

## 4. Campaigning

- 4.1. The Union will encourage proactive and, where necessary, reactive campaigning on issues that impact students as students, as defined by the Education Act and Charity Commission. Topics will be determined and led by the Officers.
- 4.2. BSU Societies may campaign on any issues relevant to their aims and objectives, ensuring that they do not breach any Union policies.

## 5. Breaches of this Policy

- 5.1. The Union has robust complaints and HR processes to allow any individual to raise a complaint. This includes a whistleblowing policy.

## 6. Third Party Partnerships

- 6.1. BSU works positively with a number of third parties to pursue their aims.

- 6.2. The Union will not enter into arrangements or partnerships with individuals or organisations that do not display the Union's values and this policy.
- 6.3. Where possible, formal partnership contracts will contain a statement on equal opportunities. Where this is not possible (ie if the contract is a standard one provided by the third party) then informal written assurances will be sought prior to commencing any partnership.
- 6.4. If the Third Party falls below BSU's expectations, then the Union will instigate appropriate processes considering values, reputation and finances.
- 6.5. The decision to cease any large financial contracts will be taken to the Trustee Board, in accordance with the Delegated Authority.