

KCLSU Equality & Diversity Strategy

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1. Introduction: definition of equality and diversity

KCLSU sees diversity as a description of the visible and invisible differences that exist between individuals and believes that these should be valued.

Equality in this context refers to the creation of an environment whereby all individuals have equal access to the same opportunities, activities and services.

To create such an environment it is necessary to take diversity into account, as these differences can lead to differences in experience, values, attitudes, ways of thinking, behaving, communicating and working.

Valuing diversity therefore means developing individuals' talents and appreciating the differences that they bring to the organisation.

2. Aims & objectives

- 2.1. To ensure that KCLSU is making sufficient efforts to ensure equality of access and to celebrate and value diversity in a single coherent campaign of action.
- 2.2. To ensure equality of access and the celebration of diversity are encompassed in all areas of KCLSU work.
- 2.3. To raise the profile of KCLSU as an inclusive organisation.
- 2.4. To foster a community of staff and members that reflects the diverse nature of society.
- 2.5. To ensure all KCLSU staff and volunteers both understand the reasons for valuing and celebrating diversity and carry responsibility for putting it into practice.
- 2.6. To ensure the membership of KCLSU understands the reasons for valuing and celebrating diversity.
- 2.7. To demonstrate the practical benefits of valuing and celebrating diversity.

3. Scope

This document applies to everything KCLSU does, and must be read in conjunction with and in the context of current policy.

4. Principles

KCLSU is a student-led, student-focussed organisation with the principles of representation, democracy and informed campaigning at its very heart. Every student at King's is a member of KCLSU. We actively listen to our members and their contribution guides and shapes our policies. (MEMBERSHIP)

KCLSU works closely with the college to fulfil the needs of our students by providing numerous opportunities for personal development, and participation in activities, services and information. (PARTNERSHIP)

We are a key partner with the College in providing support to increase satisfaction to maximise student success. KCLSU acts as an agent of change to ensure services in the college are relevant and appropriate to students through representation. (POSITIVE CHANGE)

KCLSU encourages and supports citizenship in our community. We celebrate our rich diversity and foster an inclusive environment protecting equality for all. (SUSTAINABILITY)

All our activities and services are conducted with the highest ethical integrity. We are accountable and endeavour to be transparent, open and honest about our activities and responsible to all stakeholders. KCLSU is aware of its environmental impact and works to all legal and good practice standards. (ACCOUNTABILITY)

KCLSU strives to deliver quality in all of its services, activities and opportunities by ensuring they are user and customer focussed, professional, safe, viable, and offer value for money. (QUALITY)

KCLSU recognises the dynamic nature of its community and our flexibility and adaptability allow us to meet the changing needs and demands of our membership. (ADAPTABILITY)

KCLSU is an informed organisation that embraces the learning and sharing of knowledge for the benefit–of our membership. We value our people as an asset worthy of investment and KCLSU supports their professional and personal development. (LEARNING)

KCLSU is proud of being a responsible employer and the provider of a safe, secure and enjoyable working environment. (PEOPLE)

KCLSU is honest and inclusive and is fun to be involved with. It has a strong team spirit that is fostered in an environment of trust between students, staff, officers, the college, alumni, the wider community and our customers. KCLSU is an organisation to be proud of. (COMMUNITY)

5. Background

5.1. Demographics

It is important that the demographics of the King's College population are known and understood, in order that appropriate action can be taken. They also enable us to analyse the information we hold on involved students.

Therefore this section should be updated annually when the figures become available from the Student Data Analysis department of the College.

Figures from 2004 College headcount.

Ethnicity	Gender	Age	Disability	Study level
53% white 8.9% black 23.4% asian 2.8% mixed 2.4% other 9.3% not known	62% female 38% male	51% 21 and under 26% 22-29 15% 30-39 6% 30-49 2% 50 and over	96% no disability 1.5% dyslexia 1% unseen disability, eg diabetes	7.8% PGR 21.3 % PGT 70.9% UG

5.2. Legislation

5.2.1. Equal Pay Act 1970

Gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, doing like work, work rated as equivalent under an analytical job evaluation study or work that is proved to be of equal value.

5.2.2. Sex Discrimination Act 1975

Prohibits sex discrimination against individuals in the areas of employment, education and the provision of goods, facilities and services and in the disposal or management of premises. Also prohibits discrimination in employment against married people, but it is not unlawful to discriminate against someone because they are not married.

5.2.3. Race Relations Act 1976

Prohibits discrimination on racial grounds – colour, nationality (including citizenship), ethnic or national origins. Does not include culture and religion.

5.2.4. Disability Discrimination Act 1995

General duty not to discriminate against individuals with disabilities.

5.2.5. Protection from Harassment Act 1997

The main criminal legislation dealing with the offence of harassment. It can cover a wide range of conduct and behaviours, including racial or religious motivated harassment and could also be used to prosecute certain types of anti-social behaviour where these amount to 'harassment', such as playing loud music, barking dogs and noisy house repairs.

5.2.6. Human Rights Act 1998

Makes certain rights and freedoms guaranteed by the European Convention on Human Rights (ECHR) enforceable in United Kingdom courts. All our laws must now comply "as far as possible" with these rights.

5.2.7. Race Relations Amendment Act 2000

Previously it was unlawful for all public authorities to discriminate on racial grounds in relation to employment, education and housing practices, and in the provision of goods, facilities and services. Now it is unlawful for any public authority to discriminate on racial grounds when carrying out any of its functions.

Signifies a shift away from cure to prevention by extending protection and places a new, enforceable positive duty on public authorities.

5.2.8. Disability Discrimination Act Amendment Regulations Act 2003

Amendments to definition and constraints of DDA Part II to bring it in to line with wider equality legislation.

5.2.9. Employment Equality (Sexual Orientation) Regulations 2003

The term 'sexual orientation' covers people with orientation towards:

- people of the same sex (lesbian and gay/homosexual)
- people of the opposite sex (heterosexual)
- people of both sexes (bisexual)

Offers protection from four unlawful actions due to actual or perceived sexual orientation:

- direct discrimination
- indirect discrimination
- harassment
- victimisation

5.2.10. Employment Equality (Religion or Belief) Regulations 2003

Implement the principle of equal treatment in employment and training, irrespective of religion or belief.

5.2.11. EU Race Directive 2003

Concerned with the principle of equal treatment between people, irrespective of their racial or ethnic origin. It sets minimum standards of protection, which all member states must meet. Member states cannot reduce the standards of protection they already provide.

5.2.12. Race Relations Act (1976) Amendment Regulations (2003)

Introduced the first legal definition of harassment, making harassment on the grounds of race or ethnic or national origin a separate unlawful act. Harassment on the grounds of colour or nationality will continue to be treated as possible direct discrimination under the Race Relations Act 1976.

5.2.13. Disability Discrimination Act 2005

Amends the DDA by giving public bodies new duties.

5.2.14. Racial and Religious Hatred Bill

Will amend the Public Order Act 1986 to create offences and amend provisions involving stirring up hatred against persons on religious grounds.

Religious hatred is defined as hatred against a group of persons defined by reference to religious belief or lack of it.

Covers words, behaviours, materials, performances, recordings or programmes that are likely to be seen, heard or attended by those in whom it is likely to stir up racial or religious hatred.

5.2.15. Disability Rights Bill (2006)

Public sector duty to promote disability equality.

6. Drivers of diversity

The UK population is becoming increasingly diverse, urging all sectors of society to consider the impact that a myriad of cultures, religions and beliefs is having upon it. Certain key facts serve to highlight why an appreciation of diversity is ever more pertinent, including:

- The UK has an ageing population. This is the result of declines both in fertility rates and in the mortality rate. This has led to a declining proportion of the population aged under 16 and an increasing proportion aged 65 and over.¹
- In the year to mid-2003, international migration and other changes contributed approximately two-thirds of the UK's annual population increase.²
- Ethnic minority groups have a higher proportion of younger people than the population as a whole. Half of the mixed race population, and around two-fifths of Bangladeshis (38%), are in the 0 to 15 age group. This compares with a fifth (20%) for the population as a whole. Between two-thirds and a half of people from the mixed race, Black other, Pakistani and Bangladeshi groups are aged under 25. This compares with about a third (31%) of the population as a whole.³
- Most of the minority faith groups have a higher proportion of younger people than the population as a whole. A third of Muslims (34%) and a quarter (24%) of Sikhs (as well as a similar proportion of those without a religion) are in the 0-15 age group. This compares with a fifth (20%) for the population as a whole. Around half of Muslims (53%), two-fifths of Sikhs (41%) and over a third of Hindus (36%) are aged under 25. This compares with a third (31%) of the population as a whole.⁴
- There are 6.8 million disabled people of working age in Britain, one fifth of the total working age population. In Autumn 2004, the overall employment rate for disabled people in Britain was 51 per cent, compared with 81 per cent for non disabled people.⁵
- As of April 2004, the average weekly wage in the UK for women was £245.30, as opposed to £416.60 for men.⁶

6.1. Moral case

"There is nothing more dangerous than to build a society, with a large segment of people in that society, who feel that they have no stake in it; who feel that they have nothing to lose. People who have a stake in their society, protect that society, but when they don't have it, they unconsciously want to destroy it."⁷

"You must be the change you wish to see in the world."⁸

KCLSU is dedicated to facilitating student participation in their university life, and to their personal development. If we can add to that the development of a truly global outlook, taking into consideration the myriad of cultures, religions, ethnicities and beliefs in our world, then this is yet another benefit to add to the many that King's currently brings to its students, to London and to that world.

¹ <http://www.statistics.gov.uk/CCI/nugget.asp?ID=6>

² <http://www.statistics.gov.uk/cci/nugget.asp?ID=950>

³ http://www.cre.gov.uk/duty/reia/statistics_census.html

⁴ Ibid.

⁵ Disability Rights Commission Disability Briefing June 2005

⁶ First Release: 2004 Annual Survey of Hours and Earnings, National Statistics

⁷ Martin Luther King Jr

⁸ Mahatma Ghandi

6.2. Legal case

KCLSU seeks to achieve full compliance with current legislation as detailed above. In cases where there is no statutory duty upon KCLSU to comply with a measure, we will strive nevertheless to meet it.

6.3. Business case

"Employers who treat employees fairly and flexibly will be best placed to recruit and retain staff in an increasingly diverse and competitive labour market."⁹

Recruiting from a wider pool of skilled talent will provide KCLSU with a greater choice of potential employees. For example, there are higher rates of unemployment amongst certain groups, such as people with disabilities, representing under-utilised sources of labour.

Diversity will bring to KCLSU an increased variety of approaches to its work, potentially increasing our capacity for creativity, innovation and strategy.

The reputation of KCLSU with potential and current students, College staff, the local community, Government at all levels and national organisations such as the National Union of Students will be positively enhanced if its dedication to equality and diversity is demonstrated in its staff and volunteers.

⁹ <http://www.acas.org.uk/index.aspx?articleid=819>, 6 April 2006

7. Recruitment and selection

- 7.1. KCLSU aims to ensure that our workforce is representative of both the College and wider communities.
- 7.2. All job vacancies will be advertised internally and existing staff members may apply for any internal vacancies that may arise.
- 7.3. Monitoring forms will be distributed with all application packs. Responses will be monitored and the findings reported on annually.
- 7.4. KCLSU will ensure that all advertising, recruitment and selection processes are in line with current relevant legislation.
- 7.5. KCLSU will endeavour to target advertising to encourage applications from underrepresented groups.
- 7.6. All short-listing decisions will be made using a pre-determined person specification as the sole method of selection criteria.
- 7.7. Part time work opportunities will be made available to all students, regardless of their prior experience.
- 7.8. Appropriate levels of confidentiality will be maintained throughout the recruitment and selection process, in accordance with the Data Protection Act.
- 7.9. KCLSU will not request any personal information on application forms that is not relevant to the job. Personal information will be separated from application forms before being passed to the short-listing panel.

8. Training and development

- 8.1. All KCLSU employees will have an equal opportunity to apply for training and development opportunities, in line with the Training & Development Policy.
- 8.2. Internal training courses will be accessible to all members of staff.
- 8.3. KCLSU training events will utilise a wide of a range of training techniques to suit all styles of learning and individual abilities.
- 8.4. KCLSU will liaise with the College Equality & Diversity department in order to provide training opportunities in this area to staff members.

9. Working environment

- 9.1. KCLSU is committed to ensuring a safe and supportive working environment, free from discrimination and harassment. Any behaviour that contradicts this aim will be dealt with in line with the relevant policies.
- 9.2. Breaches of our Equal Opportunities Policy will be regarded as misconduct and may lead to disciplinary proceedings.
- 9.3. As required by the Disability Discrimination Act, KCLSU will seek to make reasonable adjustments to allow equal employment opportunities for individuals with disabilities

9.4. All KCLSU employees have a right to request flexible working arrangements. In the case of parents with young children or other caring responsibilities (as defined by current employment law), the request will only be refused due to a legitimate business reason.

9.5. All KCLSU employees have a right to maternity; paternity and parental leave in line with current employment law and at the least the statutory minimum.

10. Access to services

10.1. KCLSU will continue to review our service provision to ensure that we are meeting the needs of all members .

10.2. KCLSU will conduct an audit of access to our facilities and services to establish the level of compliance with the Disability Discrimination Act.

10.3. KCLSU will continue to work with the college to resolve any issues that are raised with regard to access to our services.

11. Communication and promotion

11.1. All relevant policies and procedures will be communicated to employees at their induction.

11.2. Access to training courses on diversity issues will be available to all staff members.

11.3. KCLSU will liaise with the College Equality & Diversity department to raise awareness of equality and diversity issues.

12. Monitoring and review

KCLSU will regularly monitor progress against the objectives of this document, the content of which will be reviewed at least annually to ensure it remains relevant to our activities.

13. Supporting documents

Equal Opportunities policy
Harassment & Bullying policy
Flexible Working policy
Maternity & Paternity policy
Training & Development policy
Human Resources Strategy

14. Appendix 1: Equal Opportunities Policy (Regulation G)

- 14.1. It is the policy of KCLSU to promote equal opportunities for its staff and students by prohibiting all forms of discrimination, harassment and incitement to discriminate or harass.
- 14.2. The aim of this policy is to create an environment whereby students and staff are treated fairly and equally.
- 14.3. KCLSU is committed to providing a safe and secure environment for all its members, staff and visitors.
- 14.4. No person will be discriminated against on grounds of any of the following:
 - 14.4.1. Age
 - 14.4.2. Colour
 - 14.4.3. Ethnic and/or national origin
 - 14.4.4. Gender
 - 14.4.5. HIV Status
 - 14.4.6. Marital Status
 - 14.4.7. Nationality
 - 14.4.8. Parental status
 - 14.4.9. Physical and/or mental disability
 - 14.4.10. Political opinion
 - 14.4.11. Pregnancy
 - 14.4.12. Religion
 - 14.4.13. Sexual orientation
 - 14.4.14. Socio-economic background
 - 14.4.15. Any other irrelevant distinction
- 14.5. This policy informs employees, members and visitors of KCLSU of the type of behaviour that is unacceptable in our environment and also provides all user groups with a means of redress.
- 14.6. No student or group of students shall harass any person nor incite other people to discriminate or harass.
- 14.7. It is the responsibility of all students, staff and visitors of KCLSU to adhere to this policy, behave in a non-discriminatory manner and to help change practices and procedures that deny or limit equality of opportunity or treatment.
- 14.8. KCLSU will monitor and reassess its own practice and procedures to ensure that they are in no way discriminatory to or exclusive from any particular group.
- 14.9. KCLSU will commit itself to applying disciplinary grievance procedures should any students or KCLSU staff contravene this policy in KCLSU.
- 14.10. The Student Activities Board reserves the right to suspend any KCLSU society/sports club for producing discriminatory literature or holding a discriminatory event within the context of this or any other union policy. The Executive may also remove publicity or cancel any KCLSU event or entertainment that is seen to discriminate or contravene this equal opportunities policy.
- 14.11. KCLSU aims to end all discrimination by taking positive action to enable disadvantaged and under represented groups to participate fully in all aspects of union activity. KCLSU will also campaign to raise awareness of discrimination outside of KCLSU.

- 14.12. Any person may complain about an alleged breach of this policy. If the complaint is against a student the complaint should be made, in writing, to the Union Chair and should give details of the name(s) of the person(s) involved together with details of the date and place at which the alleged misconduct took place, and be delivered to the Union Chair as soon as possible after the events complained of. (*See Regulation 1 – Disciplinary Process for further details*)
- 14.13. Students, Officers and users of KCLSU facilities who have cause to comment on an individual member of staff should contact the President (or in the President's absence, the VP Education and Representation) who will take up the matter with the General Manager. The General Manager will then prepare a report on the matter for the President.
- 14.14. On receipt of the General Managers report, the President should take one of three courses of action:
- 14.14.1. To pursue the formal disciplinary action as set out elsewhere in the Union's personnel procedures.
 - 14.14.2. To request that the General Manager pursues the suggestion/criticism as part of ongoing supervision.
 - 14.14.3. To pursue no further action.

In each case the outcome should be reported to the student officer/member complainant confidentially and the President and the General Manager should keep a record. A closed session of the Executive should also be informed of the Presidents decision.

- 14.15. If an incident happens at a KCLSU bar or event, the complainant should inform the bar or event manager for immediate action.
- 14.16. Discrimination means singling an individual or group out in a favourable or unfavourable way on the basis of irrelevant distinctions such as age, gender etc. Examples of discriminatory behaviour include:
- 14.16.1. Derogatory language
 - 14.16.2. Obstructing or encouraging progress of an individual/group on the grounds of an irrelevant distinction such as age, gender etc.
- 14.17. Harassment refers to any action aimed at individuals or groups deemed to be unwelcome by the recipient(s). This may include:
- 14.17.1. Offensive comments or jokes
 - 14.17.2. Unwanted physical contact
 - 14.17.3. Physical or verbal abuse
 - 14.17.4. Bullying.

The common characteristic of harassment is that the behaviour is unwanted and unreciprocated. To this end, it is not the intention of the perpetrator, but the impact on the recipient that determines what constitutes harassment.

- 14.18. Although bullying may be non-discriminatory in nature, it is a serious abuse of power involving threatened or actual physical or verbal abuse. Examples include:
- 14.18.1. Insensitive and derogatory jokes, statements and pranks.
 - 14.18.2. Offensive comments about appearance.
 - 14.18.3. Unnecessary or unwanted physical contact.
 - 14.18.4. Displays of offensive materials and literature.
 - 14.18.5. Speculation about an individual's private life.
 - 14.18.6. Threatened or actual violence, sexual or otherwise.

- 14.18.7. Behaviour that creates an uncomfortable or intimidating atmosphere.
- 14.18.8. The undermining of a persons ability to carry out their duties.