**Equality and Diversity Policy v1.0**

The Royal Veterinary College Student’s Union (RVCSU) believes that equal opportunities for all, and that promoting diversity are key in achieving its objectives laid out in the RVCSU constitution. That is, to promote the welfare and interest of students, represent students, and encourage personal development of students. The RVCSU is a democratic organisation run by students, for students, to represent student views to the College and external bodies.

The RVCSU commits to an environment where members, officers, student representatives and staff are selected and treated solely on the basis of their merits, abilities and potential regardless of their characteristics, including but not limited to those protected under the Equality Act 2010. The RVCSU recognises that students may be subject to the following discrimination:

age, ability or disability, ethnic origin, colour, caring or parental responsibilities, gender or gender identity, HIV status, marital and civil partnership status, national origin and nationality, religion and believe (non-believe), political views, physical appearance, race, sex, sexual orientation, spent or irrelevant criminal convictions, employment status, socio-economic background, medical condition, full or part time student status, mental health status, trade union membership or non-membership, pregnancy or maternity status, gender reassignment, being a part-time or fixed term worker, or any other irrelevant distinction.

This policy applies to all aspects of the RVCSU activities and all those involved in the RVCSU, including students and staff. Any groups or individuals contravening this policy will be subject to disciplinary procedures or services, support or funding may be reviewed or denied.

The RVCSU will:

* Publicise this statement and raise awareness of it and supporting policies amongst members and staff
* Operate fair and transparent procedure for the recruitment of staff and election of officers
* Promote the use of inclusive language and avoid the use of words and phrases which are discriminatory or exclusive in all its communication
* Introduce new and update existing policies and procedures to support equal opportunities practices.

This policy shall be made available to all members, staff, sports clubs, and societies with the requirement that they counter prejudice and discrimination.

If any member of the RVCSU feels they have been treated in a manner not in accordance with this policy, they have the right to make a complaint free of retribution according to the RVCSU Complaints Procedure.

The President and Vice-Presidents of the RVCSU will be responsible for day to day implementation of the policy through their work.

Equality and diversity objectives will be monitored annually by the Board of Trustees.

This statement will apply to all other policies and procedures within the RVCSU.