



## EQUALITY AND DIVERSITY POLICY

PRO Phlebotomy Training are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures.

We are also committed to promoting equality and diversity within the company.

This applies to our professional dealings with clients, staff, Learners, third parties, and all other stakeholders.

We shall treat everyone equally and with the same attention, courtesy and respect regardless of:

- Sex (including marital status, gender reassignment, pregnancy, maternity and paternity); <sup>[[L]]</sup><sub>[[SEP]]</sub>
- Sexual orientation (including civil partnership status); <sup>[[L]]</sup><sub>[[SEP]]</sub>
- Race or racial group (including colour, nationality and ethnic or national origins);
- Religion or belief; <sup>[[L]]</sup><sub>[[SEP]]</sub>
- Age; <sup>[[L]]</sup><sub>[[SEP]]</sub>
- Caring responsibilities; <sup>[[L]]</sup><sub>[[SEP]]</sub>
- Disability.

If you feel your assessment may be unfairly effected by any of the above, please let the PRO Phlebotomy Training Centre know, so that we may make any reasonable adjustments or special considerations to meet your individual needs.

Please refer to our Access to Fair Assessment Policy for more details. This policy can be downloaded from our website:

[www.PROPhlebotomyTraining.co.uk/AccessToFairAssessment.pdf](http://www.PROPhlebotomyTraining.co.uk/AccessToFairAssessment.pdf) or copies can be requested from the PRO Phlebotomy Training Centre on 01332 380 777 or by emailing [info@PROPhlebotomyTraining.co.uk](mailto:info@PROPhlebotomyTraining.co.uk). (Document reference: **PP-004-FAP**)

### Recording

**PP-004A-FAF** - Track and record reasonable adjustments and special measures.

**PP-004B-PLF** - Track and record any applicable prior learning. <sup>[[L]]</sup><sub>[[SEP]]</sub>



## REVIEWING THIS POLICY

### Contacts

If there are any queries about the contents of the policy, please contact the PRO Phlebotomy Training Centre on 01332 380 777 or by emailing [info@PROPhlebotomyTraining.co.uk](mailto:info@PROPhlebotomyTraining.co.uk).

### Reviews

The Senior Management Team reviews this policy at least annually during the bi-annual Service Review Meetings.

**Last reviewed: October 2022**

### Declaration

This policy has been reviewed and approved by the Senior Management Team:

SIGNED:		DATE:	23/10/2022
NAME:	Kim Cockerham	POSITION:	Training Centre Manager