

## ***Student Group Equality Policy***

### **1. Opening Statement:**

- 1.1 *Union Activities is committed to ensuring all affiliated Student Groups will positively advance equality of opportunity for all current and potential students, staff and its other stakeholders, and this policy seeks to ensure this commitment is followed through.*
- 1.2 *If a Student Group breaks this policy, a full investigation will be carried out in line with the Student Group disciplinary procedure outlined in the Student Group Constitution.*

### **2. Policy Scope**

- 2.1 This code of conduct applies to all affiliated Student Groups (including Team Leicester) that fall under the jurisdiction of the University of Leicester Students' Union Activities & Volunteering Department.
- 2.2 This policy does not form any part of the Students' Union constitution and may be amended at any time. Prior notice will be given where possible but is not necessary.
- 2.3 This policy is also listed in the Students' Union Student Group Constitution and in addition to any other policies and documents held by the University of Leicester Students' Union which make reference to Equality.

### **3. Aims of the Policy**

- 3.1 To promote an awareness of how Student Group's should promote equality within their activities.
- 3.2 To encourage the Student Group to take proactive action to remove barriers for students to participate in their activities.

### **4. General Guidance**

#### **4.1. For Student Groups**

- 4.1.1. Student Groups will not discriminate unfairly on the basis of sex, pregnancy and maternity, gender, gender reassignment, disability, race, ethnic or national origin, age, sexual orientation, socio-economic background, religion and belief, political beliefs, family circumstances including marriage and civil partnership and trade union membership.
- 4.1.2. Student Groups will work with the department and seek to:
  - 4.1.2.1. **Promote and be accountable for the inclusivity of the SGs** and the wider student community, enhancing the **affordability and accessibility** of their activities through actions, including but not limited to budgeting responsibly, ensuring wheelchair access to the venue, considering setting up a quiet space and having diverse speakers or guests.
  - 4.1.2.2. **Eliminate discrimination, harassment and victimisation** in relation to the characteristics highlighted (8.1.1) within the Student Groups.
  - 4.1.2.3. **Promote equal opportunities** between people who share a characteristic and those who do not.
  - 4.1.2.4. **Foster good relations** between people who share a characteristic and those who do not.
  - 4.1.2.5. Student Groups must abide by the regulations and must not act in any inappropriate behaviour outlined in The Code of Conduct & Matrix under the [Students' Union Complaints Procedure](#) – Student Leaders & Student Groups
  - 4.1.2.6. Student Groups that act in questions will be contacted by the department for further investigation and may face **sanctions that would impact their affiliation status and Student Groups 'privileges.**
  - 4.1.2.7. To communicate effectively with the members about the expectations and ensure the policy is adhered to.

#### **4.2. For Committee members and members of the Student Groups**

- 4.2.1. Abide by the regulations and must not act in any inappropriate behaviour outlined in The Code of Conduct & Matrix under the [Students' Union Complaints Procedure](#)

## **5.1 Memorandum of Understanding, Values and Expectations**

- 5.1.1 The Activities & Volunteering Department **empowers and supports** all students to find and form communities at university; this expectation extends to **all SG committees** within their SGs.
- 5.1.2 The Activities & Volunteering Department **supports and celebrates liberation** groups whilst identifying and removing barriers to marginalised student engagement; this expectation extends to **all SG committees** within their SGs.
- 5.1.3 The Activities & Volunteering Department aims to empower and facilitate students using their democratic voice to lead groups, and affect **positive change**; this expectation extends to **all SG committees** within their SGs.
- 5.1.4 The Activities & Volunteering Department aims to provide opportunities for students to undertake altruistic activity within **the university and wider community**; this expectation extends to **all SG committees** within their SGs.
- 5.1.5 The Activities & Volunteering Department aims to provide experiences, knowledge and tools that support student leaders' aims both at university and beyond.
- 5.1.6 The Activities & Volunteering Department expects you to understand your student groups' activities, aims and needs, and deliver them to your members.
- 5.1.7 The Activities & Volunteering Department expects you to meet the deadlines and standards set **to allow the department to safeguard your group.**
- 5.1.8 The Activities & Volunteering Department expects you to read and engage with any emails sent to you.
- 5.1.9 The Activities & Volunteering Department expects you to follow the Students' Union and University policies and **create a safe and inclusive environment.**
- 5.1.10 The Activities & Volunteering Department expects you to **talk to the department when in need of support and develop an equality checklist based on the needs of your Student Group.**