

Equality and Diversity

Park Education and Training Centre is committed to promoting equality of opportunity to all staff, apprentices and visitors regardless of age; race; disability; religion or belief; gender; gender identity; sexual orientation; financial and employment status. Positive action will be taken to ensure that unlawful discrimination does not occur.

Effective procedures are in place to deal with complaints.

Park Education and Training Centre recognises that all areas of its activities will be involved. All staff, apprentices and visitors are expected to behave in a manner, which is consistent with the Centre's policy.

PETC is committed to the provision of equality of opportunity for all apprentices .

In the provision of equal opportunities, PETC realises and accepts its responsibilities under the law with regard to unfair discrimination, and is committed to fostering a discrimination free environment within which individuals will feel free to disclose relevant circumstances.

PETC staff have a legal responsibility and a personal duty of care beyond the letter of the law for the practical application of this policy.

Discrimination on account of ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical or mental ability, thinking styles, experience or education will not be shown against any person in determining whether he or she is eligible to be admitted as the student, or during his or her studies. Every possible step will be taken to ensure equality of opportunity.

When choices are made regarding admission to programmes, staff associated with making admissions decisions will admit on merit, recognising the desirability of maximising the diversity of the intake to programmes.

Apprentices are admitted to academic programmes principally for reasons of academic ability, professional and personal experience, their individual motivation, and to promote diversity. Certain programmes are designed for particular categories of apprentices and admissions to such programmes will reflect the programme philosophy. Issues relating to practical implications of a disability are dealt with subsequently.

PETC considers that diversity of backgrounds brings a range of qualities and experience to individual programmes and reflects the broader community in which staff and apprentices operate.

Implementation Framework

Information that is used for academic monitoring or other purposes shall protect an individual's privacy and provide the basis for the provision of effective support for disabled apprentices, or to ensure health and safety.

At induction, apprentices will be informed by the programme leader about the systems of support available to them.

Transparent procedures will be used during all selection interviews, tests and assessments so that individuals are not disadvantaged.

Selection criteria will be kept under review to ensure that individuals are treated only based on the programme requirements as appropriate and on their relevant academic, professional and personal capabilities.

Work tasks, patterns and facilities will be arranged wherever possible, within the constraints of the business and its operations, to support those individuals with particular identified needs. Flexible approaches to enabling alternative means of participation (e.g. the on line learning platform) where physical access is impossible or unreasonably difficult will be adopted).

Staff development relating to diversity awareness/equality will be provided for all staff.

Appropriate staff will receive information about any particular needs of apprentices in a clear and timely way.

PETC's equality and diversity policy is supported by the following UK legislation:

- Human Rights Act 1998
- Employment Act 2002
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion of Belief) Regulations 2003
- Civil Partnership Act 2004
- The Equality Act 2010
- Sex Discrimination Act 1975
- Race Regulations Act 1976 (Race Relations Amendment Act 2000)
- Disability Discrimination Act 1995



- The Protection from Harassment Act 1997
- Gender recognition Act 2004
- Disability Act 2005

We also obtain pertinent information from the following websites during the implementation of the above policy at PTEC.

- www.eoc.org.uk
- www.cre.gov.uk
- www.drc-gb.org.uk
- www.agepositive.gov.uk

Race Equality Statement

Park Education and Training Centre will treat all employees and apprentices with respect and dignity and seeks to provide a positive working and learning environment free from racial discrimination, harassment or victimisation.