



Equality and Diversity Policy

Approved by:	Andrea Olver, Liz Lee
Issue:	19
Date:	January 2026
Review Date:	January 2027
Amended:	Liz Lee

Introduction

The Equality Act 2010 replaces and incorporates all anti-discrimination laws into a single act.

The Equality and Diversity Policy ensures that Amacsports is fully committed to equality of opportunity and fairness across all areas of employment and education.

All members of the Company are required to promote equality of opportunity and will receive equality and diversity training to support this.

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

The Company is committed to ensuring that all individuals can achieve their full potential and realise their personal goals, regardless of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

As both an employer and a provider of education and training, the Company will work toward eliminating unlawful discrimination, harassment or victimisation based on the nine protected characteristics outlined in the Equality Act 2010. The Company also aims to eliminate discrimination based on perceived or associative protected characteristics, fostering an environment where everyone feels valued, safe, included and respected.

Recruitment, selection processes, policies and practices are designed to ensure employment decisions are based solely on the skills and qualities required for each position, meeting relevant legislation and best practice standards.

The Company will continue to enhance its positive environment by valuing difference and recognising the contribution of diverse backgrounds, experiences, skills and attitudes. This promotes new ideas, understanding and harmony.

All students will be encouraged to participate in learning programmes that reflect and value people from all backgrounds, including differences in marital or civil partnership status, pregnancy or maternity, family responsibilities, sex, sexual orientation, race, religion or belief, gender reassignment, disability, age and socio-economic or geographic factors. These programmes aim to:

- Foster harmony, understanding and support
- Enable students to recognise and challenge all forms of prejudice
- Encourage participation from all members of the learning community

The curriculum will incorporate a range of teaching methods and resources to promote inclusivity and sensitivity to equality and diversity, ensuring all staff and students have the opportunity to reach their potential.

Through monitoring and review, the Company will identify strategies to reduce achievement shortfalls and ensure maximum benefit for all staff and students. The Company will continue developing new ways to demonstrate its commitment to inclusivity, treating all individuals fairly and with respect.

Responsibilities

All employees and casual workers at Amacsports must comply with the Equality and Diversity Policy.

The Policy forms part of the formal contract of employment; failure to comply may result in disciplinary action. In certain circumstances, breaches may constitute a criminal offence, requiring referral to the police.

Staff responsibilities include:

- Treating all individuals fairly, with dignity and respect
- Complying with all Company policies and promoting a safe, supportive and inclusive environment
- Reporting any incidents involving breaches of equality and diversity
- Supporting all equality and diversity initiatives

Manager and supervisory responsibilities include:

- Fostering an environment free from bullying, harassment and discrimination
- Taking appropriate action when equality or diversity breaches occur

- Ensuring services provided or procured on behalf of the Company are free from unfair discrimination
- Avoiding discrimination in recruitment, promotion, staff management, or the selection and supervision of students

Student responsibilities include:

- Treating all individuals fairly, with dignity and respect
- Complying with Company policies and helping create a safe, supportive and inclusive environment
- Reporting any incidents involving equality and diversity breaches
- Participating in equality and diversity initiatives

Impact Assessments

The Company recognises that discrimination may occur across many areas of Amacsports' operations. As part of its commitment, the Company will carry out equality impact assessments for all policies, practices and procedures to evaluate whether they may negatively affect specific groups or limit participation and achievement.

Monitoring and Review

The Equality and Diversity Policy will be reviewed annually, with earlier amendments made if required due to legislative changes, best practice developments or Company procedural updates.

The Policy should be read alongside all relevant Company employment and student policies.

General

Any student, applicant or employee may raise complaints of unfair or discriminatory treatment, either informally or formally. Amacsports will address all complaints thoroughly and sensitively, which may include disciplinary action where appropriate.

- Student complaints can be raised through the Amacsports Complaints Procedure.
- Employee complaints can be made through the Amacsports Grievance Procedure.