



Equality Policy

Aim: All learners should have equal opportunity to access our qualifications and assessments, and our qualifications should be awarded in a way that is fair to every learner.

We are committed to:

- Ensuring the accessibility of the qualifications that we provide.
- Ensuring equality of opportunity for learners to access our internal and portfolio assessments.
- Ensuring fairness in our application of access arrangements.

In practice this means that:

1. Learners with a protected characteristic, when they are undertaking one of our qualifications, are neither advantaged nor disadvantaged in comparison to learners who do not share that characteristic.
2. All learners achieve the recognition they deserve from undertaking a qualification and that this achievement can be fairly compared to the achievement of their peers.

By doing this we intend to fulfil our duties to:

1. Take reasonable steps to avoid a disadvantage to a disabled person caused by a provision, criterion or practice.
2. Take reasonable steps to avoid a disadvantage to a disabled person caused by a physical feature.
3. Take reasonable steps to avoid a disadvantage to a disabled person by providing or allowing for an auxiliary aid.

Specifically we will achieve this by measures such as:

1. Ensuring Equality throughout the process of developing specifications.
2. We will never reject a request relating to access to our qualifications that we receive, except where acceptance of the request is not logistically possible or where acceptance would undermine the criteria for the assessment.
3. Applying the Fair Access by Design guidelines created by QCDA and now maintained by Ofqual.
4. Examining and monitoring data relating to candidate achievement in order to detect accidental bias.
5. Fulfilling our obligation to meet the access arrangements requested for our learners in a way that does not disadvantage either them or their peers.

This policy will be reviewed every 12 months by the Principal of College.