

Policy Document:

Equality and Inclusion

Last updated: July 2021

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1. Overview

- 1.1. The Student Scout and Guide Organisation (SSAGO) is committed to providing equal opportunities for all SSAGO members.
- 1.2. The values which underpin SSAGO are embodied in the Scout and Guide promises and laws.
- 1.3. SSAGO has a duty to comply with the relevant equalities regulations, including the Equality Act 2010.
- 1.4. SSAGO aims to create an environment where all members are treated equally and can participate without harassment or discrimination, regardless of:
 - age;
 - class or socio-economic status;
 - ethnicity, nationality, or race;
 - gender (including gender reassignment);
 - marital or civil partnership status;
 - sexual orientation;
 - disability;
 - political belief;
 - pregnancy;
 - religion, belief or faith (including the absence of religion, belief or faith);
 - sex

2. Expectations

- 2.1. All SSAGO members whilst participating in SSAGO activities and representing SSAGO must:
 - Act with the respect that they would expect in return.
 - Treat all members equally and fairly.
 - Abide by SSAGO Rules and Regulations as outlined in the constitution and in policy.
- 2.2. Club and event committees should, where possible, make reasonable adjustments to support all members in participating in SSAGO activities and

should seek the support of their Students' Union and the SSAGO Executive Committee where required.

- 2.3. Where a committee receives a request to make an adjustment and are unable to make suitable arrangements they should inform the SSAGO Executive Committee of the request and why they are unable to reasonably accommodate it.
- 2.4. SSAGO Clubs and Events are not permitted to restrict attendance or membership based on any characteristic in 1.2. and should, where possible, make reasonable adjustments to allow any eligible individual to become a member.
- 2.5. Where a committee is unable to accept an individual eligible for SSAGO membership they should inform the SSAGO Executive Committee of the request and why they are unable to accept the individual's membership.
- 2.6. SSAGO clubs that are affiliated to Students' Unions must also abide by the equal opportunities statement of their own Students' Union.

3. Non-Conformity

- 3.1. Any SSAGO member not conforming to this and hence breaching the equal opportunity statement should be reported to the SSAGO Executive Committee and their Students' Union (or equivalent).
- 3.2. The SSAGO Executive Committee will deal with the report in line with the process given in the "Behaviour & Disciplinary" Policy, liaising with their club, SU and Scouting and Guiding.
- 3.3. In all instances, any disciplinary action taken against any SSAGO member by their SU should be reported to the National SSAGO Executive Committee.