Performance Through People

Equality & Diversity Policy Statement

PTP is committed to Equality & Diversity in every aspect of our business. We recognise the valuable and enriching contribution which people with a range of experiences can bring to the life and development of the company.

We will:

- ✓ Make full use of the expertise and resources of its employees and subcontractors to ensure that all users of our services, delivered directly or indirectly, are guaranteed the same opportunity.
- ✓ Provide equality and fairness for our staff, learners, subcontractors and service users by creating an environment in which individual differences and contributions of our staff are recognised and valued without intimidation.
- ✓ Ensure that we develop procedures and practices which do not discriminate on the grounds of gender, race, disability, sexual orientation, gender reassignment, religion or belief, age, marriage & civil partnership and pregnancy & maternity (known as the protected characteristics).
- ✓ Encourage diversity and our aim is to have representation of all sections of society working within PTP.
- ✓ Implement and monitor an E&D improvement plan, seeking to eliminate unlawful and unfair discrimination and promote positive action and thus, ensure that staff, at every level, have a responsibility to adopt and embrace the policy.
- ✓ Aim to improve the economic prosperity of the area, which is made up of multi-racial, multi-ethnic and multi-cultural communities.
- ✓ Ensure that the Equality & Diversity Policy is maintained and supported by raising awareness with our staff, learners, employers and subcontractors.

Rob Colbourne
Managing Director

Version 1.5 Sep 12