



## EQUALITY & DIVERSITY POLICY

### Statement of Intent

Avinny Ltd recognises that many people in our society experience discrimination or lack of opportunity for reasons that are unfair. These include: race, religion, creed, colour, national and ethnic origin, political beliefs, gender, sexual orientation, age, disability (including mental illness), HIV status, marital status, responsibility for dependents, appearance, geographical area, social class, income level, or criminal record.

Avinny Ltd will challenge discrimination and lack of opportunity in its own policy and practice and will assist other organisations and individuals to do the same.

Avinny Ltd aims to create a culture that respects and values difference, and sees difference as an asset to our work, improving our ability to meet the needs of the organisations and people we serve.

All employees are required to declare their support for the objectives of this Equality and Diversity policy.

### Staff Development

- All decisions regarding learning and development opportunities will be made in accordance with Avinny Ltd's Training and Development Policy and all staff will have access to opportunities to enable them to develop in line with Avinny Ltd's aims and objectives.

### Service Provision

- All Avinny Ltd's services are covered by this policy.
- Avinny Ltd will promote equality and diversity in its work with other companies and individuals.
- Avinny Ltd will review its services regularly and implement change where necessary.
- All companies and individuals contracted to work for Avinny Ltd will be required to support our Equality and Diversity policy.

### Recruitment and Selection

- Avinny Ltd believes that no person or group should be treated less favourably in employment because of the reasons given in the Statement of Intent.
- Staff appointments will be monitored to ensure no discrimination occurs at the point of selection.

### Other

- Avinny Ltd will make every effort to ensure that its work premises are accessible and inviting for all.
- Avinny Ltd reserves the right not to purchase goods or services from companies or individuals whose activities are contrary to the principles outlined in this policy.
- Avinny Ltd recognises that not everyone has access to personal transport or is able to use it and will endeavour to plan its services and activities with this in mind.

### Implementation and Monitoring

- Monitoring of the Equality and Diversity policy and its implementation is the responsibility of the Managing Director who will review the policy annually.
- Induction for new staff will include a briefing on the Equality and diversity policy.

Signed:

A handwritten signature in blue ink, appearing to read "J. J. Jones".

Position:

A handwritten title in blue ink, appearing to read "Managing Director".

Date:

A handwritten date in blue ink, appearing to read "14/05/2009".

Review Date:

A handwritten date in blue ink, appearing to read "13/05/2010".