

Equality, Inclusion and Diversity Policy

Introduction

This policy sets out our commitment to ensuring we adhere to legislation and regulation requirements.

We fully support the principle and practice of equal opportunities and inclusion and oppose all unlawful or unfair discrimination on the grounds of ability, age, colour, culture, disability, domestic circumstances, employment status, gender and gender reassignment, marital/civil partnership status, nationality, political orientation, racial origin, religious beliefs, sexual orientation, social background, or any other grounds or status including pregnancy and maternity.

This policy applies to 1st4sport staff, development partners, external quality assurers, and relevant third parties.

1st4sport commitment

- To ensure that this policy is effectively communicated across the organisation via effective inductions, continuous learning/development activities and the appraisal system.
- To ensure continuous review of the effectiveness of the policy in line with appropriate legislation, taking prompt action to rectify any deficiencies.
- To ensure the policy is current, published, and available to all stakeholders.
- To maintain our commitment to equality, inclusion, and diversity by effectively deploying quality assurance activities, managing risk, and ensuring corrective action where needed.
- To recruit, train and deploy suitable external quality assurers to externally quality assure the delivery of qualifications and end point assessments.
- To ensure the commitment to equality, inclusion, diversity and related access arrangements are communicated across qualification workforces and learners via qualification and assessment materials and information.
- To ensure there are no barriers to the entry to 1st4sport units and/or qualifications and end point assessments other than those included to preserve the integrity of the unit or qualifications/assessments.
- To ensure that the 1st4sport access arrangements via reasonable adjustment are clearly communicated in the qualification/unit/assessment documentation.
- The language we use in our materials is clear, free from bias and appropriate to the target group.

Working with recognised centres and providers

We will work with recognised centres and providers to:

- ensure 1st4sport recognised centres/providers publish and implement Equality, Inclusion and Diversity policies that are no less stringent than that of 1st4sport
- promote fair access to units and/or qualifications and end point assessments ensuring that all recognised centres/providers are encouraged to report allegations of discrimination which are managed via established complaint procedures
- promote fair access to units and/or qualifications, end point assessments ensuring effective handling of all access requests
- promote fair access to units and/or qualifications ensuring all recognised centres and learners are aware the 1st4sport Access Arrangements
- ensure that all processes concerned with assessment are carried out in a fair and objective manner.

Reporting of suspected discrimination

All allegations of suspected discrimination relating to the development, delivery, assessment or awarding of 1st4sport qualifications or end point assessments must be notified to 1st4sport immediately, including any related evidence, via email to centreservices@1st4sportqualifications