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GBS Equality and Diversity Policy

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Related GBS policies

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Global Banking School Equality and Diversity Policy

1. Policy Statement

- 1.1. Global Banking School (GBS) seeks to provide students an experience that changes the lives of all our students, fosters a culture of positive wellbeing and values their voices. GBS is committed to supporting, developing, and promoting equality and diversity in all its practices and activities and aims to establish an inclusive culture free from discrimination and based upon the values of dignity, courtesy, and respect. GBS will support and develop its staff by providing all with access to facilities, personal and career development opportunities, and employment based on equality.

- 1.2. GBS will aim to create a positive and excellent teaching and learning environment for its students. GBS will provide fair, equitable and mutually supportive learning and working environment for both our students and our staff. By eliminating discrimination and advancing equality on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, and belief (including 4tluding 4tluding 4tluding 4tluding 4tl

To actively encourage non-discriminatory practices and to report any incidences of behaviour that fail to comply with this policy.

To be aware of and support this Equality and Diversity Policy.

Staff to undertake appropriate Equality and Diversity training.

GBS Student Representative Committee plays an important role to consider matters with regards to the general student experience. Student Representatives are responsible for delivering messages to the wider student body in relation to our zero-tolerance policy and the possible consequences and actions that we will take regarding inequality and discrimination.

GBS Board of Directors will have an oversight of the Equality and Diversity procedures and will be regularly provided with anonymised data.

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.

5. Application of the Equality and Diversity Policy: Staff

5.1 Recruitment and Selection data.

5.1.1 Recruitment advertising will encourage applications from all sectors of the

appear in publications appropriate to the audience capable of producing the best candidates (subject to budget considerations). Job descriptions, person specifications and recruitment advertisements will be written based on the essential and justifiable requirements of the position. Shortlisting, appointment, and rejection decisions will be transparent and justifiable.

5.4 All staff will have equal access to induction, personal and career development opportunities, and facilities.

5.5 *Performance Management*

5.5.1 Probation and appraisal procedures will be clear and transparent and will be applied fairly across all staff.

5.6 *Discipline and Grievance*

5.6.1 Disciplinary and grievance procedures will be applied fairly and transparently for all staff. Allegations of discrimination, harassment or inappropriate behaviour will be dealt with under the appropriate disciplinary procedures for staff.

6. Application of the Equality and Diversity Policy: Students

6.1 *Responsibility Recruitment, Selection and Admission*

6.1.1 All information contained in prospectuses, websites and other material used in the recruitment of All information contained in prospectuse



discrimination will be dealt with under GBS Student Charter and GBS Student Code of Conduct.

7. Training

7.1 Equality and diversity awareness raising, and training will be mandatory for all staff and information will be provided during staff induction.

7.2 Students will be briefed on GBS Equality and

Annex 1- Global Banking School Values

Our vision is *'to change lives through education that makes a fundamental difference to living standards and access to learning'*.



We believe that education is transformational. It enables personal growth which can lead to better employment prospects.

Our values are not just a set of words, they define who we are and what we strive to be as an organisation.

Annex 2- Glossary of Key words/terms

Age A protected characteristic. A person belonging to a particular age (for example, 65-year-old) or a range of ages (for example 50 to 60 years of age).

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.

Direct Discrimination Is where a person or group of people is treated less favourably than another individual or group of people because of a protected characteristic.

Direct Discrimination by Association Is where a person or group of people is treated less favourably because they associate with another person or group of people who has protected characteristics.

Direct Discrimination by Perception Is where a person or group of people is treated less favourably than another person or group of people because other people or groups of people think they have a protected characteristic.

Disability A protected characteristic. A person has a disability if she or he has a physical or



someone to undergo medical treatment to be protected). Transsexual refers to a person who has the protected characteristic of gender reassignment. It is important not to confuse gender reassignment with sexual orientation. A transsexual person can be a gay man, lesbian, heterosexual, or bisexual.

Equality Impact Assessment is a process whereby a policy, procedure or practice is reviewed,

Race A protected characteristic. Race refers to a group of people defined by their race, colour, nationality (including citizenship) and ethnic or national origins.

Reasonable Adjustment The duty to make reasonable adjustment is made up of three requirements. For providers of education these requirements are to take reasonable steps to:

(i) Avoid the substantial disadvantage where a provision, criterion or practice puts disabled students at a substantial disadvantage compared to students who are not disabled.

(ii) Remove or alter a physical feature or provide a reasonable means of avoiding such a feature where it puts disabled students at a substantial disadvantage compared to students who are not disabled.

(iii) Provide an auxiliary aid where disabled students would, but for the provision of such an auxiliary aid, be put at a substantial disadvantage compared to students who are not disabled.

Religion or belief A protected characteristic. Religion means any religion or a lack of religion. A religion need not be mainstream or well-known to gain protection as a religion. A religion must have a clear structure and belief system. Belief system means any religious or philosophical belief and includes lack of belief. A belief should affect your life choices or the way you live for it to be included in the definition.

Sex A protected characteristic. A male or a female. Sexual Orientation A protected characteristic.

lesbian), persons of the opposite sex (heterosexual) or either sex (bisexual).

Victimisation Is where a person or group of people are treated less favourably because they have, for example, raised a complaint or grievance under the Equality Act 2010.



(e) Example of Harassment

A member of staff makes a derogatory remark about a student going through gender