



Equality, Diversity and Inclusion Policy

CILEX Awarding Body

Purpose

1. This policy complements CILEX's Equality, Diversity and Inclusion (EDI) Statement and Equality, Diversity and Inclusion Policy.
2. CILEX is committed to promoting and embedding equality, diversity, and inclusion (EDI) principles throughout all aspects of its qualification design, development, delivery and operational practices.
3. This policy outlines the CILEX Awarding Body's approach to fostering an environment that values diversity, ensures equal opportunities, and embraces inclusion for all CILEX learners.

Scope

4. This policy applies to all CILEX qualifications, assessments including end-point assessments, related products and services.
5. This policy applies to CILEX learners, CILEX Awarding Body staff and CILEX Awarding Body assessors and other 3rd party contractors who support the design, development, delivery and award of CILEX qualifications and assessments.

Protect Characteristics

6. CILEX promotes Equality, Diversity and Inclusion for people with protected characteristics. The protected characteristics are classified in the Equality Act 2010 as:
 - Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion or Belief
 - Sex (Gender)
 - Sexual orientation.

Definitions

7. The term 'learners' in the context of this policy includes all individuals studying for any CILEX qualification, including end-point assessment.
8. The term 'assessment' in the context of this policy includes assessments taken towards CILEX qualifications, for example, external examinations or end-point assessment.

Roles and responsibilities

9. Awarding body managers are responsible for leading by example on equality, diversity and inclusion matters, and adhering to this policy and the associated procedure.
10. Awarding body staff are expected to understand and adhere to the principles set out in this policy and the associated procedure as well as working to prevent, detect and report any forms of discrimination.
11. External contractors involved in the design, development, delivery or award of CILEX qualifications are obligated to adhere to this policy and the associated procedure.

Statement of Intent

12. CILEX is committed to creating an inclusive, respectful, and supportive qualification and assessment environment where diversity is celebrated, and all individuals are treated with dignity and fairness. We recognise that embracing diversity enriches the qualification and assessment experience and contributes to the overall success of CILEX.
13. All learners should have equitable opportunities to access our qualifications, assessments, related products and services and the content of our qualifications and assessments should reflect the wide diversity of our learners. We strive to support all learners and to ensure we deliver and award our qualifications and assessments in a way that is fair to every learner.

Principles of Equality, Diversity and Inclusion

Fair Treatment: All learners, regardless of their background, will be treated fairly and with respect.

Equal Opportunities: We are committed to providing equal opportunities in all aspects of our qualifications from registration and syllabus design to assessment and support services.

Inclusive Qualification Environment: We strive to create an inclusive qualification environment that values and respects the diversity of our learners.

Policy review arrangements

14. This policy is subject to a three-year review cycle. However, the policy may be reviewed more frequently to address regulatory changes, operational feedback or concerns brought to the attention of CILEX to ensure the policy remains fit for purpose.
15. This policy is also reviewed as part of CILEX ongoing quality improvement monitoring.