

Policy Ref: QDM07	<b>Equality and Diversity Policy for LAMDA Examinations</b>
Version: 05	
Owner: Quality Standards and Compliance Manager	
Last Reviewed: June 2017	

LAMDA Examinations is committed to a policy of equality of opportunity in all its practices. It is committed to ensuring that everyone using its services is treated fairly, with respect and dignity and in accordance with current Equality and Diversity legislation; this includes adhering to the precepts found in the Equalities Act 2010 and other relevant EU directives. LAMDA Examinations is also committed to eliminating practices which may unfairly discriminate, either directly or indirectly.

All LAMDA Examinations staff, examiners, teachers and Learners are required to fully support the components of this policy. LAMDA Examinations is committed to the prevention of discrimination on any grounds which are not appropriate. LAMDA Examinations actively promotes equality and diversity in access and entitlement to its services regardless of gender, race, ethnic origin, nationality, marital status, religion, belief, disability, race or sexual orientation.

LAMDA Examinations will take positive action to meet its commitment by ensuring its qualifications:

- are available to everyone who can achieve the required standard
- are free from barriers which restrict access to progression
- are free from direct or indirect discriminatory practices with regard to gender, race, ethnic origin, nationality, marital status, religion, belief, race or sexual orientation
- pay due respect to the particular requirements of an individual, including those who may require support to undertake assessment.

We will also take positive action to:

- design assessments that are based on qualification requirements and do not discriminate against anyone, removing unconscious bias wherever possible
- create documents that are easily understood and do not reflect a stereotype or biased attitude
- develop promotional material that reflects the diversity of all our Learners
- develop a quality assurance process that applies fair processes
- provide information and advice that is sensitive to the widest possible range of our Learners' needs

- work towards widening access to our qualifications to include people recognised as under-represented.

LAMDA Examinations takes all necessary actions to ensure this policy is effectively implemented in the recruitment, selection, induction and promotion of staff and the design and assessment of qualifications.

To ensure the policy is understood and fully supported into successful practice, LAMDA Examinations will:

- make available a copy to all staff, Examiners, committee members, teachers, centre co-ordinators and all other interested parties on the website
- organise development activities for staff and Examiners on a regular basis, and as and when required, by any changes in the legislative/statutory requirements
- include the principles of this policy in all other policy development or practice, including the development and design of its qualifications and assessment methods and of any subsequent supporting guidance
- review the effectiveness of this policy on a regular basis and endeavour to improve it when required.

Any questions or suspected breaches of the Equality and Diversity policy should be referred to the Quality Standards and Compliance Manager.