

To demonstrate our commitment to tackling Bias across the University of Northampton Students' Union we pledge to take the following action;

- All staff, elected officers and committee members to complete unconscious bias training
 - Following training all staff, elected officers, committee members and volunteers will be supported and enabled to openly challenge bias' if identifying during discussion or debate
- When recruiting staff, we will remove identifiable characteristics during a recruitment process (and to stop requiring degrees as essential criteria for staff roles within the union)
- We will endeavour to improve the make-up of our governing bodies to reflect We will publish our staff gender pay gap
- our membership
- We will ensure our messaging and preferences do not create, or enforce the bias' we are trying to address
- We will increase our 'recognition' of cultural and religious events, beyond the Christian calendar
- We will assess changes to services, policy of procedure using an Equality Impact Assessments prior to a decision being taken to ensure no one group is disadvantaged because of a decision
- Our elected officers will ensure our campaigns and decisive action are representative of our student body

What we ask the University to do:

- Remove identifiable characteristics from a first stage disciplinary review or hearing
- All disciplinary panel members to have complete unconscious bias training
- To consciously review disciplinary panel diversity taking steps to reflect our student body
- To review security and accommodation training and procedures eliminate bias