

Poultec Limited is committed to treating all learners fairly. By adopting this policy and rigorously enforcing it we ensure that no learner is discriminated against. The company's equal opportunities policy is based upon the Equality Act 2010 which provides protection from discrimination for the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

This Equality and Diversity Policy covers all members of our staff and learners and describes Poultec's commitment in creating an inclusive environment where people are treated with dignity and respect and where we anticipate and respond positively to different needs and circumstances so that everyone can achieve their potential.

We are committed to promoting and advancing equality of opportunity, not only because it is an important part of the mission, vision and values of Poultec, but also because, by attracting and retaining the most diverse range of talented people as learners, staff and partners, we will ensure our future success. This extends to taking a pro-active approach to seeking opportunities supporting the Poultec's Equality and Diversity ethos. We actively engage with our employers to spread the ethos of this policy to their organisations and support them in providing inclusive environments for our learners to work in.

We welcome students and staff from all backgrounds and value and actively celebrate the benefits that diversity and difference bring to Poultec and our society. Poultec raises awareness of equality and human rights, promotes diversity and combats all forms of inequality, disadvantage, prejudice, unfair discrimination, harassment and mistreatment within. We believe that all forms of prejudice and unfair discrimination are unacceptable and are committed to creating a safe environment for all students and staff.

Additionally, Poultec is committed to working to the spirit of anti-discrimination legislation - not just the letter of the law.

In order to maximise the effectiveness of this policy, Poultec ensures that:

- All staff are familiar with the equal opportunities policy
- Course work does not contain any material of a discriminatory nature
- Language in all written and spoken communication is neutral, avoiding insensitive terms and stereotyping
- Those delivering courses are aware of their responsibility in ensuring that individual candidates are not harassed in any way
- Discrimination of any type is not tolerated in any learning environment in which Poultec Staff operate

- Employers are engaged and best practice is shared via regular targeted updates
- Rights and Responsibilities

Poultec recognises its responsibilities as an employer and supplier of training solutions and will constantly monitor and update where necessary its equal opportunities policy.

This policy has direct implications for all other Poultec policies. We believe that delivering Equality and Diversity is one crucial strand of our approach to overall quality improvement and we place it at the very heart of everything we do.

Anyone who comes into contact with Poultec, external or internal customers, will benefit from this policy. All members of our staff and learners are subject to this policy. The policy is also binding on our external contractors, employers and other partners that the Poultec collaborates with. The policy applies to all sites and premises belonging to Poultec or used by Poultec for carrying out its functions. The Directors and Senior Management Team take the lead in ensuring the policy is implemented.

The Equality and Diversity policy is reviewed by Senior Management Team on an annual basis, or earlier if required.

Specific Duties

Poultec will produce a full Equality, Diversity and Inclusion report on an annual basis which will include an action plan and key objectives which will be reviewed by the Senior Management Team and shared with all staff

All Poultec staff will complete annual equality, diversity and Inclusion refresher training

All learners will be provided with training and resources to improve their understanding of equality and diversity and this will be monitored and reiterated through their training programmes.

The commitment of all members of the Poultec's community is required to make the policy a success. Failure to comply with this Policy by staff or learners will be investigated under Poultec's disciplinary procedure for staff and students.



Edward Bales
Managing Director
2nd September 2024

Policy Review	This policy will be reviewed annually by the Senior Management team or when there are changes in the workplace such as new tools, systems or conditions.
Approval Dates	This version takes effect from: 2 nd September 2024