



SARUM LEARNING  
EQUAL OPPORTUNITIES POLICY 2024-25

## EQUAL OPPORTUNITIES AND EQUAL ACCESS TO FAIR ASSESSMENT POLICY

### PURPOSE

The purpose of this policy is to set out the commitment of Sarum Learning Ltd ('the Centre') to ensure that every candidate is given the opportunity to have fair access to assessment.

This policy will be subject to review and monitoring by our organisation and if necessary will be amended and updated following feedback from learners. All future versions to this policy will be posted on our website with notice.

### OBJECTIVES

We aim to ensure that equality of opportunity is promoted in all areas of our products and services and that unlawful or unfair discrimination, whether direct or indirect, is eliminated.

The Centre undertakes to comply with the requirements of the Equality Act 2010. We will ensure that we have systems in place so as not to discriminate against any candidate, either directly or indirectly, on the following characteristics:

- Age
- Disability
- Gender reassignment,
- Marriage and civil partnership
- Pregnancy and maternity,
- Race
- Religion or belief
- Gender
- Sexuality

The Centre employees will also be expected to comply with the requirements as set out in this policy.

As a training provider, we ensure that:

### **This policy is widely publicised to all our learners**

This policy will be made freely available on our website to all our learners. It will also be available in hard copy format on request.



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Learners have fair and equal access to assessment opportunities

- The widest possible diversity of learners can access the content and assessment of our products and services
- The entry requirements, content and assessment demands of our products and services are appropriate to the knowledge, understanding and skills specified and do not act as unnecessary barriers to achievement
- Where there are unavoidable barriers to access, we will make these clear to learners and centres and manage their expectations appropriately
- All our products and services will ensure fair assessment for all learners
- The language we use in our materials is clear, free from bias and appropriate to the target group
- We aim to produce and endorse material that is free from bias, clear and uses plain English
- We develop our products against this policy

Equality and diversity is inherent in all policies and procedures, including:

- Training and development of the Centre employees
- Development of units
- Implementation of assessment
- Assessment of units and qualifications

We will ensure that we minimise any barriers to access by providing units, rules of combination and assessments which are:

- Clear, use appropriate language and are in plain English
- Are unbiased towards any of our learners regardless of age, gender, race etc
- Identify any potential barriers to access for learners and deal with these through our reasonable adjustments and special considerations policy

We review and evaluate our products and services against this policy

- All our units, qualifications, course materials and distance learning services are reviewed against this policy
- All our services to learners and partners are reviewed against this policy
- We will always act fairly when working with learners and partners



SARUM LEARNING  
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- We will always support and demonstrate the principles of equality of opportunity

POLICY REVIEW

Policy reviewed on an annual basis by Sarum Learning's Head of Centre. Next review due on 10<sup>th</sup> October 2025.

	<b>Name</b>	<b>Date</b>
Approved by	Luke James	11/10/23
Updated by		
Reviewed by	Luke James	11/10/24