

AUSA to Become a Visa Sponsor to Give Equal Opportunity to all Students

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AGM notes:

That AUSA's strategic plan includes 'representing' as one of the three elements conforming its mission as well as 'being inclusive' as one of its core values. Additionally, its constitution includes Byelaw 15 on "Equality and Diversity Policy" which states that:

"AUSA is committed to a comprehensive policy on Equality and Diversity (including issues of equality of opportunity) for all its members and staff. AUSA strives to ensure that all our members have equal opportunities and seeks to protect their rights and opportunities, ensuring all members are valued and respected for their differences to enable a climate of greater confidence and one free from hostility"

That currently, AUSA's staff does not reflect the diversity of the student body it represents and there are many transformations that need to be implemented for that to change. One of those that it's been due for a long time now is AUSA to become a Visa sponsor organisation. As how things are now, an international non-European student would face several barriers to become part of AUSA staff compared to other students. The main one being that they would need to already have the right to work in the UK before even being considered to be part of AUSA (with the exception of Sabbatical positions).

That, although a Graduate Visa Route for international students was implemented in the UK in July 2021 and now our recent graduates could join AUSA, this still excludes a large group of alumni before that.

That many organisations in the UK are already Visa sponsors and that allows them to recruit staff from all over the world, widening their options to find the right person for the job and increasing their chances of having a diverse work environment.

AGM believes:

1. Becoming a Visa Sponsor would be a step in the right direction to improve AUSA's diversity to reflect that of the wider community and its student members, as well as providing equal opportunities to students and alumni.

AGM resolves:

1. AUSA to start the process to become a Visa Sponsor as soon as possible.
2. AUSA to report back to students on the development of this actions.

