Equality and Diversity Policy

Reference: GCSB-POL-011
Version: 1.0
Issuing authority: Global Converged Security Board
Issued and effective: 8 November 2026

1. Purpose and scope

GCSB promotes fair access, dignity and equal treatment in its standards, qualification assessments, Trustmark decisions, governance appointments, publications and services. This Policy applies to applicants, candidates, credential holders, volunteers, assessors, reviewers and others acting on GCSB's behalf. It covers online activity and any GCSB-organised event.

GCSB is an independent certification, standards and awarding body, not a training, consulting or commercial audit provider. CSI and other delivery providers remain responsible for their own learning services and equality duties. GCSB considers concerns affecting its own assessment or award decisions without assuming control of a provider's services.

2. Equality commitments

GCSB must not unlawfully discriminate, harass or victimise. In its UK activities it applies the relevant Equality Act 2010 requirements, including protection relating to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, as applicable to the activity. Overseas activities must also respect applicable local law.

Decisions must be based on relevant, published requirements and evidenced competence, not stereotypes, nationality, personal connections, employment prestige or ability to purchase training from a connected provider. Legitimate programme entry, competence and good-standing requirements remain applicable and must be applied consistently. Equality does not imply automatic admission, appointment, recognition or an award.

3. Fair access and adjustments

Information and application processes should be accessible and use clear language. Applicants may request accessible formats, suitable communication arrangements or reasonable adjustments through info@gcsb.uk or their existing GCSB contact. Requests are considered individually under GCSB-POL-013. Only information necessary to understand a barrier and an appropriate adjustment should be requested.

Adjustments remove avoidable disadvantage without lowering required learning outcomes, competence, integrity or independent assessment standards. GCSB must distinguish a justified competence requirement from an unnecessary barrier. A refusal must explain the reason, alternatives considered and the applicable review or appeal route.

4. Conduct and responsibilities

Everyone acting for GCSB must communicate respectfully and avoid discriminatory language, bullying, harassment, retaliation and exclusion. Those selecting applicants, assessing evidence or deciding awards must use the authorised criteria, record reasons and declare conflicts under GCSB-POL-003 and GCSB-POL-007. Training-provider relationships must not give preferential access to a GCSB decision.

The Governing Council oversees this Policy. Relevant boards and committees are responsible for applying it within their existing remit. GCSB must address concerns about its own representatives; this Policy does not assert that a particular independent appointment or provider agreement is already in place.

5. Reporting and fair resolution

Reports may be sent to info@gcsb.uk with the subject "Equality concern", stating the relevant activity, what happened and the requested resolution. Reports are handled sensitively by an authorised person without a conflict in the matter. A person need not confront the subject of a concern before reporting it. GCSB must not penalise a person for raising a genuine concern or participating in an investigation.

Service complaints follow GCSB-STD-006 and the published complaints procedure. Assessment or award appeals follow GCSB-STD-005 and applicable programme rules; Journal matters follow the Journal policies. This Policy creates no shorter appeal deadline or substitute final decision-maker. Alleged misconduct is handled with procedural fairness under the relevant conduct rules.

6. Privacy, monitoring and improvement

Equality and disability information is private, not part of a public register or biography. Access is limited to authorised people who need it for the stated purpose. Any special-category data must have an appropriate lawful basis and safeguard under the published privacy and retention arrangements. Monitoring should use anonymised or aggregated information where practical; it must not require unnecessary disclosure or enable identification of individuals in small groups.

GCSB reviews substantiated concerns, adjustment experience and relevant decision patterns to identify barriers and corrective action. Findings do not justify publishing private case details or changing a decided outcome outside its authorised review process.

7. Document control

- Owner and oversight: Governing Council, with implementation by the relevant authorised boards and committees.
- Review: during the annual policy review, or earlier following legal changes, substantiated concerns or changes to GCSB activities.
- Read with: GCSB-POL-003, GCSB-POL-007, GCSB-POL-013 and the applicable conduct, appeals, complaints, privacy and accessibility provisions.
- Precedence: this supporting Policy does not amend published standards, qualification requirements, recorded appointments or provider responsibilities. Conflicts must be formally reconciled before an affected decision proceeds.

Copyright 2026 Global Converged Security Board. All rights reserved.