

## **Equality and Diversity**

### **What does Equality and Diversity mean?**

Portland Training aims to create learning conditions where all learners are treated on the basis of their merits, abilities, learning style, learning needs and potential without regard (except where the law makes special provision) to their:

- Ethnic/national origin
- Culture
- Gender
- Marital status or family circumstances
- Disability or any learning difficulty
- Unrelated criminal record
- Socio-economic background
- Religious or political beliefs/opinions
- Age
- Sexual orientation

Nobody should be denied a fair chance of success by the actions of others. All of us have a responsibility to ensure that people are treated fairly, with respect and dignity.

Portland Training will support any learner or staff member who is subjected to discrimination, harassment or bullying and we will discipline those who do discriminate unlawfully or who harass or bully others through our company procedures.

### **What are your rights?**

Under Portland Training's **Equal Opportunities Policy** you have the right to:

- Be treated fairly throughout all aspects of your contact with Portland Training
- Be treated with respect and dignity by all members of Portland Training
- Learn in an environment which is free from discrimination, bullying and harassment and is supportive of equal treatment of all and conducive to learning and sensitive to your needs

**If you do feel that you are being treated unfairly you should discuss this with your assessor or contact Portland Training's Equality and Diversity Officer:**

**Terri McGregor Tel: 0114 2055515**

**E-mail: [terri.mcgregor@portlandtraining.co.uk](mailto:terri.mcgregor@portlandtraining.co.uk)**

**or**

**[Terri.mcgregor@portlandtraining.co.uk](mailto:Terri.mcgregor@portlandtraining.co.uk)**