



Cardiff Metropolitan Student Union

Equality Diversity and Inclusion Strategy 2021 /2023

Planning for the future

We are proud of our diverse membership and welcome students to Cardiff Met Student Union. From the support and guidance, we provide, to events and through our campaigns we strive for equality and fairness for our SU members and SU staff. It is at the heart of what we do.

The equality strategy provides a vision of what Cardiff Met SU aim to achieve both for SU staff and SU members, seeking to increase our diversity to ensure we are reflective of the societies and communities we represent. Whilst championing equalities and ensuring the student and staff voice is present and listened to throughout our learning and working environment.

We realise that the world is changing, new technologies, new ways of working will affect how the SU remains relevant to its membership. By engaging in new ways of communicating with members it is important we review what went well and learn the lessons needed to remain valued, relevant and trusted, and in doing so reach out beyond the traditional membership. We will look what works well and what needs to change to engage the SU membership. In doing so we are committed as staff, and as a board to delivering a fairer, equal, and inclusive welcoming SU.

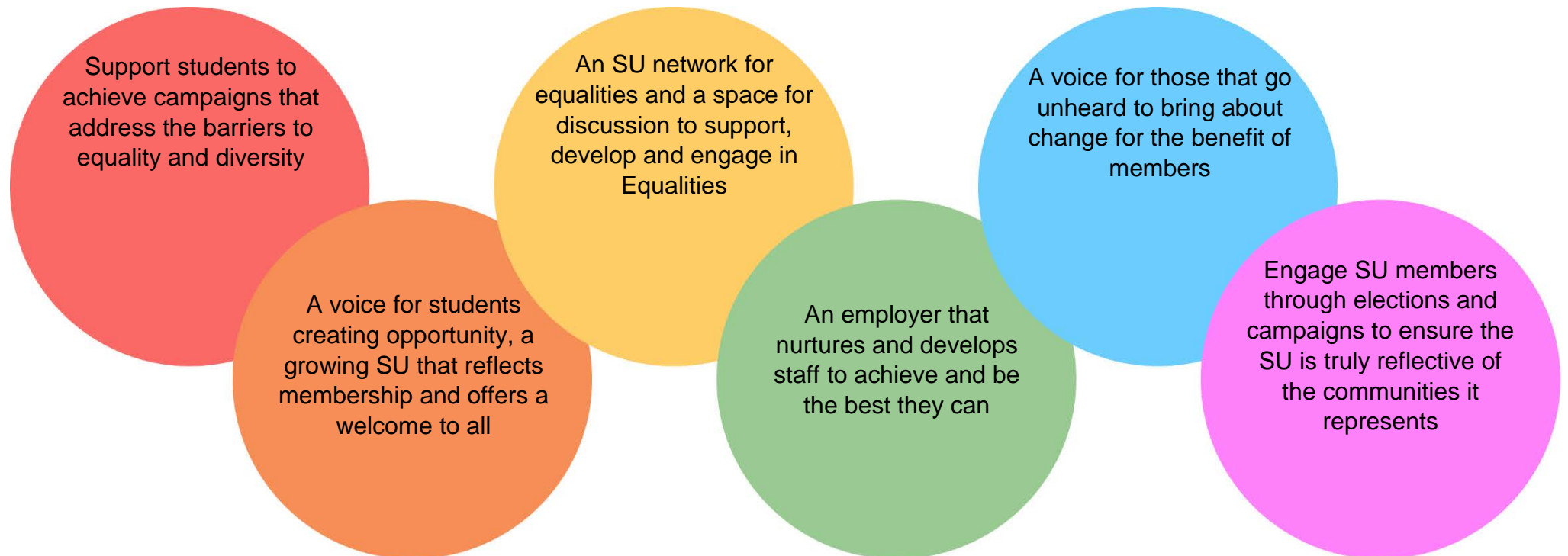
Developing our voice through student engagement for those whose voices all too often go unheard to create change. Using the lived experiences of SU members to guide and support change to enhance the journey for SU members.

We will collate and monitor data to identify and support increasing diversity and inclusion within our structures, developing our SU representatives to reflect the campus community raising the voices of underrepresented groups.

Equality and fairness affect us all, we need all members to work as allies to create the changes within our communities. Leading by example as an employer, a representative body and as a board of trustees to create better outcomes for SU members and SU staff.

Our vision

'To provide the voice for students throughout their journey creating an inclusive learning environment for all'



Outcomes

We will provide annual Equality and Diversity training for new officers, and where necessary bespoke E&D training to ensure reps and staff are able to identify issues.

We will work with the officers, staff and SU reps to support and develop campaigns that relate to E&D as they arise.

We will appoint a part time SU Equality and Diversity Officer to develop the areas within the strategy and support work streams identified.

We will work to ensure that the appointed E&D officer is supported to develop areas of interest and focus through project work whilst contributing to the objectives of the E&D strategic plan.

We will provide guidance to ensure the reps are knowledgeable and confident to address inequality issues.

We will support the E&D SU officer to deliver on outcomes within the strategic plan whilst enabling areas of interest to be developed in the forms of campaigns. Campaigns will be developed to provide activity throughout the appointment to enhance visibility and contribute to the strategic plan.

We will encourage participation in structures that support building the conversation, working with the SU E&D officer to develop an SU led equality Network. Building the lived experience of SU members to shape discussions and influence outcomes. We will seek to influence the University's approach to deliver against the backdrop of the three key pillars within the university's equality strategic plan 20/24 via the Universities E&D forum.

We will annually review incidents which may be considered a breach of the Equality, Diversity and Inclusion Policy and where appropriate take action to address the concern.

we commit to producing an annual Diversity Inclusion Commitment with areas of focus for the upcoming year. This commitment will be agreed by the SU Sabbatical Officers, SU School Representatives, SU Part-Time Officers and signed off by the SU board of Trustees.

Objectives

We will deliver training that covers legal and up to date equality and diversity issues for staff and reps.

We will engage with the SU sports clubs and societies, to ensure that members are aware of the need to ensure compliance with the SU 'Zero tolerance' commitment and Equality, Diversity and Inclusion policy. Clubs and Societies will be made aware of the policy at the start of each new academic year.

We will engage in the equality calendar events working collaboratively with the university to deliver awareness and encourage participation throughout our membership. We will engage with the SU E&D network to develop events around the E&D calendar to raise awareness supporting the student voice to create an inclusive welcoming experience for all.

We will support reps and members to develop campaigns across the student community that highlight and raise awareness of issues.

We will support delivery of awareness sessions via alternative delivery mechanisms that provide a platform for raising awareness for example; Not excuse campaign, STIGMA.

We will work in partnership through the Student Charter with the university to promote E&D activity and the University E&D Forum.

We will ensure that E&D is mainstreamed throughout our plan of work.

We will seek to identify where enforcement of the Policy can be improved and where any potential breaches of the Policy could be prevented.

We will produce an annual Equality, Diversity and Inclusion commitment with campaign areas for the coming year. This will be developed by the sabbatical officers and agreed by the officer of the SU and presented to the board for endorsement.

We will communicate the policy to all students, groups or external visitors organising events within the SU venues.

Growing participation

Outcome

We will ensure that equalities work is used as a tool for growth, used as an overarching strategy to develop members knowledge, whilst supporting the rep structure to enhance participation.

We will review elections processes and outcomes to ensure that no barriers exist to participation.

Through the Cardiff Met Award we will deliver the SU employability scheme that is diverse, focuses on developing SU student's personal development skills a scheme that is diverse, and inclusive.

Objective

We will develop data reporting to allow us to monitor, review and act on developing greater activity and participation from among the membership. We will report this via the annual report and to the Board of Trustees.

We will aim to increase participation in all SU activities to build participation through elections, sports and Societies ensuring that the SU remains visible and relevant to its membership. We will through the SU Cardiff Met award deliver an employability scheme to support student's personal development.

Student voice

Outcome

We will continue to develop our internal relationships, working with our societies to share best practice and knowledge.

We will communicate with events the SU, Societies and Sports undertake to create a welcome and supportive environment whilst encouraging greater participation that reflects the membership of the SU.

We will support international days that celebrate equality and diversity working collaboratively to develop the equality calendar of events, developing awareness and participation of students, staff and reps.

We will work with the interfaith group to develop knowledge and mutual understanding within the SU.

Objective

We will continue to work in collaboration with likeminded organisations, and the Student Charter, develop strong respected allies to deliver best practice, information and campaigns that truly reflect student issues.

We will use our communication tools to reach out to new members to ensure the SU visibility across our campuses and strengthen the voice of students, whilst raising awareness of the policy.

We will work with the interfaith group to develop knowledge and mutual understanding within the SU and across campus, raising awareness of the different and distinct faith communities.

Welcoming Employer – employer of choice

Outcome

We will ensure our workplace is inclusive, diverse and always welcomes staff and reps. We will promote the strategy and the Equality, Diversity and Inclusion Policy via our website and social media.

We will provide E&D training to staff, and the Director of Student engagement will ensure that the policy is communicated to the representatives during training sessions and included in relevant Handbooks.

We will deliver training to all staff and part-time officers, and reps.

We will support SU staff to undertake training to better understand the issues outlined in the scope of this strategy and the Cardiff Met SU Equality, Diversity and Inclusion Policy and encouraged staff to raise awareness of our Zero Tolerance Statement and how to respond sensitively to disclosures.

We will respond appropriately to disclosures or incidents signposting towards the appropriate routes for support.

We will review recruitment practices to ensure the SU is reaching out to underrepresented groups, to develop an inclusive and welcoming environment for staff.

Objective

We will continue to build a diverse, welcoming and supportive environment for all staff.

We will provide E&D training for staff to support best practice and build confidence and knowledge throughout our structures.

We will maintain a visible presence on our media to engage and grow participation amongst members.

We will develop awareness through education and training opportunities and working with like-minded organisations to increase understanding and knowledge amongst staff of the SU and members.

We will provide information and training to school representatives and part-time officers making them aware of the policy to support an inclusive and diverse rep structure.

We will inform any member running a campaign with the SU of the policy and communicate this to all participating volunteers.

We will review recruitment processes working to remove any barriers that exist to ensure we are reaching beyond traditional audiences to encourage potential candidates to apply.

We will aim where possible to have balanced recruitment panels for positions advertised and will review the outcomes to ensure we are compliant with best practice.

We will work with the SU membership to develop visibility within the SU Rep structures to support an inclusive representation of members applying for positions. Useful links in here:

Acas

www.equalitytrust.org.uk

EHRC

Health and safety exec

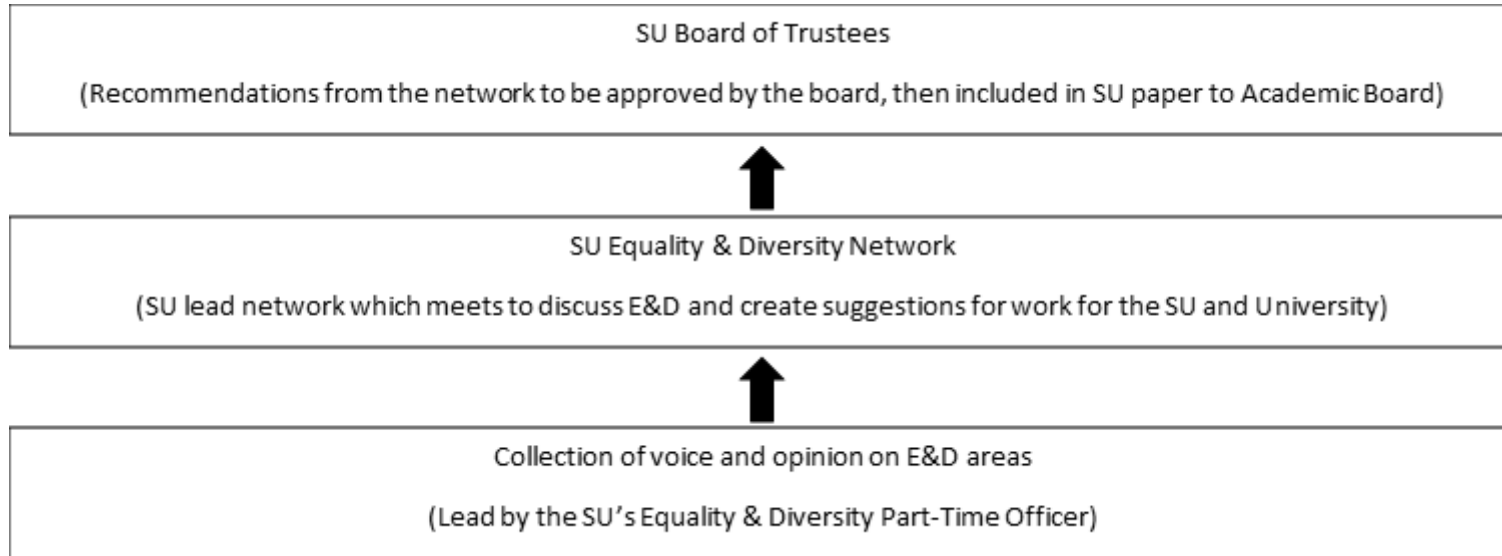
Living wage foundation

Disability wales

SU Handbook

SU Code of conduct

Reporting Structure



Diverse Unified

At Cardiff Met

We're not the same

We are distinctive

We are a collective

Our differences make us brilliant

Make us Stronger

Bringing us together

Because we believe in something bigger

To be truly representative we need to represent everyone.

The areas here reflect the strategy outlined above and will be developed as a control document for planning purposes. Allocating tasks and updating activity between meetings and will provide the backdrop for the annual report E&D section.

Growing Participation

Growing participation in activity to support SU members involvement in elections, sports clubs, societies, and in representational roles to increase and maintain visibility build trust and relevance.

- ❖ We will ensure that equalities work is used as a tool for growth, used as an overarching strategy to develop members knowledge, whilst supporting the rep structure to enhance participation.
- ❖ We will review elections processes and outcomes to ensure that no barriers exist to participation.
- ❖ Through the Cardiff Met Award we will deliver the SU employability scheme that is diverse, focuses on developing SU student's personal development skills a scheme that is diverse, and inclusive.
- ❖ We will develop data reporting to allow us to monitor, review and act on developing greater activity and participation from among the membership. We will report this via the annual report and to the Board of Trustees.
- ❖ We will aim to increase participation in all SU activities to build participation through elections, sports and Societies ensuring that the SU remains visible and relevant to its membership. We will through the SU Cardiff Met award deliver an employability scheme to support student's personal development.

Student Voice

Engaging with SU members to ensure the voice of students is heard and visible throughout policy and decision-making bodies. Representing the voice of students at all levels throughout the University.

- ❖ We will continue to develop our internal relationships, working with our societies to share best practice and knowledge.
- ❖ We will communicate with events the SU, Societies and Sports undertake to create a welcome and supportive environment whilst encouraging greater participation that reflects the membership of the SU.
- ❖ *We will support international days that celebrate equality and diversity working collaboratively with stakeholders to develop the equality calendar of events, developing awareness and participation of students, staff and reps.*
- ❖ *We will work with the interfaith group to develop knowledge and mutual understanding within the SU.*
- ❖ We will continue to work in collaboration with likeminded organisations, and the Student Charter, develop strong respected allies to deliver best practice, information and campaigns that truly reflect student issues.
- ❖ We will use our communication tools to reach out to new members to ensure the SU visibility and strengthen the voice of students, whilst raising awareness of the policy.
- ❖ We will work with the interfaith group to develop knowledge and mutual understanding within the SU and across campus, raising awareness of the different and distinct faith communities.

Welcoming employer – Employer of Choice

Objective

Working as an inclusive employer to attract and retain the widest talent pool where staff are supported to realise their full potential.

- ❖ We will ensure our workplace is inclusive, diverse and always welcomes staff and reps. We will promote the strategy and the Equality, Diversity and Inclusion Policy via our website and social media.
- ❖ We will provide E&D training to staff.
- ❖ The Director of Student engagement will ensure that the policy is communicated to the representatives during training sessions and included in relevant Handbooks.
- ❖ We will deliver training to all staff and part-time officers, and reps.
- ❖ We will support SU staff to undertake training to better understand the issues outlined in the scope of this strategy and the Cardiff Met SU Equality, Diversity and Inclusion Policy and encouraged staff to raise awareness of our Zero Tolerance Statement and how to respond sensitively to disclosures.
- ❖ We will respond appropriately to disclosures or incidents signposting towards the appropriate routes for support.
- ❖ We will review recruitment practices to ensure the SU is reaching out to underrepresented groups, to develop an inclusive and welcoming environment for staff.
- ❖ We will continue to build a diverse, welcoming and supportive environment for all staff.
- ❖ We will provide E&D training for staff to support best practice and build confidence and knowledge throughout our structures.
- ❖ We will maintain a visible presence on our media to engage and grow participation amongst members.
- ❖ We will develop awareness through education and training opportunities and working with like-minded organisations to increase understanding and knowledge amongst staff of the SU and members.
- ❖ We will provide information and training to school representatives and part-time officers making them aware of the policy to support an inclusive and diverse rep structure.
- ❖ We will inform any member running a campaign with the SU of the policy and communicate this to all participating volunteers.
- ❖ We will review recruitment processes to remove any barriers that exist to appoint on merit and ability, reaching beyond traditional audiences to encourage potential candidates to apply.
- ❖ We will take steps to ensure that vacancies are advertised to a diverse labor market and in media and publications that ensure that the SU can attract applications from a diverse cohort
- ❖ We will aim where possible to have balanced recruitment panels for positions advertised and will review the outcomes to ensure we are compliant with best practice.

- ❖ We will work with the SU membership to develop visibility within the SU Rep structures to support an inclusive representation of members applying for positions.

Educate and activate SU students to participate in opportunities supporting campaigns, and events

- ❖ Provide an induction program to support newly appointed reps and sabbatical officers which embeds E&D into learning.
- ❖ Look at developing an Equality Impact Assessment that will ensure campaigns, policy and representative activity are assessed to ensure best practice.
- ❖ SU to be the advocate for safer campuses
- ❖ SU to work with all stakeholders to ensure compliance