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Equality & Diversity Policy

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Approved by (Oversight committee)	Finance and Resource Committee
Policy lead (Staff member accountable)	Head of HR
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Changes made at the last review	All change, wording updated to reflect current best practice
Date effective from	January 2025
Date of next review	January 2026

Related GBS

- x GBS Student Code of Conduct
- x GBS Academic Good Practice and Policy and Procedure
- x GBS Student Protection Plan
- x GBS Student Policy and Procedure
- x GBS Anti- and Anti Bullying Policy
- x GBS Staff Policy and Procedure
- x GBS Grievance Policy



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1. Policy Statement

1.1. Global Banking School (GBS) is an equal opportunities employer. We are committed to equality of opportunity and to providing a service and following practices which are free from



principles are essential to eliminate discrimination and provide equality and equity throughout GBS.

4.2 Colleagues are invited to comment on this policy and suggest ways in which it might be improved by contacting hr@globalbankingschool.ac.uk

4.3 Breaches of this policy will be dealt with in accordance with our Disciplinary Procedure. Serious cases of discrimination may amount to gross misconduct resulting in dismissal without notice.

4.4 If you believe that you have suffered discrimination you can raise the matter through our Grievance Procedure or through our Anti-harassment and Bullying Policy as appropriate.

5. Roles and Responsibilities

5.1



5.6 GBS Academic Board is responsible to advise the Board of Directors on regulations and processes concerning the conduct of students, maintaining oversight, and monitoring the implementation of policies including this policy and its accompanying procedures.

6. Our Commitment as An Employer

6.1 We are committed to:

creating an environment in which individual differences and the contributions of our staff are recognised and valued

everyone is entitled to a working environment that promotes dignity and respect to all.

No form of intimidation, bullying or harassment will be tolerated

providing training, development and progression opportunities to all staff

understanding equality and inclusion in the workplace is good management practice and makes sound business sense

reviewing all our employment practices and procedures to ensure fairness and inclusion for all

taking steps to ensure equity amongst our workforce such as ensuring that our vacancies are advertised to a diverse range of potential candidates and, where relevant, to particular



monitoring and reviewing this policy annually

having clear procedures that enable our students, candidates for jobs and colleagues to raise a grievance or make a complaint if they feel they have been unfairly treated.

8. Equal Opportunity Policy Statements

8.1 Age

We will:

ensure that people of all ages are treated with respect and dignity

ensure that people are given equal access to our employment, training, development and promotion opportunities and

challenge discriminatory assumptions about younger and older people.

8.2 Disability

We will:

provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities. If we feel that a particular adjustment would not be reasonable, we will discuss this with you and try to find an alternative solution where possible

challenge discriminatory assumptions about disabled people and

seek to continue to improve access to information by ensuring availability of loop systems, braille facilities, alternative formatting and sign language interpretation

If you are disabled or become disabled, we encourage you to tell us about your condition so that we can support you as appropriate

We will keep the physical features of our premises under review to consider whether they might place anyone with a disability at a substantial disadvantage. Where necessary, we will take reasonable steps to improve access.

8.3 Race

We will:

challenge racism wherever it occurs

respond swiftly and sensitively to racist incidents and

actively promote race equality and inclusion within GBS

take positive action to redress the negative effects of discrimination against everyone

offer equal access for everyone to representation, services, employment, training and pay and encourage other organisations to do the same.

8.4 Gender

We will:

challenge discriminatory assumptions about gender



challenge discriminatory assumptions about the marriage or civil partnership of our colleagues and

ensure that no individual is disadvantaged as a result of their marriage or civil partnership status.

9. Part-time and Fixed-Term Work

9.1 Part-time and fixed-term staff should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

10. Equal Pay

10.1 We will ensure that all colleagues have the right to the same contractual pay and benefits for carrying