

Glasgow University Union Equality and Diversity Policy

Policy Statement

1. Glasgow University Union is committed to eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations amongst our members, our guests and our employees.
2. Our aim is that our members, our guests and our employees will be representative of all sections of society and that each member, guest and employee will be treated fairly and with respect.
3. The purpose of our Equality and Diversity policy is to foster good relations amongst all those associated with Glasgow University Union, promote and advance equality and fairness for all our members, our guests and our employees and to eliminate discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other such grounds decided by the Board of Management from time to time.
4. Our employment selection policies will be based on aptitude and ability alone.
5. Our members, our guests and our employees, as well as GUU's contractors and suppliers of goods and services, will not discriminate directly or indirectly, nor will they harass others on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or any other such grounds decided by the Board of Management from time to time, or because of a perception relating to any of these characteristics.
6. This policy shall operate in accordance with all statutory requirements. We will also take note of guidance or codes of practice issued by the Equality and Human Rights Commission and any other relevant organisation.¹

The GUU's Commitment

- To create an environment in which individual differences and the contributions of all our members, guests and employees are recognised and valued.
- To provide every member, guest and employee with a working and social environment that fosters good relations, promotes dignity and respect, and one where no form of discrimination, harassment or victimisation is tolerated.
- To foster an environment which is considered safe and where diversity is valued, and it is accepted that non-compliance with this policy is unacceptable.
- To ensure that appropriate training, development, participation and progression opportunities are available to all members and employees.
- To review all our membership and employment policies, provisions, practices and procedures to ensure their compliance with this Policy.
- To deal fairly and appropriately with any failure by members, guests or employees to uphold our commitment to equality and diversity, and to provide a safe environment where concerns can be raised without fear of victimisation.

¹ Equality Act 2010 Guidance and Information,
<https://www.equalityhumanrights.com/en/equality-act/equality-act-2010>

- To ensure that the aims of this policy are promoted to all members, guests, employees and other users of GUU.
- To annually monitor and review the GUU's Equality and Diversity Policy.

Responsibilities of the Board of Management

The ultimate responsibility for this Policy rests with the Board of Management. We will ensure that it is implemented effectively, policed responsibly and monitored and reviewed annually. In particular, we will ensure:

- That our members, our guests and our employees, our contractors and suppliers of goods and services are aware of this policy;
- That any contraventions of this policy or any grievances concerning discrimination are dealt with properly, fairly and quickly.

Responsibilities of Members

The attitude of our members is critical to ensuring an environment where people feel safe, included and treated with respect. In particular, we expect all of our members:

- To comply with this policy;
- Not to discriminate during the carrying out on behalf of or experiencing activities within GUU or organised by GUU or to induce others to do so; and
- Not to victimise, harass or intimidate members, guests, employees, contractors and suppliers of goods and services.

Responsibilities of Employees

We expect our employees to have the highest standards of customer service, and this includes their attitude towards discrimination, harassment and victimisation. We expect our staff to treat our Board of Management, members and other staff members fairly and with respect. In particular we expect all of our employees:

- To comply with this Policy;
- Not to discriminate in their day to day activities within or on behalf of GUU or to induce others to do so;
- Not to victimise, harass or intimidate any members, guests, employees, contractors and suppliers of goods and services;
- To inform their line manager or the person in charge of human resources if they become aware of any potentially discriminatory practice.

Responsibilities of Guests, Contractors, Suppliers of Goods and Services and other visitors.

We welcome guests into our Union, and we expect them to be respectful towards our views, our policies, our members, our employees, and others. In particular, we expect all guests, contractors, suppliers of goods and services and other visitors:

- To comply with this policy;

- Not to discriminate in their day to day activities within or on behalf of the GUU or to induce others to do so;
- Not to victimise, harass or intimidate any members, guests, employees, contractors and suppliers of goods and services.

Recruitment of employees and volunteers

- The GUU encourages diversity in applications for all employment and voluntary roles.
- The GUU will comply with its statutory obligations relating to equality and diversity policies when undertaking recruitment of employees.

Equality and Diversity Training

- We will regularly review the quality and accessibility of the training available to our members and staff.
- We will provide or facilitate training to our Board of Management and staff to ensure commitment to this policy can be achieved.

Grievances and Discipline

- All of our members, our guests and our employees have a right to, and are encouraged to, pursue any complaint concerning discrimination, harassment or victimisation.
- We will treat all complaints with respect and sensitivity.
- We will seek to ensure a fair outcome, and where appropriate we will deal with them through the Union's disciplinary processes.

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