



## Equalities Policy

### 1. Introduction

Oxford International College is an inclusive College which aspires to provide a non discriminatory environment which is free from harassment and victimisation, and is committed to promoting equality of opportunity.

The College opposes all unlawful or unfair forms of discrimination, harassment and victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation

The College is committed to enhance services further and to welcoming more learners and staff from all protected groupings to the College.

### 2. Scope

This policy covers all parties involved in the College, including: students, staff, tutors, stakeholders, and visitors.

### 3. Roles and Responsibilities

Everyone involved in the College has a role to play. In particular:

#### Students

Students have a responsibility to ensure that they behave appropriately in promoting an environment which is free from discrimination, harassment and victimisation. They should be aware of the requirements of the legislation and feel able to challenge and/or report inappropriate behaviour.

#### Staff

All staff have a legal obligation to ensure that they behave appropriately, that they have a responsibility to promote good behaviour and awareness of actions. They have a responsibility to attend the appropriate training and development sessions to improve their understanding of equalities and the need to eliminate inappropriate behaviour. Teaching staff have a responsibility to ensure that all teaching materials are free from bias and stereotyping.

#### Managers/Officers

All managers/officers have a responsibility for ensuring that equality is respected by their staff. They should lead by example, and manage inappropriate behaviour according to our culture and to our current procedures on discipline and grievance. Where there is a responsibility for teaching staff they should ensure that equality and diversity are embedded in the curriculum.



### Senior Managers

The senior management team (SMT) are responsible for ensuring that the Equalities Policy and all related activities and targets are delivered. They are responsible for ensuring that all efforts to achieve any targets and outcomes are supported.

### Chief Operating Officer (COO)

The COO is responsible for ensuring that he/she provides the lead within the College for equality and diversity. He/She should ensure that all staff, tutors, students and other partners are clear about our expectation in the delivery of an Equalities Policy.

### Director

The Director is responsible for ensuring that the College complies with legislation, that we ensure that we adhere to our Equalities Policy and follow all laid down policies and procedures.

### Contractors and Visitors

All contractors and service providers are responsible for following the guidelines within the Equality Policy and Single Equality Scheme. The College is responsible for ensuring that the appropriate terms are inserted in contract and agreements with external providers. Visitors will be made aware of our expectations regarding their behaviour.

## **4. Protected Characteristics**

Section 4 of the Equality Act 2010 introduced the following “Protected Characteristics”:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
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It provides protection of the Protected Characteristics from the following prohibited conduct:

- a) Direct discrimination;
- b) Indirect discrimination;
- c) Victimisation;
- d) Harassment (including third party harassment)

There also now exists the possibility of claiming “combined discrimination” on the basis of a combination of two of the Protected Characteristics.



Whereas previously all different characteristics were protected separately by different pieces of legislation, the 2010 Act creates a Single Equality Duty.

## **5. Single Equality Scheme**

The College has developed a Single Equality Scheme with the express aim of eliminating any form of discrimination, harassment or victimisation for reasons of protected characteristics. Through the implementation, development and monitoring of this Scheme we seek to ensure that all people involved in the College's activities can do so in an appropriate environment and shall be aware of the culture and behaviour we wish to engender in our College.

The Single Equality Scheme is main driver supporting our Equalities Policy.

## **6. Supporting Policies**

- Equalities policy
- Grievances procedure
- Disciplinary and Dismissal policy
- Complaints procedure (including students complaints)
- Appraisal procedure
- Admissions and Enrolment procedure

## **7. Legislation**

The Equality Act 2010.