



# Equality, Diversity and Inclusion (EDI) Policy

Owner: Executive and Governance Manager  
Approval: Trustees

## Equality, Diversity and Inclusion (EDI) Policy

### 1. Statement

1.1 We strive to have an inclusive culture and environment for all, underpinned by respect and compassion, where everyone feels welcomed, included, supported, valued and safe.

1.2 We believe no-one should be discriminated against

1.3 We want all staff to feel respected, able to give their best and to feel confident to share all aspects of their identities and lived experiences while at work

1.4 We believe everyone has a right to their distinctive and diverse identities and our commitment to liberation is intrinsic to our values and fundamental to this policy

1.5 We believe we must not only understand equality, diversity and inclusion, but should reflect and champion it, including fostering good relations between people who share a protected characteristic and those who do not.

1.6 We support a culture that values free speech, the freedom to explore ideas and the duty to act responsibly in relation to the rights of others under this policy.

1.7 We are committed to Equality, Diversity and Inclusion (EDI), which is included in our [strategy](#)

### 2. Purpose of Policy

2.1 To articulate our commitment to promoting and improving EDI

2.2 To support creating an inclusive environment where everyone feels valued and supported for their contributions to Bristol SU, whatever their background or identity and everyone is treated equitably

2.3 To ensure accountability in creating a culture which supports EDI, and to highlight the standards we expect from our community.

2.4 To value and celebrate diversity and those shared similarities to help build a stronger, more diverse community.

### 3. Scope

3.1 This EDI policy is for everybody and applies to staff (including full time officers), job applicants, students, student leaders, trustees, volunteers, contractors, consultants, suppliers, and other organisations and people encountering Bristol SU.

3.2 The policy applies to everything we do as an employer, business, representative body, volunteering organisation and service provider.

3.3 This policy covers all conduct at our premises, meetings, events, activities and socials, partnerships with the University, other SU's and organisations, and covers conduct of any student society, network or club which is affiliated to the SU

3.4 To apply this policy to all, including anyone who is protected and any treatment that is unlawful under the Equality Act 2010, as well as other characteristics, including (but not limited to) class, socio-economic background, certain sex characteristics, gender identity, country of domicile, caring responsibilities.

#### **4. Bristol SU Commitment**

Bristol SU will strive to:

4.1 Integrate equality, diversity, and inclusion into all areas of work at Bristol SU and try and ensure fairness and respect for everyone

4.2 Raise awareness and promote the benefits diversity and an inclusive culture brings.

4.3 Create an environment free of bullying, harassment, victimisation, prejudice, discrimination or oppression

4.4 Identify and seek to remove barriers which may prevent people accessing Bristol SU's services or activities or progressing within the organisation

4.5 Proactively amplify the voices of marginalised groups within our own organisation and support them to influence their university experience.

4.6 Commit to understanding the needs of all identities and work towards removing any institutional discrimination that may impact on these individuals

4.7 Promote respect for individual identities, for example, by raising awareness of the importance of using an individual's pronoun appropriately, as a feature of respect and inclusion

4.8 Initiate and sustain relationships with those who can change EDI practice within the University, to enact progressive change across both organisations

4.9 Ensure everyone has an awareness and understanding of EDI and to create opportunities for EDI training and development for students and SU staff

4.10 For Bristol SU to ensure everyone has an awareness and understanding of EDI and to create opportunities for EDI training and development for all students and SU staff

4.11 Collect, analyse, and report data that can help assess EDI performance in all our areas of activity.

4.12 Regularly monitor and review employment policy and procedures and assess how EDI is working in practice and take action to address

4.13 Ensure everyone is aware of this policy and other relevant policies (Dignity at Work and Code of Conduct policies). These policies are in place to protect staff from discrimination, outline the SU's approach to bullying and harassment in the workplace and to ensure staff are aware that they can be held liable for acts of bullying, harassment, victimisation, and discrimination, during their employment.

4.14 Promote equitable access to job opportunities and progression through best practice policies and procedures

## 5. **Complaints**

5.1 All complaints of bullying, harassment, victimisation and discrimination will be taken seriously by Bristol SU and may be dealt with as a criminal matter.

5.2 An employee should raise their concerns internally using our Grievance Process and Procedure.

5.3 Any student or member of the public should refer to our Complaints Policy.

5.4 Both policies are reviewed regularly and updated to ensure that complaints are dealt with in a fair and consistent manner and with sensitivity to both the complainant and complainee.

This policy does not form part of any employee's contract of employment and it may be amended at any time. You will be notified of any changes to this policy and please refer to the SharePoint site for the most up to date version.