

## **Equality and Diversity Policy**

1. ASDAN seeks through its policies and procedures to protect the interests of its learners and ensure that they are fairly treated.
2. ASDAN qualifications are developed to promote fair access to all learners.
3. ASDAN complies with the Awarding Organisation General Conditions of Recognition which require it to meet the requirements of Equalities Law in relation to each of the qualifications which it makes available.
4. ASDAN requires its centres to demonstrate a commitment to equality and diversity, and to undertake the delivery of its qualifications in accordance with equalities law.
5. ASDAN therefore aims to ensure that
  - 5.1 the content, assessment criteria and language of its qualifications do not reflect stereotypes or bias, or discriminate or disadvantage any learner;
  - 5.2 its external moderators apply non-discriminatory practice;
  - 5.3 its centres act in compliance with equalities legislation.
6. ASDAN will apply this policy by
  - 6.1 regularly reviewing and monitoring its qualifications;
  - 6.2 acting in accordance with its own staff Equal Opportunities policy;
  - 6.3 monitoring its centres through moderation, auditing procedures, and analysis of data;
  - 6.4 providing and publishing clear arrangements for making reasonable adjustments and special arrangements for all learners;
  - 6.5 consulting regularly with its centres to ensure qualifications continue to meet the needs of learners;
  - 6.6 monitoring all appeals and complaints for suggestions of discriminatory practice;
  - 6.7 keeping up to date with changes in equalities legislation and keeping this policy subject to regular review and amendment.