

Petroc's Equality, Diversity and Inclusion Vision & Objectives

Petroc is passionate about the value of people and all that they bring, diversity is welcomed and enriches our organisation.

Petroc is committed to challenging inequality and celebrating diversity to achieve the following vision:

- people achieve their own potential and a good quality of life;
- everyone can access our services, facilities or information;
- there is customer involvement and influence in decision-making, planning, policy and service delivery;
- people have trust and confidence in us to report incidents of abuse or discrimination;
- our community, at all levels, is supported and broadly reflects the local diversity.

Petroc believes an environment free from discrimination and equality of opportunity are basic rights.

Under the Equality Act 2010, as a public authority, we have legal duties to:

1. Eliminate discrimination, harassment, victimisation and any other prohibited conduct;
2. Advance equality of opportunity;
3. Foster good relations between people;
4. Publish objectives to demonstrate how we will meet 1-3 above and publish information on our performance and how people are affected by our policies and practices.

The duties apply to nine 'protected characteristics':

- age
- disability
- gender reassignment
- marriage and civil partnership (in relation to point 1 at work)
- pregnancy and maternity
- race
- religion and belief
- sex
- sexual orientation.

Petroc acknowledges and welcomes its legal duties and uses the legislation and national guidance as a framework to continually improve its services.

Our EDI Objectives

1. We will deliver specific training in the strands of all protected characteristics to all staff, including awareness raising around Educational Health and Care Plans (EHCPs), by July 2024.
2. We will commit to the Dying to Work Charter by the 31 December 2020, to demonstrate the College's ongoing commitment to supporting staff with terminal illnesses.
3. We will seek to partner with a College in a diverse city/town, to provide opportunities for our staff and students to experience a more diverse community by July 2024.
4. We will seek to ensure our approach to supporting the LGBT agenda is consistent across our campuses and that LGBT History month in February is harnessed to raise awareness with both staff and students of LGBT matters.