



OXFORD COLLEGE

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Date: 21 May 2025

EQUALITY AND DIVERSITY POLICY

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1. INTRODUCTION

Oxford College Ltd is committed to creating and maintaining a culture of inclusion, respect, and fairness. We recognise and value the diverse backgrounds, experiences, and perspectives of our staff, students, and stakeholders, and are dedicated to eliminating discrimination and promoting equality of opportunity across all areas of college life.

2. PURPOSE

This policy aims to:

- Promote inclusivity and diversity within our learning and working environments.
- Ensure compliance with the Equality Act 2010 and related legislation.
- Embed equality considerations into decision-making, service delivery, and academic practices.
- Support a safe and respectful environment for all individuals.

3. SCOPE

This policy applies to:

- All members of staff, students, contractors, and visitors.
- All academic, administrative, extracurricular, and support services.
- All locations, including physical campuses and digital platforms.

4. STATEMENT OF COMMITMENT

Oxford College Ltd will:

- Provide equal access to educational opportunities and employment.
- Foster an environment where differences are valued and respected.
- Take active steps to prevent and address discrimination, harassment, and victimisation.
- Promote good relations between people of different backgrounds.

5. PROTECTED CHARACTERISTICS

Under the Equality Act 2010, individuals are protected from discrimination based on:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, ethnic origin, nationality)
- Religion or belief
- Sex
- Sexual orientation

6. RESPONSIBILITIES

Principal:

- Provides strategic leadership and ensures institutional compliance.

Equality and Diversity Lead:

- Coordinates equality-related activities and training.
- Monitors policy implementation and reviews performance indicators.

Line Managers:

- Ensure equality is embedded in departmental processes.
- Address concerns raised by staff or students regarding unfair treatment.

Staff:

- Promote inclusivity and treat others with dignity and respect.
- Participate in equality and diversity training.

Students:

- Uphold respectful conduct and inclusive values.
- Report incidents of harassment, discrimination, or exclusion.

7. IMPLEMENTATION STRATEGIES

- Embedding inclusive language and content in teaching materials.
- Ensuring recruitment and promotion practices are free from bias.
- Providing reasonable adjustments for individuals with disabilities or health needs.
- Offering training sessions and awareness campaigns.

8. REPORTING AND COMPLAINTS

- Concerns about discrimination or harassment should be reported via the Complaints Procedure.
- Complaints are investigated promptly and confidentially.
- Victimisation of those raising concerns is strictly prohibited.

9. MONITORING AND EVALUATION

- Equality data (e.g., admissions, attainment, employment) is monitored annually.
- Reports are submitted to the Senior Leadership Team to inform policy and planning.
- Policy effectiveness is reviewed using surveys, audits, and stakeholder feedback.

10. LEGAL AND POLICY FRAMEWORK

This policy operates within the framework of:

- Equality Act 2010

- Human Rights Act 1998
- Public Sector Equality Duty (PSED)
- Oxford College internal policies (e.g., Safeguarding, Code of Conduct)

11. REVIEW

This policy is reviewed annually or when there are significant changes in legislation or institutional priorities.

Approved by:

Principal, Oxford College Ltd

Date: 21 May 2025