



Intensive School of English and Business Communication

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ISE Equal Opportunities Policy

The Intensive School of English (hereafter ISE) is committed to the further development of Equality of Opportunity in every aspect of our work.

1. ISE welcomes all students and visitors and endeavours to ensure that their equal and individual rights are respected at all times. We therefore expect our staff to work appropriately with:
 - People of any age
 - Men or women
 - Persons with any form of disability and / or educational disadvantage
 - People from all ethnic, racial and cultural backgrounds
 - People of all religions
 - People of all political persuasion
 - People of all sexual orientations
2. ISE will seek to ensure equality of opportunity and treatment in the provision of all our services and in the employment of staff.
3. ISE will actively seek to ensure representation amongst management, teaching and administrative staff, of the range of ethnic, racial and cultural groups within the student body.
4. The ISE Equal Opportunities Policy will be included in the student handbook and staff handbook.
5. Details of ISE Equal opportunities grievance and appeals procedures are available from Administrative staff, for any person who considers they have suffered discrimination.
6. All ISE staff will have regard to their commitment to equal opportunities at all times, when carrying out their responsibilities.
7. ISE will monitor the ethnic origin, age, sex, religion and physical disability of all those seeking employment at ISE. Applicants not wishing to answer these questions will not be disadvantaged in their application.
8. ISE policy is to actively challenge and eradicate any discriminatory practices.