

Document Name:	Student Equal Opportunities and Diversity Policy
Document Type:	Policy

Version Date:	March 2023	Review Date:	March 2026
Department:	Centre Management	Document Author:	People Services

Approval Route:	Centre Manager
Approval Date:	June 2020
Who has been consulted:	N/A
Equality Assessment Completed:	N/A
Version:	8

Document Information

Scope: Preston Vocational Centre is committed to eliminating discrimination and encouraging diversity within the Centre. Our aim is that our Students will be truly representative of all sections of society and each learner feels respected and able to give of their best.

Key Objectives: To that end the purpose of this policy is to provide equality and fairness for all and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All Students will be treated fairly and with respect. Selection for training will be on ability. All Students will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment

1. To create an environment in which individual differences and the contributions of all our Students and Staff are recognised and valued.
 - Every Student is entitled to a training environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
 - Training, development, and progression opportunities are available to all Students.
 - Equality at Preston Vocational Centre is good management practice and makes sound business sense.
 - We will review all our training delivery practices and procedures to ensure fairness. Breaches of our equality policy will be regarded as misconduct and could lead to further action being taken. This policy is fully supported by senior management and the Board of Directors.

Preston Vocational Centre as a Service Provider

2. In all programmes, initiatives, projects, and activities including the ESF provision, Preston Vocational Centre will seek to publicise and promote the concept of equality of opportunity with all our partners and stakeholders.

Schools, Colleges, and other subcontractors

3. Schools, Colleges, and other clients will be expected to have an Equal Opportunities and Diversity Policy and ensure that selection to and participation in Preston Vocational Centre activities conforms to these Equal Opportunities policies. In addition, schools, colleges, and other clients will be expected to confirm in writing annually, by means of a Service Level Agreement, which they adhere to the above.

Employers and other partners

4. Employers and other partners will be expected to adhere to all relevant Equal Opportunities and Diversity Legislation and will be expected to work with the Preston Vocational Centre to actively confront discrimination and stereotyping.

Where an organisation does not have an Equal Opportunities and Diversity Policy then they should refer to the Preston Vocational Centre policy.