



# **Diversity & Equity Policy**

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V0.1	12-2024	Final review and approval by Executive Team

## 1. Introduction

At UK Awards, we are committed to promoting and advancing diversity and equality in all aspects of our operations. Our policy ensures that fairness, inclusivity, and accessibility are embedded in our qualifications, assessments, and interactions with stakeholders.

### 1.1 Purpose

This policy outlines our commitment to fostering an inclusive environment where all individuals have equal opportunities, free from discrimination. We adhere to legal requirements under **the Equality Act 2010** and actively work to eliminate discrimination based on age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, and sexual orientation.

### 1.2 Scope

This policy applies to all external stakeholders, including learners, training providers, centres, and employees engaging with UK Awards. It ensures that our products, services, and assessments uphold the highest standards of fairness and equality.

### 1.3 Responsibilities/Duties

All stakeholders, including training centres, subcontractors, and staff, must understand and adhere to this policy. Centres are expected to uphold diversity and equality principles in their operations, ensuring that all learners and staff receive fair treatment.

### 1.4 Definitions

- **Diversity:** The practice of including individuals from a wide range of backgrounds and perspectives.
- **Equality:** Ensuring individuals or groups are not treated unfairly or discriminated against.
- **Reasonable Adjustments:** Modifications to assessments, learning, or workplace settings to accommodate individuals with disabilities or other needs.

### 1.5 Location

This policy is available on the UK Awards website and can be accessed by all stakeholders.

## 2. Our Aims

At UK Awards, we aim to:

- Promote diversity and equality in all products and services.
- Ensure that assessment and learning opportunities are accessible to all learners.
- Eliminate unlawful discrimination, harassment, and victimisation.
- Develop materials and assessment methods that are free from bias.
- Support centres in implementing effective equality and diversity policies.
- Ensure reasonable adjustments are made for learners with additional needs.
- Regularly review qualifications to ensure accessibility and fairness.
- Uphold fair and objective assessment practices.

### **3. Implementation and Dissemination**

- This policy will be published on the UK Awards website and shared with all approved centres.
- Training and guidance will be provided to all relevant stakeholders to ensure compliance.
- Centres must confirm their adherence to this policy through regular audits and compliance checks.

### **4. Monitoring and Review**

- The policy will be reviewed annually to reflect any changes in legislation, stakeholder feedback, or operational requirements.
- Feedback from learners, centres, and stakeholders will be considered in future revisions.
- Any significant policy updates will be communicated to all stakeholders.

### **5. Data Retention**

This policy does not require the storage of personal data.

### **6. Contact Information**

For further inquiries regarding access arrangements and reasonable adjustments, please contact:

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