

1547 EQUAL OPPORTUNITIES: FROM MYTH TO REALITY passed 20 March 14

Proposer: B Foday (Community and Student Rights Officer)

Seconder: A Robertson (PSI PG)

Union Notes

1. That there is a requirement in the Bye-Laws that an Equal Opportunities Committee should meet and produce an annual Equal Opportunities Report; this has not happened in living memory.
2. That the Community and Student Rights Officer currently sits on the University's Equality and Diversity Committee, as the Student Union's representative. Presently there is no formal structure for Students to feed into this committee.

Union Believes

1. That UUEAS has only paid lip service to the promotion of equal opportunities both in staff development and in the provision of services to its members.
2. That despite the endless rhetoric about equality and diversity in countless strategic plans and mission statements, UUEAS has allocated little or no resources to the promotion and monitoring of equal opportunities.
3. That the Student Union having its own Equal Opportunities Committee, will enable the Community and Rights Officer to have more legitimacy, when arguing for students within the University's Equality and Diversity Committee.

Union Resolves

1. To mandate the present Community and Student Rights Officer and her successor to work with Management Committee to produce a structure to monitor and promote equal opportunities on the staff side of the organisation. This structure will be targeted to be in operation by the end of August 2014.
2. To mandate the incoming Welfare, Community and Diversity Officer to convene the Equal Opportunities Committee to meet three times a term for the coming academic year. The Welfare, Community and Diversity Officer will be the chairperson of the Committee.
3. That the Committee will be composed as stipulated by the Bye-Laws but will be able to co-opt two students with an interest in equality and diversity. These students will be recruited in the same manner as Student Trustees.
4. That the Committee will be monitor the promotion and development of equality and diversity in regard to student activities and, in particular, the impact on minorities of new policies passed by Union Council. The Committee will report to both SOC and Union Council.

5. That the Welfare, Community and Diversity Officer will advise the Board of Trustees on what equality and diversity provisions should be made for the Student Union, in conjunction with the Equal Opportunities Committee. This is line with bylaw 6.8 of the Constitution.

6. The Equal Opportunities Committee will also help, the Community and Student Rights Officer, to inform the University's Equality and Diversity Committee of what issues are affecting minorities within campus.

7.To mandate the incoming Welfare, Community and Diversity Officer and the Committee to use their work on student activities and the results from the new reporting structure for the staff side of the organisation to produce the first annual Equal Opportunities Report by 1 July, 2015.
