

Equal Opportunities Policy Statement

The Academy fully subscribes to the Equality Act 2010, all Establishment and relevant Awarding Bodies Equal Opportunities Policy Statements - and the following specific principles:

- The Academy will ensure open access to Vocational Qualifications and access to assessment regardless of a candidate's racial or ethnic origin, cultural or religious persuasion, sexual orientation, disability, gender, age, dependants, perceived or actual political affiliation, being in full or part time employment, self employment, volunteer or unemployment.
- Assessors and Internal Verifiers appointed by the Academy must have demonstrated equal opportunities practice and will be trained in the full understanding and accurate interpretation of the assessment criteria and assessment requirements by which the equal opportunities practice of candidates will be assessed.
- The Academy is committed to the relaxation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs in relation to candidates not so disadvantaged, provided the action does not reduce the standard, quality and integrity of the assessment. Please see NVQ Academy's Reasonable Adjustments and Special Considerations Policy for more details.
- In formulating the Training, assessment schemes and techniques for Vocational Qualifications, the Academy will make every effort to avoid:
 1. being offensive to members of particular groups
 2. using jargon and language not readily understood by all participants
 3. using ambiguous language or materials
 4. implying stereotyped or biased attitudes
 5. making assumptions of candidates abilities/disabilities
 6. introducing materials and activities which cannot be accessed by all participants
- The Academy will influence and monitor the consistency of criteria and practice of the following to ensure a non-discriminatory approach:
 1. Selection, recruitment and training process
 2. Content and formats of materials used and the production and distribution of information materials to all.
 3. Practices and procedures relating to assessment and the keeping of data relating to the running of the Academy.
- The Academy and the relevant Awarding Bodies fully support the principles of equal opportunities and are committed to satisfying these principles in all their activities.