

PROFESSIONAL VOCATIONAL TRAINING LTD

EQUAL OPPORTUNITIES STATEMENT

This statement seeks to explain why Professional Vocational Training Ltd (PVT) is committed to equal opportunities.

The rationale for PVT's commitment to equal opportunities includes:

- An understanding of the importance of opening work based learning and Apprenticeships to all sections of the community and of identifying, using and developing the skills and talents offered by members and potential members of the organisation to achieve this;
- The awareness that, in addition to being illegal and immoral, discrimination is also wasteful
- The recognition of the negative impact on individuals of the effects of discrimination in terms of educational attainment, career progression, self-fulfilment and self-esteem.
- The recognition that all members of society regardless of age, gender, race, disability, sexual orientation, gender identity, religion or faith, marital or civil partnership status, maternity or paternity/parental or care status, or any other characteristic which renders them at a disadvantage for example from an socio-economic point of view (e.g. part time workers etc), should have the opportunity to learn, achieve and contribute to society

Equality and Diversity Statement

PVT is proud to be a multi-cultural community. We value diversity, and are determined to ensure:

- That we treat all individuals fairly, with dignity and respect;
- That the opportunities we provide are open to all;
- That we provide a safe, supportive and welcoming environment for everyone
- Further, we are committed to ensuring that all learners work in an environment which is safe and encourages them to be healthy
- We are committed to providing an environment which enables them to make a positive contribution to the organisation and community,
- Ensure that our programs prepare our learners for economic and social well being
- That our learners enjoy achievement and process of learning

We recognise that we still have work to do to secure a truly inclusive community, and we are committed to tackling discrimination and to promoting diversity across the range of protected characteristics..

Corporate Responsibility

Responsibility for ensuring that the PVT meets its legal obligations in respect of legislation relating to equal opportunities rests with the organisation's management and staff. In practice, however, the day to day management and maintenance of these obligations is delegated to all members of staff working within the organisation and the Equality and Diversity Co-ordinator Sandra James who can be contacted at sandra.james@pvt.org.uk or 07779636852

Nonetheless the PVT is responsible as a corporate entity for putting into place mechanisms and procedures - and for encouraging a culture and environment - that accord with its statutory and moral obligations and commitment to equality of opportunity. In furtherance of this responsibility it has - in addition to establishing this policy - established an associated Anti Harassment and bullying policy.

Specifically - and in addition to their responsibilities as individual members of the organisation all members of staff are responsible for fostering an environment in which compliance with this policy is regarded as integral to the work of the organisation.

Responsibilities of individual members of the organisation

In order to ensure that the Equality and Diversity Policy is put into practice, individual members of the organisation:

- Should seek actively to promote equality of opportunity for others and strive to create an environment in which academic goals may be pursued without fear or intimidation;
- Must not discriminate unfairly in the way they provide services on behalf of the organisation;
- Must not discriminate unfairly if involved in the recruitment, promotion and management of staff or in the selection and supervision of learners;
- Must not encourage other staff or learners to practice unfair discrimination, or behaviour which amounts to bullying or harassment;
- Must not victimise any person who has complained of harassment or unfair discrimination, or who has given information in connection with such a complaint.
- Must ensure that all learners are safe and work in an environment in which they can be healthy
- Must ensure learners enjoy the process of learning and achievement and that by the programs chosen that they are able to prepare themselves for social and economic well being