



Equality and Diversity Policy

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Policy authorised by Responsible Officer

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1.0 Introduction

The key role of IBT is to secure standards for those qualifications we certificate. As part of our commitment to quality assuring standards we aim to provide guidance and support to help Centres and their learners to achieve learning and development goals. We also ensure that any regulatory requirements are met, and in turn we support centres to meet those requirements.

We review all our policies annually or in response to regulatory changes to ensure that they remain fit for purpose.

2.0 Scope of policy

This policy is aimed at all IBT stakeholders including learners, centres, and other parties involved in any aspect of IBT qualifications and endorsed learning provision.

3.0 Definitions

Equality is ensuring individuals or groups of individuals are treated fairly and equally and no less favourably, specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation and age.

and

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all staff and students.

4.0 Policy statement

IBT are committed to all learners having equal opportunity to access our qualifications, assessment and all products and services. We endeavour to ensure that all our qualifications will be awarded in a way that is fair to every learner. We will ensure that:

- IBT Approved Centres have their own Diversity/Equal Opportunities Policy, to ensure that all learners and those who have responsibility for the recruitment, teaching and the assessment of these learners, can enjoy a positive learning environment whilst at the same time safeguarding the integrity of our qualifications.
- IBT develops and promotes an understanding of diversity throughout all products and activities relating to our qualifications.
- IBT complies with the Equality Act 2010 and any future legislation and requirements from regulators on diversity and inclusion. We will continue to support our delivery centres to provide an inclusive learning experience for all learners.

5.0 Regulatory references

Regulatory requires all regulated Awarding Organisations to establish and maintain evidence of their compliance with the General Conditions of Recognition. As part of its ongoing process of compliance, IBT policies and procedures will reflect the conditions and criteria they address.

This policy addresses the following Regulatory General Conditions of Recognition (GCR).

GCR Reference	GCR Section title
G2	Language of the assessment
G6	Arrangements for reasonable adjustments
G7	Arrangements for special consideration

6.0 Policy review date

September 2019

7.0 Useful contacts

For more information on our qualifications and services visit: www.theibt.co.uk
Alternatively, email at: info@theibt.co.uk

End of policy