



Document: **Equality, Diversity, Inclusivity Policy**

Date Reviewed: August 2025

Oxford ILS is an English Language School for students of many different nationalities, ages, faiths and backgrounds. Respect, equality and inclusion are at the core of what we do as a School.

At Oxford ILS, we actively encourage respect for diversity and an openness and understanding of people's difference. We recognise that discrimination and bullying are unacceptable and we ensure that nobody is treated less favourably because of their age, race, religion or belief, disability, gender/gender reassignment, sexual orientation or maternity.

Oxford ILS is committed to encouraging equality, diversity and inclusion among our students as well as among our staff and to eliminating unlawful discrimination. Our objective is for each student and employee to feel respected and able to give their best.

At Oxford ILS:

- Students are accepted on the basis of their suitability to follow our courses.
- Staff are recruited based on their skills, experience and aptitude to perform their job.
- Everybody is treated with equality and fairness, including our suppliers, customers, partners and members of the public.

Purpose

The purpose of this policy is to:

1. Provide a framework for equality, fairness and respect for all members of the Oxford ILS community, whether a student or member of staff, whether temporary, part-time or full-time.
2. Follow the Equality Act 2010 and not to unlawfully discriminate against the protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

The School's ethos

At Oxford ILS we believe in treating everybody as individuals and in having respect for all our students. We actively encourage our students to follow our ethos, which we explain in the Student Inductions. We want all our students to feel happy, cared for and respected.

To help our students to do the same, we encourage and expect our students to do the following while at the School:

- Respect all students, staff and visitors at the school, whatever their sex, age, race, nationality, religion, political opinion, disability, gender reassignment, pregnancy or maternity, sexual orientation or marital/partnership status.
- Speak English at all times when inside the school building, in the garden or on the School's social programme or other organised activities.
- Mix as much as possible with people from different countries and not just spend time with students from their own country or who speak the same first language.

- Not discriminate or engage in bullying or sexual harassment of any sort.
- Understand that other students may have questions or misunderstandings about different cultures, religions or backgrounds.
 - Help them to learn about your culture and background by sharing information and ideas
 - Think carefully about other people's background and respecting that they may have opinions and experiences very different from your own
 - Focus is on tolerance, being open-minded and having respect for difference.

Inclusion Practice

Admissions

We make every attempt to accept all students who are suitable to follow our courses when we have space within the appropriate class for them.

Disability

We consider the needs of disabled people and make reasonable adjustments where possible to meet the needs of disabled members of staff or clients according to the limitations of our premises.

Visual and hearing impairment, special educational needs

Our teachers do not hold specific qualifications in teaching students with special learning, visual or hearing needs but we are always sensitive to these needs and able to make appropriate arrangements. During the registration process, students are required to disclose if they have learning needs, such as dyslexia, so that we can make suitable arrangements prior to their arrival and start date.

Loneliness and homesickness

All employees try to respond to the emotional well-being of our students. We have named members of our staff who also act as Welfare Officers.

Mental health

We are aware that students may experience difficulties or mental health issues during their stay and may need help. When this comes to our attention, we will do our best to support them. If necessary, we will liaise with the student's family, agent or sponsor and will support them to access more specialist help where needed.

Additional student support

If students hear or see anything that they feel is discriminatory or disrespects anyone's individual characteristics, they should immediately speak to their teacher or one of the School Directors.

Serious misconduct because of discrimination may result in a student being asked to leave the School. Please see our Expulsion Policy for further details.