

Equality, Diversity and Inclusion Policy

Purpose of the policy

This policy sets out ESB's approach to equality, diversity and inclusion. ESB is committed to making this policy fully effective in relation to its employees, contractors and learners and takes advice, where appropriate, from the Equality and Human Rights Commission and other sources. This policy should be read in conjunction with ESB's [Reasonable Adjustments and Special Considerations Policy](#).

Policy introduction

ESB adheres to the framework of equality, diversity and inclusion legislation within the UK including **The Equality Act 2010**. The Act covers "protected characteristics", which cannot be used as a reason to treat people unfairly. The "protected characteristics" are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

Section 53 of the Act refers specifically to awarding organisations, requiring them not to discriminate, harass or victimise a person in relation to the conferment or withdrawal of a qualification.

ESB recognises its legal and moral responsibility to ensure everybody using its services is treated fairly, with respect and with dignity. All ESB staff and contractors are required to comply with The Equality Act 2010 and support equality and diversity, both in spirit and in practice. ESB is committed to the prevention of discrimination on any grounds which are not appropriate to good employment or learning practice. ESB actively promotes equality, diversity and inclusivity in the access and entitlement to its services.

ESB's commitment to equality, diversity and inclusion

ESB qualifications are suitable for a diverse range of learners. ESB is committed to removing barriers to learning and accessing its products and ensuring equality of opportunity and inclusion for all its learners. ESB's ['Reasonable Adjustments and Special Considerations Policy'](#) and product

specifications describe the procedures for entering candidates with particular assessment requirements. ESB has an appeals procedure which conforms to regulatory requirements, details of which are in all policy documents and accessible on the website. Furthermore, if an individual believes that they have been discriminated against, they are asked to follow ESB's Enquiries, Complaints and Appeals Policy which is available to download from the website.

ESB ensures that its qualifications are suitable for as diverse a range of learners as possible. It adheres to regulatory guidance in regards to the development, delivery, assessment and awarding of ESB qualifications to ensure there is no bias in content which might discriminate against or disadvantage any groups of learners sharing a particular characteristic, in terms of language, content or means of assessment, other than those directly related to the purpose of the unit qualifications. If any such feature or barriers are necessary, their nature and the reason or their inclusion are clearly explained.

As part of ESB product review process and qualification review cycle, we will address feedback from our learners, service users and other internal and external stakeholders. This includes, but is not restricted to allegations of unfair bias, access arrangements and requests for reasonable adjustments.

ESB will never reject a request relating to accessibility to its qualifications, except where acceptance of the request is not logistically possible or where acceptance would undermine the validity of the assessment or the reliability of the results criteria for the assessment. ESB fulfils its obligation to meet the access arrangements requested for our learners in a way that does not disadvantage either them or their peers.

Review of the Equality, Diversity and Inclusion Policy

ESB will review this policy annually, to ensure its procedures, products and practices continue to meet legislative and regulatory compliance. If requires, ESB reserves the right to make changes to the policy in line with customer and learner feedback, or in response to individual cases. ESB recognises that the relevant Acts provide only a minimal level of protection, which it will always seek to better.