



## Oxford Prospects Programmes

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### Equality, Discrimination and Disability Policy

Oxford Prospects Programmes (OPP) is committed to promoting an inclusive and welcoming environment free from discrimination for employees, contractors and students.

#### General

1. OPP does not discriminate unlawfully on the basis of the following 'protected characteristics' as defined in the Equality Act 2010:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation.
2. Discrimination includes:
  - Differential treatment during staff recruitment and selection
  - Applying rules, standards or levels of service differently to different people or groups
  - Harassment
  - Victimisation
  - Any other conduct that results in an individual or a group being treated less favourably on the grounds of a protected characteristic.
3. OPP recognises that due to factors outside of the immediate corporate control, the experience of individuals with protected characteristics may be limited but OPP will do all it can to ensure against this. Our guiding principle is that such instances must be the only available option and strictly relevant.
4. OPP keeps anonymised, aggregated statistics on the protected characteristics of students where these are known, in order to monitor the effective implementation of this policy and so that improvements can be made where necessary. OPP is too small to make use of similar statistics about employees.

## **Disability**

5. During recruitment and selection, OPP will proactively give prospective employees, contractors and students opportunities to tell us in confidence about any disability that they would like us to know about. They may also disclose a disability at any later time if wanted. We will treat any information and discussions relating to disability as confidential, in accordance with our Data Protection Policy.
6. OPP will make reasonable adjustments for employees, contractors and students who require them on the grounds of disability. Please note that we cannot take account of a disability unless we know about it.