



OXFORD COLLEGE

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Date: 21 May 2025

NON-DISCRIMINATION POLICY

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1. INTRODUCTION

Oxford College Ltd is dedicated to fostering a learning and working environment free from discrimination, harassment, and inequality. We celebrate diversity and promote inclusivity in all aspects of college life.

2. PURPOSE

This policy outlines:

- Our commitment to equality and inclusion.
- The rights and responsibilities of staff and students.
- The processes for addressing incidents of discrimination.

3. SCOPE

This policy applies to:

- All staff, students, contractors, and visitors.
- All college activities, locations, and platforms, including online environments.

4. POLICY STATEMENT

Oxford College Ltd does not tolerate discrimination on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation
- Socioeconomic background

We are committed to:

- Promoting equal access to education and employment.

- Embedding inclusive practice in curriculum design and delivery.
- Addressing systemic barriers and unconscious bias.

5. RESPONSIBILITIES

Principal:

- Provides leadership on inclusion and equality strategies.
- Ensures this policy is implemented across all departments.

Staff:

- Must treat others with dignity and respect at all times.
- Report any suspected discrimination or harassment to management.

Students:

- Are expected to uphold the values of respect and inclusion.
- Can report issues confidentially to the Student Services Team.

6. SUPPORT AND TRAINING

- Equality and diversity training is mandatory for all staff.
- Awareness campaigns are conducted to foster a culture of respect.
- Support is available for anyone who experiences discrimination.

7. COMPLAINTS AND REPORTING

- Concerns should be raised through the Enquiries, Complaints and Appeals Procedure.
- Reports are investigated promptly, fairly, and confidentially.
- Retaliation against individuals who report concerns is strictly prohibited.

8. BREACH OF POLICY

- Violations may result in disciplinary action, up to and including dismissal or expulsion.
- Serious breaches may be referred to external regulatory or legal bodies.

9. MONITORING AND REVIEW

- Equality data is monitored annually to assess effectiveness.
- This policy is reviewed every 12 months or in response to legal changes.

Approved by:

Principal, Oxford College Ltd

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