

REC PROFESSIONALS ACCREDITED CENTRE

Policy Document:

Equality and Diversity Policy

Dated: June 2020

The REC Professionals Accredited Centre (known as REC Professionals Centre) role is to successfully deliver qualifications certificated by REC's Awarding Organisation (RECAO).

As part of our commitment to quality standards and therefore protecting our learners, RECAO ensures that any regulatory requirements imposed upon us are met. REC Professionals' policies are integral to our approach and articulate in a consistent way how we meet our regulatory requirements. These are reviewed annually to ensure they remain fit for purpose.

Equality and Diversity Policy

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 RECAO qualifications and that equality of opportunity is promoted. Where it is reasonable and practical to do so, REC Professionals Centre will take steps to address identified inequalities or barriers that may arise.

Introduction

REC Professionals Centre 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 REC Professionals Centre staff.

Qualifications

REC Professionals Centre 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 offers. The nature of any barriers and the inclusion of the requirements that create the barrier justified only and explicitly in terms of the integrity of the unit or the qualification. Any details of how the effect of any barriers will be mitigated, including using access arrangements and reasonable adjustments, will also be recorded, as required.

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

Monitoring and Review

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