

GC Academy Equal Opportunity and Diversity Statement

1. Purpose

GC Academy is committed to promoting equality, diversity, and inclusion (EDI) in all aspects of its operations. This statement affirms our dedication to providing a working and learning environment free from discrimination, bias, or exclusion, and outlines the principles we uphold in staff recruitment, student support, academic delivery, and institutional governance.

2. Scope

Applies to:

- All staff (academic, administrative, technical)
- All students and prospective applicants
- Institutional partners and collaborators
- Visitors and guest lecturers

3. Core commitments

GC Academy will:

- Treat all individuals fairly and respectfully, regardless of gender, age, ethnicity, religion, disability, sexual orientation, nationality, or socioeconomic background
- Ensure equal access to recruitment, education, training, promotion, and participation
- Actively identify and remove barriers to inclusion and equity
- Foster a culture of respect, empathy, and inclusive dialogue

4. Principles of practice

- Recruitment and admissions processes are reviewed to eliminate bias
- Job postings and course content use inclusive, gender-neutral language
- Facilities and platforms are designed for accessibility (including WCAG standards)
- Staff and students are trained to recognize and respond to discriminatory practices
- Institutional materials include representations of diverse perspectives and identities

5. Support and reporting

- A dedicated point of contact is available for issues relating to diversity, accessibility, and discrimination (via the QA Office)
- All reports of harassment, exclusion, or discriminatory conduct are taken seriously and investigated promptly under the institution's Code of Ethics
- Anonymous reporting mechanisms are available for both staff and students

6. Monitoring and evaluation

- Diversity metrics are included in student and staff data collection
- Equality audits are conducted biennially by the QA Office and HR Coordinator
- Student satisfaction and staff surveys include EDI-focused questions
- Results are published internally and used to inform strategic development

7. Legal and policy framework

This Statement is aligned with:

- Malta Equal Opportunities Act
- EU Charter of Fundamental Rights
- MFHEA Standards for Higher Education
- GC Academy Code of Ethics and Staff Charter

8. Review and oversight

This statement is reviewed every two years and updated as needed by the QA Office in consultation with staff, students, and external stakeholders.

Approved by the Executive Committee. Publicly accessible via institutional website.

Effective from: 01.01.2025

