GREENE'S COLLEGE OXFORD

Policy for Equal Opportunities

This policy was adopted in August 2026.

This policy is due to be reviewed in August 2027.

The person responsible for the implementation of this policy is the College Principal.

It is the responsibility of the College's Governing Body to ensure that this policy is reviewed and updated annually.

Greene's believes that every person has the same rights and is entitled to the same opportunities, regardless of sex, pregnancy or maternity status, disability, race, religion or belief, cultural background, linguistic background, special educational need, sexual orientation, gender identity

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or expression, or academic or sporting ability (together known as the "Protected Characteristics" in the Equality Act, 2010).

Greene's does not discriminate on the grounds of sex, disability, age, sexual orientation, gender identity or expression, marital status or racial, ethnic or national origin.

Everyone at Greene's has a crucial role to play in monitoring the implementation of the College's policy on equal opportunities. We expect everyone involved throughout Greene's to:

1. respect and promote equal opportunities for all people
2. encourage harmony and understanding in society
3. recognise and oppose all forms of prejudice and discrimination
4. remove both outward and hidden discrimination
5. enable differences to become positive and enriching attributes
6. develop each person's skills to the highest possible level
7. promote an environment where all can share equally in the opportunities offered
8. help students to learn acceptance and tolerance
9. enable students to communicate confidently without fear or prejudice
10. foster an open-minded approach and encourage students to recognise the contributions made by different cultures, ensuring that bias is always recognised.

Any member of Greene's (staff, tutors and/or students) who is found to discriminate or favour any other based on any group that they may be perceived to belong to may be disciplined for their actions.