

## **Anti-Bias and Anti-Discriminatory Practice**

Portland Training is committed to both the principle and the practice of equal opportunities. This means that all learners are welcomed and valued and given every encouragement to develop their skills, knowledge and learning ability to their maximum potential regard less of race, gender, sexuality, class, disability or learning needs.

We would like all members of our community to be treated with respect and the company is completely opposed to all forms of racism, sexism and discrimination of any kind. We wish to promote good relations between people from different backgrounds and circumstances. We value the variety of language and experiences which enrich our training organisation.

Any examples of discriminatory behaviour will be dealt with under the company's disciplinary procedure.

All teaching and learning strategies will promote anti-discriminatory practice and the resources used will reflect our community.

### **Disability Statement**

We have written this statement to help you decide if we can provide the right sort of support to help you to succeed on your training programme.

At Portland Training we want you to be successful! We welcome learners with disabilities and this statement shows how we can help. We can only help if we know what is best for you, so come and talk to us to find out just how much we can do for you.

What is a Disability?

A disability is a recognised mental or physical impairment, which has a long term and substantial, adverse effect on the ability to carry out normal day to day activities.

Disabilities include physical; sensory (such as deafness and blindness); learning difficulties; dyslexia; mental health difficulties (e.g. depression); and a range of medical conditions (e.g. epilepsy and diabetes, long term illnesses).

If during your programme you feel that you have some special requirements that have not been identified, please contact your Assessor in the first instance. However if you would prefer, you can contact the Head Office.