



EQUAL OPPORTUNITIES POLICY

BY LAW of

CHESTER STUDENTS' UNION

Passed at Trustee Board on
25 November 2019

1. Statement of Policy

- 1.1. Chester Students' Union values the diversity of its members and staff and is committed to equality of opportunity in all areas of its work. All individuals will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion (or no religion), colour, age, disability or sexual orientation.

2. Responsibility

- 2.1. The Trustee Board have ultimate responsibility for the strategy and implementation of this policy.
- 2.2. The Chief Executive is responsible for ensuring the day to day application of this policy, on behalf of the Trustee Board. They apply this policy across the Union, training staff members and constantly seeking ways to actively engage all members.
- 2.3. All staff and members are responsible for upholding this policy, and reporting and deviations from it.

3. Representation and Democracy

- 3.1. Student Council will actively seek members from a wide demographic of students to get the best possible representation.
- 3.2. The Returning Officer will ensure that the elections are run in accordance with this policy.

4. Advice

- 4.1. CSU will ensure that, as far as reasonable practicable, those members who may have difficulty in accessing the support and information provided in SU offices are able to do so through other means.

5. Student Activities

- 5.1. CSU will actively encourage and support liberation groups such as Chester Pride, and religious groups such as Christian Union.
- 5.2. Reasonable adjustments will be made for any member with disabilities wishing to access societies. Where adjustments are not practicable CSU will endeavour to find a suitable alternative activity or provider.
- 5.3. All new Societies members will receive basic training on Equal Opportunities.

6. Marketing

- 6.1. CSU will recognise the diversity of its members in all marketing and communications, through the variety of content and accessibility of information.
- 6.2. All Union documents can be made available in large print, or other accessible formats upon request to an elected officer or Union staff member.

7. Employment

- 7.1. All candidates for employment will be considered in a fair and equal manner.
- 7.2. Job descriptions and personal specifications will only state those personal qualities which are necessary to perform the functions of the role.
- 7.3. Diversity Monitoring forms will be collected, and separated from the application forms to ensure no bias.
- 7.4. Adherence to this policy is a condition of employment. Failure to do so is a disciplinary offence.

8. Complaints

- 8.1. A complaint about any member of staff should be addressed through the appropriate Line Manager, who will follow the Staff Disciplinary Procedure.
- 8.2. A complaint about a member should be addressed to the President who will follow the Membership Disciplinary Procedure.