

Equality and Diversity Policy

1 General

- 1.1 Skills and Education Group Awards¹ is committed to Equality, Diversity and Inclusion and endeavours to ensure, through its policies, procedures and actions that all centres² and learners are treated fairly and according to their individual needs.
- 1.2 All centres applying for centre recognition and qualification approval are expected to have a clear commitment to equality and diversity through their own policies and procedures.
- 1.3 We will consider applications from all organisations and will not discriminate against type or size. We will judge a centre's application for approval on its ability to deliver, assess and quality assure our units, qualifications and standards.³
- 1.4 Through our policies and procedures our Qualifications Development and Assessment Team works to develop qualifications and assessments that promote fair access to all.
- 1.5 Access to our assessments and qualifications is open to all including groups protected by equality legislation - age⁴, disability⁵, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

2 We aim to ensure that:

- 2.1 through the development of our qualifications, unit content and assessment method and application are non-discriminatory and cater for the widest diversity of learners;

¹ ABC Awards is a brand of Skills and Education Group Awards, a recognised awarding organisation and part of the Skills and Education Group. Any reference to ABC Awards, its registered address, company or charity number should be deemed to mean the Skills and Education Group Awards.

² A 'centre' in the context of this document applies to organisations, whether a training organisation, educational institution or employer, that deliver qualifications and / or assessments to individuals and as such have a duty of care with respect to the individual as a learner.

³ Cf. Centre Recognition Policy

⁴ Except where health and safety considerations dictate a minimum age

⁵ Except where competence standards need to be taken into consideration

2.2 the style and language of our documentation do not reflect stereotyped or biased attitudes or support discrimination against any group including those referred to in paragraph 1.5 above;

- 2.3 our Quality Assurance Moderators, External Moderators, Examiners, End Point Assessors, Invigilators and Quality Auditors apply non-discriminatory practice;
- 2.4 our centres ensure that no learner is subjected to unfair discrimination on any grounds in relation to access to our units / qualifications and assessment activity;
- 2.5 our centres have effective learner complaints, enquiries and appeals procedures.

3 We will apply its policy:

- 3.1 through monitoring qualification content, assessment criteria, rules of combination and assessment materials, assessment methods and systems;
- 3.2 in the selection and actions of all those working on our behalf;
- 3.3 in the verification and evaluation of assessment;
- 3.4 by offering special arrangements to learners⁶, who as a result of disability may not be able to fully demonstrate their abilities in prescribed assessment situations, provided that this does not unreasonably affect the standards and outcome of the assessment;
- 3.5 by regularly consulting centres and learners regarding any specific needs;
- 3.6 by monitoring all complaints, enquiries and appeals that may suggest discriminatory practice.

4 Quality Assurance

- 4.1 This policy is reviewed annually to ensure it continues to meet our needs and those of our customers, the Regulators⁷ and current legislation.

⁶ Cf. Access to Assessment Policy

⁷ Which may include Ofqual in England; Qualifications Wales; CCEA in NI; ESFA; IfA