

RECAO

Policy Document

Equality and Diversity  
Policy

## **RECAO Equality and Diversity Policy and Form**

### **Regulatory Requirements -General Conditions of Recognition: Condition D2**

#### **Purpose**

This policy aims to ensure that unlawful or unfair discrimination, whether direct or indirect, is eliminated both in access to and assessment of its qualifications and that equality of opportunity is promoted. Where it is reasonable and practical to do so, it will take steps to address identified inequalities or barriers that may arise.

#### **Introduction**

RECAO is committed to eliminating discrimination and encouraging diversity. This policy is to provide equal opportunities and will also take every action possible to avoid discrimination on the grounds including gender, marital status, colour, age, racial origin, creed, nationality, disability or social background.

#### **Scope**

This policy applies to all RECAO Awarding Body staff and RECAO Centres.

#### **Qualifications**

RECAO aims to ensure that unlawful or unfair discrimination, whether direct or indirect, is eliminated both in access to and assessment of its qualifications and that equality of opportunity is promoted. Where it is reasonable and practical to do so, it will take steps to address identified inequalities or barriers that may arise.

RECAO will consult as appropriate with relevant Learners and/or their representatives to ensure that there are no barriers to entry to units and qualifications it develops and/or offers. The nature of any barriers will be stated and the inclusion of the requirements that create the barrier justified only and explicitly in terms of the integrity of unit or the qualification. Any details of how the effect of any barriers will be mitigated, including using access arrangements, including reasonable adjustments, will also be recorded, as required.

Access to and progress in RECAO qualifications shall be connected solely with individuals' merits, abilities and potential; RECAO therefore insists that an RECAO Centre operates, monitors and reviews its diversity and equality policy. Records must be available to the Centres Manager upon request.

#### **RECAO Centres**

Centres are encouraged to contact their Quality Manager for advice on how to build on best practice, especially concerning Learners with particular assessment requirements. Quality Managers will monitor the impact of the Centre's diversity and equality policies and practice on Learner registration and completion.

RECAO will collect data to allow it to monitor and evaluate compliance with the requirements set out.

#### **Monitoring and Review**

Use of this procedure will be monitored annually to ensure the procedure and its approach remains fit for purpose.

