



**Oxford International Study Centre**  
individually designed study programmes in the heart of Oxford

## **EQUAL OPPORTUNITIES POLICY**

### **Basic Principles**

Every member of the college is regarded as of equal worth and importance, irrespective of their creed, culture, class, race, gender, sexuality and/or disability. At OISC we strive to make no assumptions about the assumed gender of our staff and students.

We recognise that a good education for all our students is possible only if equal opportunities practices are an integral feature of all aspects of the life of the college.

Equal Opportunities practices should be evident in:

- the formal curriculum (the programme of lessons)
- the informal curriculum (extra-curricular activities) and
- the "hidden" curriculum (the ethos of the college)

All members of the college should be aware of this Equal Opportunities policy.

Any member of the college acting in a manner contrary to the spirit of the policy should be made aware immediately of the unacceptable nature of their behavior, and will be subject to disciplinary action where appropriate.

### **Religion**

We acknowledge that members of the college come from diverse backgrounds. We seek to promote an ethos of tolerance based on understanding and respect for the beliefs and practices of others.

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## **Culture and Race**

We endeavour to foster an atmosphere of mutual respect in order to help promote a college and a society in which there is social, religious and racial harmony. We understand the right of the individual to be different without being excluded.

We are happy for students to wear special forms of dress where these are an integral part of their religious or cultural background.

We try to counter negative, patronising and stereotypical views: a prime cause of prejudice is ignorance and misunderstanding.

We will not tolerate racist behaviour in any form.

## **Gender**

We encourage students to be aware of the rigid stereotypes sometimes presented by certain areas of the media. We are committed to providing a curriculum which avoids unnecessary gender divisions. We encourage all staff to use students' preferred pronouns in order that all students feel as comfortable as possible in expressing their gender identity whilst at the College.

## **Sexuality**

As a school, we make no assumptions about the sexuality of any of our members – both staff and students. We are aware of the sensitive nature of approach to sexuality, especially given the very broad range of nationalities represented in our student body. We take a very firm view that derogatory name-calling (of any sort) is unacceptable, as is the expression of any attitude which might make students or staff, of any sexuality, feel uncomfortable or unwelcome. We accept that some students come to us from countries where attitudes towards homosexuality are regressive and damaging, but it is important that these views are not permitted or tolerated at OISC, and students' backgrounds should not encourage staff to be more permissive of such beliefs. OISC is actively and openly supportive of LGBTQIA+ students and staff, and of the community more widely.

Additionally, we are committed to the continuing work of equal rights campaigns throughout the world, and welcome the positive progress which has been made in this field in recent years. Accordingly, we aim to foster an academic environment in which no family arrangement is afforded greater prominence than another, and seek to make students aware of the many, and equal, family situations which they will encounter in the world.

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## **Special Educational Needs**

We aim to create a happy and educationally exciting environment in which all pupils can prosper. Special educational needs can be many and diverse: they include physical, emotional, behavioural or learning difficulties, as well as impaired sight and hearing. We acknowledge that especially able students have special educational needs too.

The college seeks to provide a student-centred approach to learning, creating a programme of study adapted to the needs of each individual student.

Help and support is provided by a specialist tutor for those with dyslexia, dyspraxia, ADD or other learning difficulties.

We try to ensure that students with physical disabilities are facilitated in participating in the life of the college to the fullest possible extent.

*Please see the college Disability Policy for more details.*

Where appropriate, the college can provide advice and information about other agencies: e.g. psychologists, specialist tutors, medical practitioners etc.

## **Recruitment and Selection**

The college's recruitment and selection policies are based on good equal opportunities practice. We consider applicants for teaching and administrative posts solely on their professional suitability.

**We consider any breach of the terms of this policy to be absolutely unacceptable, and manifestation of any prejudiced or intolerant behaviour will be regarded as a severe breach of college policy and will result in immediate disciplinary action.**

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