

Avondale is committed to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. This commitment is underpinned by Avondale's core values, expressed in its mission statement:

- Freedom of thought and expression.
- Freedom from discrimination.

Avondale is therefore committed to a policy and practice which require that, for staff, entry into employment with Avondale and progression within employment will be determined only by personal merit and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the organisation concerned.

Subject to statutory provisions, no individual working as an employee of, or with Avondale will be treated less favourably than another because of her or his belonging to a protected group.

Protected groups are defined in the Equality Act 2010 as Sex, Gender Reassignment, Marriage or Civil Partnership, Pregnancy or Maternity, Race (including Ethnic or National Origin, Nationality or Colour), Disability, Sexual Orientation, Age, or Religion or Belief.

Avondale respects all religious and philosophical beliefs, as well as the lack of religion or belief, and the right of all members of its community to discuss and debate these issues freely.

If any person appointed as a member of staff considers that he or she is suffering from unlawful discrimination, harassment, or victimization in her or his admission, appointment, or progression through Avondale because of belonging to any of the above protected groups, he or she may make a complaint, which will be dealt with through the agreed procedures for complaints or grievances or the procedures for dealing with bullying and harassment, as appropriate.

Avondale will take active steps to promote good practice. In particular it will:

1. Work towards the elimination of unlawful discrimination, harassment, and victimization based on a protected characteristic, whether actual, perceptive, or associative.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.
4. Subject its policies to continuous assessment in order to examine how they affect protected groups and to identify whether its policies help to achieve equality of opportunity for all these groups, or whether they have an adverse impact.
5. Monitor the recruitment and progress of all staff and students and collecting and collating equalities information and data as required by law or for the furtherance of Avondale's equalities objectives.
6. Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, and training.
7. Take positive action wherever possible to support this policy and its aims.

8. Publish this policy widely amongst staff and students, together with policy assessments, equality analysis and results of monitoring.

Avondale will meet all statutory obligations under relevant legislation and, where appropriate, anticipate future legal requirements. This will be informed by:

- The Equality Act and associated secondary legislation.
- Criminal Justice and Immigration Act.
- The Racial and Religious Hatred Act.
- The Civil Partnership Act.
- The Gender Recognition Act.
- Criminal Justice Act.
- The Human Rights Act.
- The Protection from Harassment Act.
- Special Education Needs and Disability Act.

In addition, this will be informed by the Codes of Practice or Guidance issued by the Equality and Human Rights Commission and other relevant bodies. These Codes are not legally binding (though they are admissible as evidence in Employment Tribunals) and Avondale supports them fully.

This policy will be amended as appropriate to meet the demands of future legislation.

Signature:



**Managing Director**  
Mr. Nick Curran