

**Queen Mary, University of London Students' Union  
QMSU Services Limited  
Equality and Diversity Policy**

**1. Introduction**

- 1.1 The Equality Act 2010 prohibits conduct including discrimination (direct and indirect), harassment and victimisation, as each of those terms are defined in the Act, in specified areas of activity.
- 1.2 Conduct prohibited by the Act is determined by reference to the following “protected characteristics”:-
- Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race (including colour, nationality and ethnic or national origins)
  - Religion or belief (including lack of belief)
  - Sex
  - Sexual orientation
- 1.3 The Union and QMSU Services Limited each have specific responsibilities under the Act in relation to their respective activities, in particular in relation to work and the provision of services.
- 1.4 This policy reflects not only the specific responsibilities of the Union and QMSU Services Limited under the Act, but also the Union’s and QMSU Services Limited’s wish, where possible, to actively promote equality and diversity in its services and activities.

**2. Policy commitments**

- 2.1 The Union and QMSU Services Limited are both fully committed to complying with all provisions of the Act applicable to them, and in particular to ensuring that those involved in or participating in their services and activities are protected against unlawful discrimination, harassment, victimisation and other conduct in relation to protected characteristics, as referred to in the Act.
- 2.2 The Union and QMSU Services Limited are also both fully committed, where possible, to actively promoting equality of opportunity and to valuing diversity in their respective services and activities.

**3. Relationship with QMUL in the context of Equality and Diversity**

- 3.1 Queen Mary, University of London (QMUL), has the same responsibilities as the Union and QMSU Services under the Act. Also, as an institute of higher education, QMUL has additional responsibilities relating to student admissions and treatment, and, as a “public authority”, it has a “public sector equality duty”.
- 3.2 The Union and/or QMSU Services Limited have contractual arrangements with QMUL for the provision of services to QMUL and other arrangements with QMUL relating to the Union’s and/or QMSU Services Limited’s use of QMUL premises, facilities and services.
- 3.3 It is recognised that the responsibilities of QMUL under the Act may need to be taken into account in such arrangements, and nothing in this Policy is intended to interfere with QMUL carrying out those responsibilities.

#### **4. Policy Implementation**

- 4.1 In furtherance of Policy Commitment 2.1 above, the Union and QMSU Services Limited will ensure that all those responsible for the provision of services and activities receive, or have access to, suitable training and/or guidance, appropriate to their level of responsibility, on equality and diversity, and in particular in relation to unlawful discrimination, harassment, victimisation and other conduct prohibited under the Act.
- 4.2 In furtherance of Policy Commitment 2.2 above, the Union and QMSU Services Limited, in the provision of their respective services and activities, will aim to:-
- provide a welcoming and inclusive environment, where everyone is treated with respect
  - ensure activities, and in particular events, reflect the diversity of the student body
  - improve fair representation of all relevant interests at representative level
  - remove identified barriers to participation
  - support identified groups in taking forward their campaigning
  - ensure marketing, publicity and other publications are in keeping with this policy
  - raise awareness of outside contractors having any dealings with the Union and/or QMSU Services Limited of this policy
  - ensure that communications are accessible
- 4.3 For the purposes of this Clause 4, “activities” includes the activities of the Union’s Societies and Clubs, Student Media and other recognised student groups, as well as the activities of the Union and QMSU Services Limited.
- 4.4 All staff and students involved in the provision of services and activities are expected to contribute, to an extent commensurate with their roles, to taking forward the aims set out in 4.2 above.

#### **5. Responsibility for implementation of this policy**

- 5.1 In relation to their respective services and activities, the Union’s Board of Trustees and the Board of Directors of QMSU Services Limited are responsible for the implementation of Policy Commitment 2.1 and for monitoring in relation to Policy Commitment 2.2 above.
- 5.2 The Union’s Vice President Welfare, supported by the Welfare Zone Committee, is tasked with taking forward the aims referred to in Clause 4.2 above. The Vice President Welfare will report to the Board of Trustees in relation to progress as appropriate, and in any event at least once in each academic year.

#### **6. Complaints**

If any person considers they have suffered any form of discrimination, harassment or victimisation, they should raise the matter through the procedures provided for in the complaints and/or grievance procedures applicable to them.

#### **7. Review of this Policy**

This policy has been approved as indicated below and will be reviewed as necessary and in any event at least once in each academic year.

Approved by the Board of Trustees/Directors of QMSU on	26 <sup>th</sup> March 2013
Approved by the Board of Directors of QMSU Services Limited on	27 <sup>th</sup> March 2013