

Equal Opportunities Statement (Equality & Diversity)

IBSL has a strong equal opportunities commitment by the nature of its work and mission statement.

Equality & Diversity Vision

To create an environment that is free from discrimination and prejudice and provides equality of opportunity for all concerned.

Commitment

IBSL is committed to giving everyone who wants to gain one our awards an equal opportunity of achieving it in line with current UK legislation or EU directives (for example, recognising restrictions on people who work with children and vulnerable adults). This legislation covers race relations (RRA), sex discrimination (SDA), disability discrimination (DDA), age discrimination. In our commitment to equal opportunities, we:

- Promote practice and procedures that give equal opportunities to everybody regardless of their culture, sex, ability, disability, age, ethnic background, nationality, religion, sexual orientation, marital status, employment status or social class;
- Work towards the removal of processes that discriminate unfairly, and widen access to our awards to include people who are under-represented.

Aims

To meet our commitment, we will deliver:

- advice that is sensitive to the widest possible range of our learners' needs;
- assessments that are based on awards requirements only and do not discriminate against anyone;
- documents that are easily understood by using Plain English and which do not reflect a stereotyped or biased attitude;
- promotional material and material used in assessments that reflect diversity;
- quality assurance processes that are fair and do not discriminate;
- to staff, Board members and committee members regular development activities that review equal opportunities and associated legislation.

We shall also ensure that:

- Whenever a new unit or qualification is in the development stages, consideration shall be taken of current UK legislation or EU directives which such issues as cover race relations (RRA), sex discrimination (SDA), disability discrimination (DDA), age discrimination or any other circumstance that discriminate against or marginalise certain sectors of the population;
- The same consideration shall apply whenever a unit or qualification comes up for review.