



**OXFORD
International
College**

A NORD ANGLIA EDUCATION SCHOOL

EQUALITY AND DIVERSITY POLICY

POLICY INTENDED FOR:	Staff & Volunteers
CATEGORY:	Staff
POLICY IMPLEMENTED BY:	Deputy Principal -Pastoral
POLICY MONITORED BY:	Principal and Deputy Principals
REVIEWED BY:	Senior HR Business Partner
CONSULTATION WITH:	Senior Leadership Team (SLT)
REVIEW DATE:	June 2026
FUTURE REVIEW:	June 2027

The Three Pillars

The three pillars of the Oxford International College (OIC) are:

- Academic Excellence
- Personal Development
- Career and University Pathways

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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 for students and staff.

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.

SCOPE

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

ROLES AND RESPONSIBILITIES

Everyone involved in the College has a role to play.

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 /leaders 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 leadership team (SLT) are responsible for ensuring that this Policy and all related activities are fully implemented.

PRINCIPAL/MANAGING DIRECTOR

The Principal / Managing Director is responsible for ensuring that they provide the lead within the College for equality, diversity and Inclusion.

The college has an Equality, Inclusion, Diversity and Belonging officer. The current EDI officer is Jenny Bourlakis.

PROTECTED CHARACTERISTICS

The Equality Act 2010 introduced the following “Protected Characteristics”:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy, maternity and paternity
- Race
- Religion or belief
- Sex
- Sexual orientation

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.

SINGLE EQUALITY SCHEME

The College aims to eliminate any form of discrimination, harassment or victimisation for reasons of protected characteristics. Through the implementation, development and monitoring of this, we seek to ensure that all people involved in the College’s activities are able to be in an appropriate environment and are aware of the culture and behaviour we wish to engender in our College.

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

SUPPORTING POLICIES

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

LEGISLATION

The Equality Act 2010

FURTHER INFORMATION

For further information about Equality and Diversity at OIC please speak with Vice Principal Pastoral.

contact@oxcoll.com

Vice Principal Pastoral
Oxford International College
1 London Place
OX4 1BD