



Equality and Diversity Policy	
Region:	UK and Ireland
Applicable to:	<p>This policy applies to all employees (whether temporary, fixed term, permanent or casual) of:</p> <ul style="list-style-type: none"> • Global Student Accommodation Group Limited and its subsidiary companies (“GSA Companies”); and • companies that are managed by GSA Companies (“GSA Affiliated Companies”) <p>who are based in the UK or Ireland (“employees”).</p> <p>This policy also applies to consultants, contractors, trainees, seconded staff, agency staff, volunteers, interns and others who provide services to GSA Companies and/or GSA Affiliated Companies and who are based in the UK or Ireland.</p>
Effective from:	June 2018
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1. Policy Statement

Global Student Accommodation (‘GSA’, ‘the Company’) is proud of its inclusive organisational culture which values people from all parts of the community and values the differences that a diverse workforce brings to our work. We are committed to eliminating discrimination and encouraging continued diversity amongst our employees. Our aim is to have a workforce that is truly representative of all sections of society and for each employee to feel respected and in turn respect others around them.

As such, GSA will not discriminate either directly (i.e. deliberate discrimination) or indirectly (through working practices, provisions or criteria that disadvantage) on the basis of the following protected characteristics;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (which includes colour, nationality and ethnic or national origins)
- Religion or belief, sex or sexual orientation
- Family status
- Civil status

In addition, GSA will not discriminate because of any other irrelevant factor and will continue to build a culture that values meritocracy, openness, fairness and transparency.

All employees at GSA are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and may be addressed through the Company’s Disciplinary Policy. This covers instances where the behavior relates to other employees, customers, suppliers or others that our employees come into contact with through their role at the Company.

2. The Protected Characteristics

Age

Individuals of all ages are protected, and the Company will not make decisions based upon this characteristic. GSA does not operate a default retirement age.

Disability

A disability is defined as;

- a mental or physical impairment that has an adverse effect on the ability to carry out normal day-to-day activities;
- having a substantial adverse effect (meaning it is more than minor or trivial e.g. it will take longer to complete a normal day-to-day task), and;
- the adverse effect is long-term (meaning it has lasted for 12 months, or is likely to last for more than 12 months)

Employees should advise their manager if the Company needs to make any reasonable adjustments for a disability that they may have. The Company will seek advice from the necessary organisations (e.g. Occupational Health) in order to ensure that we are fully informed about any disability and the correct action is taken.

Gender Reassignment

Gender reassignment covers someone who proposes to go through, is going through or has gone through a process, or part of a process, to change his or her gender from man to woman or woman to man. A person making this change is described as a 'transsexual' person.

Marriage / Civil Partnership

This covers someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex. People do not have this characteristic if they are:

- single
- living with someone as a couple neither married nor civil partners
- engaged to be married but not married
- divorced or a person whose civil partnership has been dissolved

Pregnancy / Maternity

This includes women who are pregnant, on maternity leave, suffering from a pregnancy-related illness or are breastfeeding.

Race

This includes colour, nationality and ethnic or national origins, including membership of the Traveller community

Religion or Belief

This includes all major religions and less widely practiced ones as well as not following any religion or belief.

Sex

This refers to whether an individual is male or female.

Sexual orientation

This refers to whether an individual is heterosexual, gay, lesbian or bisexual.

Family status

Whether an individual is a parent of a person under 18 years or the resident primary carer or parent of a person with a disability

Civil status

This includes people that are single, married, separated, divorced, widowed, civil partners or former civil partners

3. Breaches of the Policy

Breaches of this policy will be addressed through the Disciplinary Policy, with serious breaches potentially resulting in dismissal.

Employees who believe they are the subject of discrimination as set out in this policy should raise it either through the Grievance Policy or the Bullying and Harassment Policy, whichever is most appropriate to the circumstances.