

M.1617-4 Motion to implement the HUU Equality and Diversity policy

HUU Notes:

1. Currently HUU does not have a policy to ensure it treats its members equally and fairly. Nor, do we have any formal statement to help ensure diversity of our services for our members. Whilst Equality is listed as one of our core values, we have no formal recognition of this.

HUU Believes:

1. We believe that in present times showing support for equality in opportunities within our membership is vital. A formal recognition of such sends a message of support.

HUU Resolves:

1. That Union Council approves the implementation of the Equality and Diversity policy for all members of HUU as appended. As part of this, our Zero Tolerance policy is being updated, to be presented at a further Union Council meeting.

Proposer: Simon Hernandez (VP Scarborough)

Seconder: George Bainbridge (VP Welfare & Community)

# Equality and Diversity Policy

## Introduction

This policy is a statement to show Hull University Union's commitment to fair and equal opportunities for all, and an inclusive environment. Equality is one of the values of HUU.

HUU takes a proactive approach to the inclusion of all groups, promotes a culture which champions diversity and works to tackle all forms of discrimination. All students at the University of Hull are also included in the University's Equality and Diversity Policy, available via the University website [www.hull.ac.uk](http://www.hull.ac.uk).

## What is equality?

Equality is ensuring individuals or groups of individuals are treated fairly and equally regardless of characteristics including race, gender, disability, religion or belief, sexual orientation, care and parental responsibilities, health, socio-economic background and age. Promoting equality aims to remove discrimination in all of these areas and enables everyone to realise their full potential. HUU is committed to this aim but we also have a legal duty, outlined in the Single Equality Duty and Equality Act 2010, to do this.

## What is diversity?

Diversity recognises that though people have things in common with each other, they are also different and unique. Diversity aims to recognise, respect and value individual people's differences.

Diversity works hand in hand with equality, we will adhere to the definitions of these words when engaging with all of our members.

HUU's commitment to equality and diversity underpins all operations of HUU, including:

- HUU's governance structures and democratic processes (including fair and equal elections)
- Student opportunities
- Events and products
- Communications with and services to members.

Bullying, harassment or victimisation are also considered as equality and diversity issues and HUU's Zero Tolerance Policy sets out HUU's stance on these issues.

## How to raise a concern

As a member, if you have reason to feel that this policy is not being upheld, you can raise a formal concern through the HUU Complaint Procedure or HUU Disciplinary Procedure. If you would like to seek advice first please contact the Student Officer Team or Membership Services Director.

### Implementation

HUU will work closely with the University of Hull, and in the framework of national good practice within the student union movement, to implement this policy. HUU will explore relevant staff development, awareness raising and training opportunities for staff and students in order to implement this policy. An equality and diversity action plan will be produced and will be reviewed annually.

### Review

This policy will be reviewed by UEC, Union Council and the Board of Trustees every two years.