



Equality and Diversity Policy for Students

GLOBAL EDUCATION PLATFORM
(GEP)

Global Education Platform - Equality and Diversity Policy for Students

1. Aims of the Equality and Diversity Policy

The Equality and Diversity Policy aims to promote positive attitudes toward equality and diversity, ensuring that all individuals at Global Education Platform (GEP) are treated fairly, with dignity and respect. This policy protects all prospective and current students from discrimination, harassment, or victimisation based on characteristics such as age, race, nationality, disability, gender reassignment, sexual orientation, religion, political belief, social class, pregnancy, or any other unjustifiable factor.

GEP commits to:

- **Compliance with Legislation:** Ensuring policies, procedures, and practices align with the Equality Act 2010 and other relevant laws.
- **Regular Review:** Periodically updating policies to comply with legislative changes.
- **Training and Awareness:** Providing staff and students with training to foster an inclusive environment.

2. Equality Areas

The following areas are addressed under this policy to promote equal treatment and inclusivity:

- **Age:** GEP values contributions from students of all ages and ensures equitable treatment.
Example: A mature student is assessed based on skills and experience, not age.
- **Disability:** GEP supports students with disabilities by providing reasonable adjustments for physical, learning, and mental health conditions.
Example: Extra time and a quiet room are provided for students with dyslexia during assessments.

- **Pregnancy and Maternity:** GEP supports students during pregnancy, maternity, and breastfeeding by providing necessary adjustments.

Example: A flexible timetable is arranged for a pregnant student to accommodate medical appointments.

- **Race:** GEP fosters inclusion and opposes racial discrimination in all aspects of the student experience.

Example: A student facing racial discrimination can report it for prompt investigation and resolution.

3. Responsibilities of Global Education Platform

GEP ensures that all functions align with this policy:

- **Student Admissions:** GEP is committed to a transparent and unbiased admissions process, selecting students based on merit and potential.

Example: Alternative interview arrangements are made for applicants with disabilities.

- **Teaching, Learning, and Assessment:** Strategies are adapted to meet diverse needs and incorporate cultural perspectives.

Example: Faculty members receive training on inclusive teaching practices.

- **Facilities and Services:** GEP ensures all facilities, including online platforms, are accessible.

Example: Classroom layouts are adjusted for wheelchair users, and online materials meet accessibility standards.

4. Harassment

GEP is committed to a learning environment free from harassment, including bullying, intimidation, or discriminatory behaviour.

- **Procedure:** Students can report harassment to the Academic Office or a designated officer. All complaints are treated confidentially and seriously.

5. Complaints Procedure

Students with equality-related complaints should follow this process:

- **Informal Resolution:** Attempt to resolve the issue directly with the person involved.
- **Formal Resolution:** If unresolved, submit a formal complaint in writing to the Legal & Compliance team at info@globaleducationplatform.com.

Example: A student who feels unfairly graded due to bias can first approach the lecturer and escalate the matter if necessary.

6. Monitoring and Evaluation

GEP monitors and evaluates equality data to identify areas for improvement.

- **Annual Review:** Senior Management reviews data on student applications, admissions, progression, and achievement to address disparities.
Example: If lower progression rates are found among students with disabilities, GEP investigates and implements changes.

7. Implementation and Responsibilities

GEP ensures awareness and adherence to this policy through:

- **Induction and Training:** Mandatory induction sessions for new staff and students.
- **Annual Review:** Regular reviews to ensure compliance with legislation and emerging issues.
- **Responsibilities:** All staff and students must understand and comply with the policy. Departments integrate the policy into daily operations.


Examples of Non-Compliance and Resolution:

- *Non-Compliance:* Failure to provide reasonable adjustments for a student with visual impairment.
Resolution: Guidance provided to the lecturer on necessary adjustments.
- *Non-Compliance:* Derogatory remarks during a group activity due to a student's ethnicity.
Resolution: Investigation followed by disciplinary action and support for the affected student.

8. Policy Review

The Equality and Diversity Policy is reviewed annually or as required to ensure ongoing compliance and address new challenges.



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