

IRRV Equality and Diversity Policy

Equality and Diversity Policy (RQF)

Policy

IRRV is committed to providing equal opportunities as an employer and in the provision of services to its members and the public. This commitment applies to its activities as an Awarding Organisation for RQF qualifications.

The policy aims to ensure that all individuals with whom the IRRV Awarding Organisation has a relationship receive equal treatment regardless of gender, sexual orientation, colour, ethnic or national origin, age, marital status, family circumstances, socio-economic background, disability or religious or political beliefs. The policy will take account of the relevant legislation relating to discrimination on grounds of Race, Disability, Disability Rights in Education and the Human Rights Act.

The policy seeks to ensure that all candidates who require adjustments to their qualifications assessment because of specific physical or psychological needs will be provided with necessary Reasonable Adjustments to the assessment, and may appeal against their result if they feel that such adjustments were not provided or were inadequate. Similarly, candidates who feel that they have been unfairly assessed because any grounds for Special Consideration that they may have notified to the Centre or Awarding Organisation were not acted upon, or were inadequately acted upon in the assessment, may appeal against their result on these grounds.

Details of Appeals are included in the Review Appeals procedure.

Procedure

The IRRV Awarding Organisation will ensure that its equal opportunities policy is communicated to all of its staff, examiners and External Quality Assurance Officers (EQAOs) and to all candidates who apply for assessment

The Awarding Organisation will ensure, through its approval process, that assessment centres have and operate equal opportunities policies. This procedure will be monitored for VQ centres by the EV1 form.

Any person who believes that they are being discriminated against should raise the matter through the approved centre to the Awarding Organisation. If not dealt with satisfactorily the grievance should be brought to the attention of the IRRV Education and Membership Committee which will take action to resolve the matter.

Responsibility for monitoring the effectiveness of the policy and taking action to maintain and improve it rests with the IRRV Education and Membership Committee.

IRRV will pay due regard to the policy in any promotional material for its awards.

IRRV will provide training for its EQAs in the implementation of its Equality and Diversity Policy at the EQA meetings. Their role will include monitoring the operation of Equality and Diversity policies at their centres and providing feedback to the Awarding Organisation in their reports.

Language of Assessment

Where assessments are required in Welsh or BSL, these can be offered by the IRRV, subject to reasonable notice being given

IRRV The Professional Body for Local Taxation, Benefits and Valuation 167 – 169 Great Portland Street, 5th Floor, London. W1W 5PF Web: www.irrv.net