

NUSU Inclusivity Policy

This policy is not intended to undermine or interfere with the Code of Practice for Freedom of Speech. Where there are inconsistencies, particular regard will be given to the Code of Practice for Freedom of Speech.

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Policy Statement

Inclusive is one of Newcastle University Students' Union's (NUSU) 6 organisational values. We aim to ensure this through all aspects of the organisation. This policy sets out to define what it means in principle and guide what it looks like in practice. NUSU is committed to providing a positive and welcoming atmosphere to all students, staff and visitors.

NUSU will not tolerate harassment, hate, discrimination, victimisation and bullying and have a complaints and disciplinary procedure, ensuring every report, whatever level of severity, is taken seriously, and where necessary, investigated under the appropriate policy.

- Ensuring that NUSU supports all members to have a positive, safe and fair student experience.
- Creating a community on campus where its members and staff are respected, as well as taking pride in the diversity of its membership.
- Ensuring compliance with legislation and embed equality and diversity in everything we do.

- Empowering student reporters to make their own choices on where to report incidents of harassment/hate crime/ discrimination/ victimisation/ bullying and where they would like to receive support.
- Ensuring every report of the above, whatever level of severity, is taken seriously, and where necessary, investigated under one of our disciplinary policies.
- Training staff on the subject of inclusivity, including how to handle disclosures of harassment/hate crime/discrimination/victimisation/bullying and unconscious bias awareness.
- Training Freshers' Crew/Supervisors/Chiefs, and committee members from societies, sports clubs and other key NUSU student leadership roles on handling disclosures of harassment/hate crime/discrimination/victimisation/bullying and actively helping to eliminate cultures of intolerance within student groups.
- Putting initiatives in place for our student groups to become more inclusive.
- Eliminating barriers faced by marginalised students so they can participate in activities and actively promote opportunities/initiatives for these students.
- Campaigning on the subject of inclusivity, and holding Newcastle University to account on its practices, policies and procedures of this nature, if deemed necessary by the student body.
- Extending our inclusivity statement and action plans beyond those protected characteristics defined by law to include the full diversity of student membership.

Scope

This policy applies to everything we do as a service provider, representative body and an employer. It covers conduct at our premises as well as related meetings, events and activity off site and at campuses other than in Newcastle.

Definitions

Direct Discrimination

When a person treats one person less favourably than they would another because of a protected characteristic.

Discrimination based on perception

When someone's identity is wrongly assumed and they are treated less favourably because of this.

Discrimination based on association

When a person is treated unfairly based on their connection to someone else.

Indirect Discrimination

When a provision, criterion or practice that applies to everyone, but puts some people at a disadvantage and cannot be justified.

Positive Action

Taking steps to meet specific needs, address under representation or reduce disadvantage affecting a group of people with a protected characteristic.

Harassment

Any unwanted behaviour or conduct which makes a person(s) feel offended, intimidated or humiliated if it occurs because of, or connected to, their protected characteristic (those which are defined by Section 26 of the Equality Act). For sexual harassment definition and related policy, please refer to NUSU's Sexual Misconduct Policy.

Victimisation

Takes place where one person treats another less favourably because they have asserted their legal rights or helped someone else to do so (defined by Section 27 of the Equality Act)

Hate Crime

Describes the range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity (as defined by the Crown Prosecution Service). For hate crime definition and related policy, please refer to NUSU's Hate Crime Policy.

Bullying

Repeated behaviour which is intended to hurt someone either emotionally or physically. Bullying can take the form of physical assault, social bullying, threatening behaviour, name calling, cyber bullying and initiations.

Protected Characteristics

As defined by Section 26 of the Equality Act. It is against the law to discriminate against someone because of their

- Age
- Disability*
- Race
- Religion or belief
- Sex
- Sexual Orientation
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity

*NUSU aims to provide a fair and supportive environment that is free from discrimination and prejudice for people living with HIV. Acts of discrimination include harassment, spreading rumours about a person's supposed HIV status, and refusal to associate with or work with a person living with or affected by HIV will not be tolerated.

In addition, NUSU supports protection for ex-offenders, student parents, carers and guardians, care leavers, local students, international students, students from low-income backgrounds and mode of study.

Roles and Responsibilities

An EDI report will be submitted to each meeting of the People & Culture Committee which feeds into trustee board. People & Culture currently meets three times per year.

NUSU Liberation Officers will be elected on a yearly basis to ensure there is adequate representation among marginalised student groups.

How to raise a concern and dealing with breaches of the Inclusivity Policy

- Student Support and Reporting Routes

Support services on campus that will not trigger an investigation.

University Student Health and Wellbeing Service (SHWS).

[Our Support | Student Wellbeing | Newcastle University](#)

Students' Union Support and Advice Hub

The Support and Advice Hub can offer an informal and safe space for you to speak to one of the members of the team who can offer a 'listening ear' and help you to talk things through.

The Support and Advice Hub can also help support students by providing a confidential and independent place for you to book in to speak to a Student Adviser. The advisers can help with any practical support when your experiences can impact on aspects of your life such as housing and academic. Students can [book in here](#) to speak to an Adviser.

The Support and Advice Hub is located on the ground floor of the Students' Union so please pop in or if you prefer email <mailto:supportandadvice.union@ncl.ac.uk>

Students' Union Activities (Clubs and Societies)

NUSU understands how important Societies and Clubs can be to your university experience but are also very passionate about eliminating any type of discrimination and hate. The Opportunities team can offer informal advice and support on the options available to yourself and support you with the process throughout.

The team are located on the first floor of the Students' Union, so please feel free to pop in or if you prefer email activitesteam.union@ncl.ac.uk.

Welfare Officers in Clubs and Societies are passionate about the activities they are involved in and have had formal training on how to offer initial support to students. They can also signpost and support you through options available elsewhere.

Formal reporting routes that WILL trigger an investigation

Students' Union Complaints

Complaints and reports to the Students' Union should be submitted using the form [here](#). This form is used to report incidents from any NUSU staff member, individual student or group including Clubs and Societies.

The Students' Union will not investigate reports of misconduct against another student i.e., a student-on-student issue not related to a Students' Union activity, this is the remit of the University Student Progress Service. However, we will investigate and conduct a disciplinary investigation if the allegation relates to a student in a position of standing within the Students' Union, for example a Society President or an elected officer. The Support and Advice Hub staff can talk this through with you if that is helpful.

Newcastle University Complaints Procedure

If you are thinking about making a complaint about another student at the University or a member of university staff, you can contact the Casework Team by emailing casework@ncl.ac.uk. The University Wellbeing Service or the Support and Advice Hub can help talk you through this process.

- Staff Support and Reporting Routes

Any member of staff who believes that the principles of this policy have been breached speak to their line manager in the first instance and if this does not resolve or action the matter, use the Student's Union Grievance procedure.

Any member of staff who believes they have been a victim of harassment, discrimination, victimisation, hate crime or bullying as defined in this policy should in the first instance speak to their line manager or, if this is not felt appropriate, use the Grievance Procedure.

All complaints and staff and student grievances will be recorded and monitored to identify any trends or areas of concern.

Any staff member who breaches the Inclusivity Policy will be subject to the Staff Disciplinary Procedure.

Any member who breaches the Inclusivity Policy will be subject to the Student's Union Disciplinary procedure as set out in the constitution.

External Organisations:

This is a list of local and national organisations/charities that you can reach out to for reporting incidents of harassment, bullying, hate crime or discrimination. NUSU does not endorse any of these organisations or charities.

For **national organisations**, including support for those in religious backgrounds, LGBTQ+ community, disabled people and support regarding bullying and cyberbullying - [Organisations That Can Help - True Vision](#)

- [Northumbria Police- emergency](#)
T: 999
- [Police- non-emergency](#)
T:101
- True Vision - [Stop Homophobic, Transphobic, Racial, Religious & Disability Hate Crime - True Vision](#)
- [Stop Hate UK](#)
- [Victims First Northumbria](#)
- [NIDAS - Support for people experiencing domestic violence and abuse, including refuge, outreach and support for people at high risk of harm.](#)
- [Tyneside Women's Health](#)
- [Newcastle Women's Aid - Domestic abuse service in Newcastle, by women for women](#)
- [Disability North](#)

- [The Angelou Centre - run by and for women from Black and minoritised communities in the North East of England.](#)
- [Age UK](#)
- [Blue Sky Trust - Support and connect people in the Northeast and Cumbria at every step of their HIV journey.](#)

Related Policies

NUSU Disciplinary Policy Strategy and Guidance Annex E and all appendices

NUSU Sexual Misconduct Policy

NUSU Under 18s and Safeguarding Policy

NUSU Staff Disciplinary Policy

NUSU Staff Grievance Policy

NUSU Hate Crime Policy

NUSU Disability Policy

NUSU Transgender Policy

Rev.	Date	OWNER	APPROVAL	DESCRIPTION OF CHANGE
KH	19.6.25	KH	GW	FOS information added. Legal definitions updated. Job role changes.