

Equal Opportunities Policy

Purpose/scope

- There should be equal opportunities for all those wishing to access the qualifications.
- To ensure Pearson qualifications are available to everyone who is capable of reaching the required standards
- To ensure Pearson qualifications are free from any barriers that restrict access and progression

Definitions/terminology

- **Equal Opportunity:** involves enabling access for people who have differing individual requirements as well as eliminating arbitrary and unnecessary barriers to learning. In addition, students with and without disabilities are offered learning opportunities that are equally accessible to them, by means of inclusive qualification design.

Responsibilities

- **Senior Management:** responsible for overseeing that the policy is implemented in line Pearson's expectations.
- **Head of Centre:** Putting actions in place to ensure access to Pearson qualifications to everyone who is capable of reaching standards.

Procedures

- Recruit students with integrity.
- Take account of the support available to the student within the centre during their programme of study and any specific support that might be necessary to allow the student to access the assessment for the qualification.
- Consult Pearson policy documents on students with particular requirements.
- Review Equality of opportunities throughout the learning experience of a student.
- Have an appeals procedure



Equal Opportunities Policy

Aim:

- Ensuring qualifications are accessible to the learners taking our qualifications
- Ensuring equality of opportunity for learners to access our internal assessments
- Ensuring fairness in our application of access arrangements
- Ensure we fulfil our duties under the Equality Act 2010 (UK) and any other equalities legislation relevant locally

In order to do this, the centre will:

- Always consider a request relating to access to qualifications that we receive, except where acceptance of the request is not logistically possible or where acceptance would undermine the criteria for the assessment.
- Monitor and review of equality throughout the process of recruiting and certification of learners.
- Examine and monitor data relating to candidate achievement in order to detect and mitigate accidental bias.
- Strive to improve the accessibility of customer-facing IT systems, or to introduce new systems.
- Fulfil obligation to meet the access arrangements requested for our learners in a way that does not disadvantage either them or their peers
- Have an effective and inclusive appeals procedure

This policy will be reviewed every 24 months by The Exams Officer.