



# **EQUALITY AND DIVERSITY POLICY**

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## **EQUALITY AND DIVERSITY POLICY**

PIABC Limited is committed to equality of opportunity in education and training.

PIABC Limited understands that it has an important role to play in guaranteeing equality of opportunity, both as an employer and as an awarding body.

What do we mean by Equality and Diversity? It means not treating one person less favourably than another or putting a person at a disadvantage by imposing requirements which are harder for some individuals to meet than others.

The Equality Act 2010 prohibits discrimination in employment or in the provision of training and education on the grounds of any of the protected characteristics listed in this act.

The purpose of this policy statement, therefore, is to make clear the commitment of PIABC Limited in preventing discrimination and promoting equality and diversity in all spheres of responsibility. It does so not merely to satisfy legal requirements, social or contractual obligations, but in the belief that such a policy will secure maximum contribution from employees, centres and all personnel who come into contact with PIABC Limited.

### **1. AS AN AWARDING BODY**

PIABC Limited is firmly committed to the principle that all Centres offering its qualifications will have in place an Equality and Diversity Policy that covers its responsibilities as an employer and a deliverer of qualifications in industry.

During the design and development of units PIABC Limited will endeavour to ensure that it mitigates any barriers. This is done by ensuring that the qualifications focus on the subject matter relevant to the industry. Please see "Equality and Diversity Policy for developing credit-based units and qualifications" that covers PIABC Limited's Equality and Diversity policy for design and development units.

Details of how effects of any barriers can be mitigated by PIABC Limited for candidates of its qualifications can be found in its "*Assess to Assessment: Arrangements for Candidates Needing Reasonable Adjustments, Special Considerations and/or Extenuating Circumstances in the Assessment Process*" document.

All centres must aim to provide an environment free from discrimination and harassment which results from the protected characteristics as laid down by the Equality Act 2010. Centres must show how this is embedded in their centre culture.

Centres are obliged to provide a safe working environment for disabled people and ensure, where possible, disabled persons are provided with equipment and facilities to enable them to carry out their duties. Centres are obliged to review, periodically, the duties and responsibilities of disabled learners and employees in the light of any changes in their condition.

Centres are obliged to recruit, train, and promote employees/potential employees on the basis of ability and the requirements of the job.

The Centre will have regard to all appropriate legislation especially The Equality Act 2010. The Equality Act 2010 replaced The Equal Pay Act 1970, The Race Relations Act 1976, The Sex Discrimination Act 1975; The Disability Discrimination Act 2004; The Employment Equality (Religion or Belief) Regulations 2003; The Employment Equality (Sexual Orientation) Regulations 2003; The Employment Equality (Age) Regulations 2005; and The Equality Act 2006.

Legislation will be monitored for amendments and/or new legislation on a yearly basis.

To this end Centres must have in place methods to show PIABC Limited that:

- they actively oppose inequality, discrimination, harassment, and oppression.
- their Equal Opportunities Policy is reviewed, monitored, and updated on a regular and systematic basis.
- that employees have access to this policy and all related policies.
- that learners are informed and have access to their centre's Learner Equal Opportunities Policy and all related policies/procedures.

Equality and diversity compliance will be examined as part of the centre annual monitoring.

Where problems are identified within a Centre an action plan will be agreed and monitored.

## **2. AS AN EMPLOYER**

PIABC Limited is a regulated awarding body and the provisions and obligations of the PIABC Limited's Equality and Diversity Policy applies to all PIABC's employees.

PIABC Limited recognises that it also has a particular responsibility to protect the rights of staff under this policy against abuse by other personnel working at the PIABC Limited and also from visitors.

To support the implementation of PIABC Limited's policy, a range of additional policies and procedures are available which help to embed the principles of equality of opportunity in all employees.

These additional policies/procedures cover: staff recruitment and selection, employee induction, staff development, appraisals, staff disciplinary and grievances, and disability.

Internal staff will have appraisals each year where training needs are identified. Suitable training is then identified and attended to address any professional development needs. Staff will have regular meetings (approximately monthly) where issues are raised, discussed, and resolved.

## **3. VISITORS**

Our visitors do not suffer detriment, disadvantage, or unequal treatment. An environment is provided in which visitors are treated with consideration, dignity and respect, free from harassment or intimidation (N.B. 'harassment' being defined as any action, behaviour, comment or physical contact which is found objectionable, or which causes offence).