



Commitment to Equality, Diversity and Inclusion

operating to maintain stakeholder diversity and foster cross-cultural environments

Introduction

Equality, freedom and treating all persons with dignity and respect are fundamental human rights. As such, the School Group is committed to making these central in all its activities.

A diverse student body and workforce benefit the group's role as a provider of high-quality education, research and employment in a modern and ever-changing global society. The group is firmly committed to the promotion of equality and will not unlawfully discriminate, or tolerate discrimination (*direct or indirect, through harassment or victimization, or by association or due to perception*) on grounds of age, ethnicity (including race, color, caste and nationality), culture, religion or belief, gender and sexual orientation, marriage or civil partnership, disability, and pregnancy or maternity.

Implications

As a potential employee, you can be confident that you are applying to work for an organization fully committed to ensuring equality, diversity and inclusion and that the recruitment process fully supports and upholds this statement.

As a team and faculty member, you are working for an organization whose commitment to the promotion of equality, diversity and inclusion is furthered by a range of policies and procedures from the Faculty and Team Guides, enhanced by relevant faculty and team groups, to ensure that the School Group is benefiting from best practice and lived experiences in this area.

As an applying student, you will be treated with equality and fairness in accordance with our admissions policy and procedures. You will have access to information and advice throughout the admissions process to assist you with your decision making. The School Group welcomes qualified students of all backgrounds, nationalities and religions and does not discriminate during the admission process or otherwise. Applications are accepted from students around the world, aiming to create a highly culturally diverse student body.

As a student, you benefit from studying at a School with a diverse student body and workforce. Our commitment to equality and to dignity and respect is furthered in the Schools' Student Guides which details your rights and responsibilities.

As a partner organization, in any sector (public, private or voluntary) you will be welcomed and treated with dignity and respect. You will work with the group to promote equality within joint activities for the benefit of all. As a contractor working on our premises you have both rights and duties (as detailed in your contract) and will act in accordance with our principles and standards.

As a visitor you will be welcomed and treated with dignity, respect and courtesy.

Responsibilities

All staff and students are responsible for upholding this commitment. Discriminatory behavior will be dealt with under the appropriate Complaints, Grievance or Disciplinary procedure.

Objectives

Our Equality Objectives are listed below. Progress and successes are monitored by the group's Board of Directors and the School's Executive Committee. These objectives build on our current situation and previous progress made.

Our vision is to embed a culture of equality, diversity and inclusion within our organization so these objectives will be reviewed in line with the development of the Schools' and of the School Group's strategy.

We will support our vision by promoting a positive and inclusive culture across all learning and talent interventions. We will focus our recruitment efforts on attracting staff that are reflective of the communities we work in.

As a global higher education organization we seek to attract and recruit a diverse student population from all cultures and backgrounds making higher education accessible for all who want it. The successful delivery of these will enhance diversity and equality at the group, whilst meeting our duty under the EU's Charter of Fundamental Rights¹. Progress will continue to be monitored regularly and reported annually by the Executive Committee and to the Board of Directors.

- Maintain diversity among students and across all schools and campuses
- Increase diversity among faculty and team members across the organization with regards to gender and ethnic diversity at all levels
- Measure the degree attainment levels within the group

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¹ [Equality | European Commission \(europa.eu\)](https://european-council.europa.eu/media/e3001974/1/1617020170124_en16_en01.pdf)