



Equal Opportunities

SFEDI[®]AWARDS

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SFEDI Awards and Equal Opportunities

SFEDI Awards is an equal opportunities employer. The company is committed to the development of policies to provide for equality of opportunity in all aspects of employment and service delivery.

The company will take whatever steps are necessary including, if appropriate, use of disciplinary mechanisms, to enforce the policy. In addition, any employee, director, member, volunteer or trainee who considers that he or she is suffering from unequal treatment on any grounds may implement the grievance procedure.

We also expect all centres within our approved network to have in place and operate under an embedded equal opportunities policy and practices to ensure that both their staff and customers are not discriminated against on any grounds.

Equal Opportunities Statement

SFEDI Awards wishes to secure genuine equality of opportunity whether required by legislation or not, in all aspects of its activities as an employer and service provider including those services regulated by Government.

To this end, we will take every reasonable and practicable step to ensure that there is no discrimination against any individual or individuals and where it is reasonable to do so will take steps to address identified inequalities or barriers that may arise between: people of different religious beliefs, staff, directors, beneficiaries, trainees, learners, disabled and non disabled people, people of different sexual orientation, people of different political opinion, those with dependants and those without, age, marital status, service users, regardless of gender, marital status, race, financial circumstance or other criteria.

Equality Check

To ensure that this commitment is carried out, SFEDI Awards checks all drafts of its work and takes all reasonable steps to ensure that they:

- Are written in clear, straightforward language so that they can be understood by people regardless of their level of education or fluency with English
- Comply with current equalities legislation and practice
- Are accessible to all people regardless of their circumstances as listed earlier within this document

The above points are represented within SFEDI Awards' equality check which also includes points to check that SFEDI Awards' work does not discriminate against small businesses who often find learning solutions difficult to access due to funding, language, format or structure.

Development of Assessments

Where there are existing assessment methods, we check that they offer equality of access to all groups without discriminating against any groups or individuals.

When designing assessment methods for individual units or groups of units, we consult with interested centre representatives to make sure that the proposals are inclusive and offer equality of access to potential learners.

This should happen during the qualification development process where centre representatives are part of the development process and by collecting feedback from centre representatives on draft assessment methods.

Assessments are further reviewed during the qualification review process to ensure that, where potential barriers have been identified during delivery then they are examined and addressed using reasonable steps to ensure fair access for all.

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