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## Policy of Equality and Diversity

Plastech supports the promotion of equality and diversity for all who work and learn within our learning environment. We recognise our responsibilities under the Equality Act 2010 including the protected characteristics of *Age, Pregnancy and Maternity, Sex, Disability, Marriage and Civil Partnerships, Race, Religion or Belief, Gender Reassignment and Sexual Orientation*, and are committed to meeting them in full. We respect and celebrate diversity within our community and are committed to providing an environment which ensures that all learners and staff are treated with dignity and respect. To achieve this, we seek to prevent behaviour which does not comply with the spirit of Equality and Diversity.

Any form of harassment or inappropriate behaviour which causes offence, whether intentional or not, will be treated seriously.

We seek not only to eliminate discrimination, but also to create a working and learning environment based on positive relations between members of different racial groups. All current and potential employees, learners, trainers, contractors and visitors will be treated with respect and dignity within a culture where diversity is valued.

We aim to create a positive inclusive ethos where issues of racism, stereotyping, prejudice and discrimination can be discussed openly. Where there is a shared commitment to challenging and preventing racism and discrimination. Where respecting diversity and difference is encouraged and where there are good relations between people of different groups.

We aim to create opportunities for learners and staff to achieve their personal goals. To achieve this we work to provide a learning environment, which supports the learning needs of all individuals including those with disabilities and/or learning difficulties and to explain what facilities and support is available to employees with disabilities.

Policy and practice will be reviewed annually.

Authorised by:



**Rebekah Meadows**  
**Managing Director**  
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## Document Control Record

Date of Issue	Version Number	Reason for Re-issue	Person Amending
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