

Equality and Diversity Policy

Petty Pool has a commitment to promote inclusion, challenge discrimination and value and celebrate the diversity of its staff, students, and visitors. The Trust accepts its legal responsibilities and welcomes people of all ages, gender, races and ethnic origin, sexual orientation, disability, or any other criteria not specifically related to potential, skill, or ability.

Petty Pool seeks to provide and promote access to opportunities in a safe and supportive environment in which everyone, both students and staff, can study, work, and develop social skills to the best of their ability.

Petty Pool welcomes full and effective consultation with students, tutors, carers, and other professionals on matters of equality and diversity. Our aim is to be proactive rather than reactive. Staff and students work to create a climate in which everyone, including visitors, is treated with fairness and respect. We will promote community co-hesion in all our activities.

It is the intention that students and staff be treated with fairness and respect. At the heart of the policy is the belief that the environment we provide will value every member of the community and encourage people to treat each other with dignity.

Elements of Equality and Diversity are delivered to students as part of their academic curriculum. Other issues are discussed in group tutorial, or, if more appropriate in a one to one situation. Tutors and non-teaching staff will always take time to discuss with individuals or groups of student's appropriate behaviours and to explore attitudes and prejudices in an appropriate way.

In relation to staff, the policy and practice of the Trust requires that all the staff are afforded equal opportunities within employment, and that entry into employment with the Trust and the progression within employment will be determined only by personal merit, (and the application of criteria which are related to the duties of each particular post and the relevant salary structure.)

In all cases, ability to perform the job is the primary consideration. Subject to statutory provisions, no applicant, member of staff or student will be treated less favorably than another because of any '**Protected Characteristic(s)**' applicable specifically to them.

Petty Pool will not tolerate any form of behavior or activity that discriminates on the grounds of gender, marital status, family responsibilities, sexual orientation, colour, race, nationality, religious belief, ethnicity, disability, age and / or unrelated criminal convictions.