



Part of the
Enginuity Group

Equality Policy

Excellence, Achievement and Learning (EAL) Ltd

Equality Policy	
Applies to:	Centres, Learners, EAL staff, Associated Third Parties
Effective from and replaces all previous policies prior to:	23 October 2020
Owned by:	Governance and Assurance Team
Reviewed and monitored by:	Compliance Officer
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Changes to specific sections of this document from the previous version are listed below				
Version No.	Section Reference	Summary of Changes	Author	Date
2	Whole document	Template update	JD/CB	15.10.20



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Equality Policy

1. Summary and Scope

This policy is aimed at our customers, including learners, who are delivering/ enrolled on or have taken an EAL approved qualification or unit, as well as our staff who will be carrying out various qualification development and delivery activities for EAL.

It sets out our intention to deliver a service and range of qualifications that are fair, accessible and do not include any unnecessary barriers to entry and demonstrates commitment to equality of opportunity for all.

EAL takes its commitment to equality and diversity seriously. We believe in achieving excellence through recognising the value of every individual and this is why we embrace equality and diversity legislation and best practice.

2. Centre's Responsibility

It is important that centre staff involved in the delivery of our qualifications, and learners, are aware of the contents of this policy (e.g. via their induction when first embarking on EAL's qualifications).

3. Areas Covered by The Policy

EAL Staff

EAL commits to incorporating specific and relevant duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff.

EAL will provide equality training and guidance as appropriate to our staff; including as part of staffs' induction training as well as further on-going courses as identified via our internal staff performance review arrangements

Qualification Development

EAL will ensure that there are no unnecessary barriers to entry to units and qualifications we develop and deliver, other than those directly related to the integrity of units or qualifications.

Should such barriers be identified they will be either removed and/or kept if they are indeed justified (e.g. due to legal requirements that may state users of a certain age can undertake a specific job role/qualification). All such outcomes, including how any barriers will be mitigated, will be recorded in accordance with our qualification and unit development arrangements.

We will also make every practical effort to ensure that materials, services and facilities are not only free from bias but will also support employees, approved centres and learners in maximising employment and personal development and achievement opportunities.

Centres

EAL expects its centres to enable candidates to have equal access to training and assessment for qualifications in line with the Equality Act 2010 and protected characteristics. Assessment must similarly be undertaken without discrimination. In essence, centres must deliver our qualifications and units in accordance with relevant Equalities Legislation.

Centres are required to have in place a policy to ensure that such discrimination does not occur either directly, indirectly or as a result of pressure from other bodies. This policy should apply to all satellites and there should be arrangements in place to monitor its application and effectiveness.

4. Monitoring the Success and Relevance of Our Arrangements

EAL is committed to complying with all current and relevant legislation in relation to the development and delivery of our qualifications and, which at the time of writing includes, but is not limited to the Equality Act 2010.

As part of the learner registration and certification processes for qualifications and units, EAL will collect information on diversity, requests for reasonable adjustments / special considerations, access arrangements and feedback from learners, centres and other stakeholders.

We will also collect and monitor feedback from centres and learners gathered through our centre monitoring arrangements.

All relevant issues identified that suggest our provision or services may have necessarily impacted on learners, or any feature of a unit/qualification that has disadvantaged a group of learners who share a particular characteristic, will be reported back to our Head of Governance & Regulation who will be responsible for ensuring that relevant staff introduce, as appropriate, amendments to provision and/or services where necessary and in accordance with our documented procedures for developing and reviewing units and qualifications.

Details of any issues identified and changes made as a result of these will be stored within EAL and made available to the qualification regulators upon request.

5. Contacts

If you have any queries about the contents of the policy, please contact our Customer Experience Team by telephone on: 01923 652400, via email at customer.experience@eal.org.uk or via post to:

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