



King's Business School Equality and Diversity Policy

1. INTRODUCTION

King's Business School (KBS) is committed to fostering an inclusive, respectful, and supportive environment for all students, staff, contractors, and partners. We value diversity and believe it enriches the educational experience, enhances institutional performance, and prepares learners to contribute effectively in a global society.

This policy sets out KBS's commitment to promoting equality, preventing discrimination, and embracing diversity across all areas of institutional life, in alignment with the UAE's legal framework, best practices in higher education, and international equality standards.

2. POLICY STATEMENT

KBS will:

- Provide equality of opportunity for all, irrespective of age, gender, race, ethnicity, nationality, religion or belief, disability, sexual orientation, marital or family status, or any other characteristic protected by law or recognised under best practice.
- Foster a culture that respects and values diversity and inclusion.
- Ensure that learning, teaching, recruitment, admissions, assessment, and all institutional activities are free from discrimination, harassment, and victimisation.
- Take proactive measures to remove barriers to participation and progression for underrepresented or disadvantaged groups.

3. SCOPE

This policy applies to:

- All KBS staff, students, contractors, and visitors.
- All areas of institutional activity, including teaching, admissions, employment, research, marketing, and student support services.
- All settings where KBS programmes are delivered, whether face-to-face, online, or in blended formats.

4. LEGAL AND POLICY FRAMEWORK

KBS is guided by:

- UAE laws on anti-discrimination and tolerance: [Federal Decree Law No. 2 of 2015](#) on Combating Discrimination and Hatred, which prohibits all forms of discrimination on the grounds of religion, caste, doctrine, race, colour, or ethnic origin. The law also criminalises hate speech and actions that incite religious hatred or insult religious beliefs.
- International best practices, including principles aligned with the [UK Equality Act 2010](#) and relevant UNESCO guidelines.
- Institutional policies on student support, complaints, disciplinary procedures, and safeguarding.

4.1 Definitions

This section outlines essential terms that underpin KBS commitment to equality, inclusion, and non-discrimination:

- **Discrimination:** Any unjust or prejudicial treatment of individuals based on protected characteristics, including but not limited to race, gender, disability, religion, and sexual orientation. Discrimination may be direct, indirect, associative, or perceptive as defined by the Equality Act 2010.
- **Protected Characteristics:** The nine categories safeguarded by the UK Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- **Harassment:** Unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Victimisation:** The treatment of an individual unfairly because they have made or supported a complaint about discrimination or harassment.

- **Reasonable Adjustments:** Changes or accommodations that must be made to ensure individuals with disabilities can access services, education, and employment without disadvantage.
- **Positive Action:** Lawful measures taken to address disadvantage, meet different needs, or encourage participation of underrepresented groups without amounting to positive discrimination.
- **Equality:** Ensuring individuals or groups are not treated less favourably due to protected characteristics and are given fair opportunities to achieve their potential.
- **Inclusion:** A proactive approach to creating environments where everyone feels valued, supported, and able to contribute, regardless of background or identity.
- **UNESCO Definition of Discrimination:** As per the Convention Against Discrimination in Education (1960), discrimination includes any distinction, exclusion, limitation or preference based on race, colour, sex, language, religion, political or other opinion, national or social origin, economic condition, or birth, which impairs equality of treatment in education.

5. RESPONSIBILITIES

5.1 Senior Management:

Responsible for promoting a culture of equality and diversity within KBS, reviewing this policy annually, and ensuring its effective implementation.

5.2 Staff:

Expected to:

- Treat all individuals with dignity and respect.
- Promote equality and challenge discrimination.
- Report concerns about discrimination or harassment promptly.

5.3 Students:

Expected to:

- Engage respectfully with peers and staff.
- Contribute to creating an inclusive and supportive environment.
- Report any concerns or incidents of discrimination to Student Services or relevant staff.

6. IMPLEMENTATION MEASURES

KBS will:

- Ensure recruitment and admissions practices are fair and transparent.
- Monitor and review student and staff data to identify and address disparities.
- Provide reasonable adjustments to support disabled learners and staff.
- Incorporate equality and diversity principles in curriculum design and delivery.
- Train staff on equality, diversity, and inclusion, with additional sessions for those in recruitment, admissions, and student support roles.
- Review marketing and communication materials to reflect diverse representation.

7. HARASSMENT AND DISCRIMINATION

KBS has zero tolerance for discrimination, harassment, or victimisation. Any incidents will be addressed promptly through established disciplinary and complaints procedures. Individuals who believe they have experienced or witnessed discrimination are encouraged to report concerns to:

- Their line manager or programme leader
- Student Services
- The confidential reporting email: support@kingsedu.ac

Reports will be handled sensitively and investigated promptly, ensuring confidentiality and protection against victimisation for individuals raising concerns in good faith.

8. MONITORING AND REVIEW

KBS will:

- Monitor the effectiveness of this policy through regular data analysis and feedback from students and staff.
- Set and review equality objectives, reporting on progress annually.
- Update the policy in response to legislative changes, institutional needs, and feedback from the KBS community.

9. COMMUNICATION

Staff and students will be reminded of its principles during induction and through ongoing training.

10. COMMITMENT TO CONTINUOUS IMPROVEMENT

KBS is committed to continually improving its approach to equality and diversity. We welcome feedback and suggestions from staff, students, and partners to strengthen our inclusive practices and institutional culture.