

Durham SU Equality, Diversity and Inclusion Policy

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Equality, Diversity and Inclusion Policy Statement:

Durham Students' Union will provide an environment where staff and volunteers are treated fairly, and diversity is celebrated and will promote equality and integrate an anti-discriminatory approach into all areas of our work.

Purpose

The purpose of the Equality, Diversity and Inclusion (EDI) Policy is to set out Durham SU's commitment to creating and maintaining a safe, welcoming, inclusive and diverse workforce which nurtures a culture of mutual respect, allowing all employees to thrive without fear of discrimination, bullying, harassment, victimisation or related unacceptable behaviour.

Scope

The policy applies to all employees of Durham SU, and those contracted to work at, or for, Durham SU. This includes student staff and elected officers.

1 Principles

- 1.1 This policy is in accordance with relevant legislation relating to equality, in particular, the Equality Act 2010.
- 1.2 All line managers, employees and volunteers, whether they are full-time or part-time, permanent or temporary, have a role to play in creating a climate which supports equality of opportunity and diversity. Everyone has a duty to ensure that their personal conduct conforms to Durham SU's policies and values.
- 1.3 Durham SU will provide an environment where staff and volunteers are treated fairly, and diversity is celebrated and will promote equality and integrate an anti-discriminatory approach into all areas of our work. We will ensure that barriers to access to employment are identified and that no person is treated less favourably on the grounds of their:
 - Age
 - Disability or mental health
 - Gender identity
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
 - Trade union activity
 - Socio-economic background
- 1.4 Unacceptable behaviour including discrimination, bullying, harassment or victimisation will not be tolerated and any allegations will be taken seriously and dealt with appropriately under the relevant procedure.
- 1.5 Durham SU will provide training to employees where required to help them understand and implement this policy.

2 Responsibilities

- 2.1 It is the responsibility of every member of Durham SU's community to help us achieve an inclusive and supportive environment, and to promote good working relationships by having respect for all others.
- 2.2 Managers are responsible for ensuring that harassment, discrimination, bullying and victimisation is not permitted, that any incidents that arise are dealt with firmly and fairly, and that any investigations are carried out in line with the relevant procedures.
- 2.3 All members of staff have a personal responsibility to ensure their own conduct does not cause offence. Issues of harassment, discrimination, bullying or victimisation should be raised in a timely manner so that any investigation is carried out at the earliest opportunity.

3 Durham SU's Commitment

- 3.1 We will take active steps to fulfil our responsibilities and promote good practice by:
 - Complying with legal obligations in a transparent manner
 - Championing Equality, Diversity and Inclusion (EDI) throughout the organisation's strategic planning process for all departments and colleagues
 - Publishing this policy and communicating it to all employees
 - Taking measures to eliminate discrimination

- Promoting awareness and understanding of EDI matters among employees through policies, training and guidance
- Ensuring that employees and applicants, including student staff and elected officers are treated fairly and judged solely on merit and by reference to their skills and abilities
- Raising awareness of our policies and commitment to EDI with external suppliers and contractors and encouraging them to follow similar good practice
- Ensuring Dunelm House is, as far as reasonably possible, welcoming and accessible to all
- Making sure that all employees have equal access to facilities and opportunities, and that reasonable adjustments are made to working environments, schedules and practices, as appropriate, in order to accommodate a more diverse workforce
- Providing a supportive environment for employees that propose, start or complete a transition process to present in the gender identity they feel is correct for them, by following the employee's lead and agreeing with them what steps need to be taken before, during and after their transition, including time off, use of facilities, uniform (if applicable), updating of records and if/how other colleagues will be informed
- Requiring that policies, employment documents and training material, where practical, include positive, diverse, non-stereotypical content and language
- Ensuring the appropriate procedures are in place and communicated so that employees feel confident to discuss EDI issues and raise any concerns
- Dealing with potential and actual acts of discrimination, harassment and bullying appropriately under relevant policies and procedures and taking appropriate action where necessary
- Consulting with employees, staff forums, trade unions, the University etc. on EDI issues

4 Unacceptable behaviour

4.1 Durham SU defines behaviour as being unacceptable if:

- It is unwanted by the recipient,
- It has the purpose or effect of violating the recipient's dignity and/or creating an intimidating, hostile, degrading, humiliating or offensive environment, and
- Having regard to all the circumstances, including the recipient's perception, it was reasonable for the behaviour to have that effect

4.2 Differences in attitude, background and culture can often mean that what is perceived by one individual as harassment or bullying may not necessarily be perceived in the same way by another. It should be noted therefore, that when deciding whether bullying or harassment has occurred, the impact on the individual and whether the behaviour is unacceptable by normal standards will be the focus, rather than motive or intent.

4.3 Please refer to [Appendix A: Glossary of terms](#) for definitions of unacceptable behaviour including bullying, harassment, discrimination and victimisation.

5 Complaints

5.1 Durham SU will take any complaints of discrimination, harassment, bullying or victimisation seriously and they will be dealt with in accordance with the relevant procedures.

5.2 If you believe that you have suffered any form of unacceptable behaviour or have witnessed unacceptable behaviour but are not a direct victim, you should follow the steps outlined in Durham SU's Grievance Policy and Procedure.

Appendix A: Glossary of Terms

Diversity - Diversity is recognising, respecting and embracing the differences between people's experiences. It is about moving beyond tolerance to valuing and celebrating individual differences.

Equality - Equality creates a fair and inclusive society, through challenging prejudice and discrimination, and ensures individuals or groups are treated fairly and have equal access to opportunities.

Direct discrimination - Occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have.

Discrimination by association - Occurs when a person treats another less favourably because of that person's association with another person who has a protected characteristic.

Discrimination by perception - Occurs when a person treats another person less favourably because that person is thought to have a protected characteristic, whether or not they do. It applies even if the person does not actually possess the characteristic.

Indirect discrimination - Occurs when you have a condition, rule, policy or even a practice in the organisation that applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that you acted reasonably in managing your business, i.e. that it is 'a proportionate means of achieving a legitimate aim'.

Harassment - Harassment is unwanted conduct which adversely affects the dignity of individuals in the workplace. It may be persistent or a single isolated incident. The key is that the actions or comments are viewed as hostile or intimidating, demeaning and unacceptable to the recipient. Employees can also complain of behaviour that they find offensive even if it is not directed at them, but at another member of staff.

Harassment may have either the purpose or effect of violating an individual's dignity, or create an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Discrimination - Discrimination takes place when an individual or a group of people is treated less favourably than others because of their race, gender, gender reassignment, marital status, status as a civil partner, disability, age, religion or belief, sexual orientation or other factors unrelated to their ability or potential.

Bullying - Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient. While bullying and harassment are related, bullying is usually intentional.

Protected Characteristics - Is the term used for equality groups in the Equality Act 2010. These being - age, disability, gender reassignment, race, ethnic and national origin, religion or belief (including lack of belief), sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Victimisation - Occurs when an individual is treated less favourably because they have exercised their rights under the policy or relevant legislation, intend to complain or have given evidence or information about a situation involving discrimination.

Antisemitism - Durham Students' Union adopts the International Holocaust Remembrance Alliance's (IHRA) working definition on antisemitism in line with the UK government and recommendations from the United Nations.

According to IHRA, antisemitism is: "a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities".

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.

Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.

Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.

Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).

Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.

Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.

Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavour.

Applying double standards by requiring of it a behaviour not expected or demanded of any other democratic nation.

Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.

Drawing comparisons of contemporary Israeli policy to that of the Nazis.

Holding Jews collectively responsible for actions of the state of Israel.

Antisemitic acts are criminal when they are so defined by law (for example, denial of the Holocaust or distribution of antisemitic materials in some countries).

Criminal acts are antisemitic when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews.

Antisemitic discrimination is the denial to Jews of opportunities or services available to others and is illegal in many countries.