



## Equality and Diversity Policy

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# Equality and Diversity Policy

## 1. Introduction

- 1.1. The Equality Act 2010 replaces and incorporates all anti-discrimination laws into a single act.
- 1.2. The Equality and Diversity Policy seeks to ensure that Amacsports is fully committed to ensuring equality of opportunity and fairness in all areas of employment and education.
- 1.3. All members of the Company are required to promote equality of opportunity and will receive equality and diversity training to achieve this aim.
- 1.4. The Equality and Diversity Policy applies to all members of the Company including:
  - Directors
  - Potential employment applicants
  - All employees
  - All contract workers
  - All potential student applicants
  - All students
  - Visitors to the Company
- 1.5. The Company will through its commitment to Equality and Diversity ensure that all individuals are able to achieve their full potential and realise their personal goals irrespective of:
  - Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
- 1.6. The Company will both as an Employer and as a Provider of Education and Training work towards eliminating unlawful discrimination, harassment or victimisation on the grounds of each of the nine 'protected characteristics' outlined in the Equality Act 2010 and will work towards eliminating discrimination on the grounds of a perceived or associative protective characteristic; thereby promoting an environment where all individuals feel valued, safe, included and respected.
- 1.7. The Company staff recruitment and selection process, policies and practice are designed to ensure when employment decisions are made that they are based solely on the skills and qualities required for the position and comply with all relevant employment legislation and best practice standards.
- 1.8. The Company will continually strive to enhance its 'positive environment' by valuing difference and recognising that people with different backgrounds, experience, skills and attitudes introduce new ideas and develop increased awareness, understanding and harmony within the Company.
- 1.9. All students will be encouraged to participate in learning programmes which reflect and value people regardless of marital and civil partnership, pregnancy and maternity, family responsibilities, sex, sexual orientation, race, religion or belief, gender reassignment, disability, age, socio-economic/geographic factors so as to:
  - foster harmony, understanding and support
  - enable students to recognise and counter all forms of prejudice and

- enable students from across the learning community to take part in courses
- 1.10. The Company student curriculum will allow for a wide range of teaching methods and resources to promote inclusivity and sensitivity to issues of equality and diversity and the opportunity for staff and students to have equality of opportunity to achieve their potential.
- 1.11. The Company will through regular monitoring and review identify strategies to reduce any identified achievement shortfalls thereby ensuring all staff and students attain maximum benefit.
- 1.12. The Company will look to develop new ways in which it can promote its ongoing commitment to inclusivity where all individuals are treated fairly and with respect.

## **2. Responsibilities**

2.1. All employees/Casual Workers of the Amacsports have a responsibility to comply with the Equality and Diversity Policy.

2.2. The Policy forms part of the formal contract of employment for staff, failure to comply could result in disciplinary proceedings. In certain circumstances, a breach of the Equality and Diversity Policy may constitute a criminal offence and the Company may be required to report the matter to the police.

2.3. Staff responsibilities:

- must treat all individuals fairly, with dignity and respect
- must comply with all Company policies, best practice standards and promote an environment where everyone feels safe, supportive and included
- must report all incidents where a breach of equality and diversity has occurred
- must comply with all equality and diversity initiatives

2.4. Manager/Supervisory responsibilities:

- must foster a Company environment free of bullying, harassment and discrimination
- must take appropriate action in accordance with Company policies and procedures in circumstances where a breach of equality and diversity has occurred
- must not discriminate unfairly in the way a service on behalf of the Company is provided or services procured
- must not discriminate unfairly if involved in the recruitment, promotion and management of staff, or in the selection and supervision of students

2.5 Student's responsibilities

- must treat all individuals fairly, with dignity and respect
- must comply with all Company policies, best practice standards and promote an environment where everyone feels safe, supportive and included
- must report all incidents where a breach of equality and diversity has occurred
- must comply with all equality and diversity initiatives

### **3. Impact Assessments**

- 3.1. We recognise that the potential for discrimination exists in many areas of Amacsports' operations. As such part of our commitment is to undertake equality impact assessments for all our policies, practices and procedures. This will evaluate if our operations have or could have a negative impact on specific groups that may discriminate against them or limit their potential to participate and achieve.

### **4. Monitoring and Review**

- 4.1. The Equality and Diversity Policy will be reviewed annually. On occasion an earlier amendment may be required to reflect a legislative change, best practice standard or Company procedural amendment.
- 4.2. The Policy should not be read in isolation, but cross referenced with all relevant Company employment and student policies

### **5. General**

- 5.1. Any student, applicant or employee may raise complaints of unfair and/or discriminatory treatment either informally or formally. Amacsports will deal with all complaints fully and sensitively. In some cases this may involve initiating disciplinary action
- 5.2. Complaints from students can be raised through the Amacsports' Complaints Procedure
- 5.3. Complaints from employees can be made via Amacsports' Grievance Procedure