



## **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, staff 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
  - Male, female or non-binary
  - 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 take disciplinary action against staff and students in the case of any form of discrimination.
3. ISE will seek to ensure equality of opportunity and treatment in the provision of all our services and in the employment of staff.
4. 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.
5. The ISE Equal Opportunities Policy is included in the student handbook and staff handbook.
6. All ISE staff will have regard to the school's commitment to equal opportunities at all times, when carrying out their responsibilities.
7. ISE policy is to actively challenge and eradicate any discriminatory practices.

### **Equal Opportunities Grievance Procedure**

If you have a problem and feel you would like to speak to someone you can contact the Welfare Officer, speak to a Director of Studies or to the Managing Director.

Revised April 2019 (Oliver Eke and Hazel Parker)