



Param Qualifications

Equality & Diversity Policy



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Introduction

We promote equality, diversity, and inclusion in all our work, ensuring dignity and respect for every learner, staff member, and partner. We believe that every learner, staff member, and stakeholder has the right to be treated with dignity and respect, regardless of age, disability, gender, race, religion, sexual orientation, or socio-economic background. This policy outlines our principles and procedures for ensuring fairness and equal opportunities in line with regulatory and legislative requirements.

Definition of Equality & Diversity

- **Equality** means ensuring that every individual has an equal opportunity to make the most of their lives and talents, and that no one is treated unfairly because of their protected characteristics.
- **Diversity** means recognising, respecting, and valuing differences in people's backgrounds, skills, and experiences, and ensuring these differences contribute positively to our work and learning environment.

Commitment to Equality & Diversity

At Param Qualifications, we are committed to embedding equality, diversity, and inclusion in everything we prepare for our future qualifications and services.

Param Qualifications will:

- Ensure fair access to all qualifications, assessments, and services we develop.
- Design learning materials, delivery, and assessment processes to be free from bias and discrimination.
- Challenge any form of inequality, harassment, or unfair treatment.
- Foster an inclusive environment where all individuals feel supported and valued.
- We follow the Equality Act 2010 and other UK laws to make sure our policies and practices remain fair and inclusive.
- This policy complies with Ofqual General Condition G6. Reasonable adjustments will be offered where required to avoid Adverse Effect.

Responsibilities

- **Staff and Contractors:** Must promote equality and diversity in all interactions, assessments, and learner support activities.
- **Centres and Partners:** Must adhere to this policy and ensure fair and inclusive practices within their delivery and assessment.
- **Learners:** Expected to treat others with respect and contribute to an inclusive learning environment.

Implementing Equality & Diversity

Param Qualifications ensures equality and diversity through:

- Inclusive recruitment and training of staff.
- Reasonable adjustments for learners with special educational needs or disabilities.
- Monitoring assessment outcomes to identify and address any patterns of disadvantage.
- Providing ongoing training and awareness for staff and associates.

Monitoring and Review

- Equality and diversity practices will be reviewed annually.
- Feedback from learners, staff, and stakeholders will be used to improve practices.
- Reports will be made to regulators if equality or diversity issues risk creating an **Adverse Effect** on learners or the integrity of qualifications.

Confidentiality

All information regarding equality and diversity matters will be handled sensitively and confidentially, in line with data protection requirements.

Reporting Concerns

Any concerns regarding inequality, discrimination, or unfair treatment should be reported to the designated Equality & Diversity Lead. Issues will be investigated promptly and fairly, and corrective action will be taken where necessary.



Contact Information

Param Qualifications Ltd

Victory House,
400 Pavillion Drive,
Northampton, Northamptonshire,
NN4 7PA, United Kingdom.

Telephone: +44 7380328597

Email: info@paramqualifications.co.uk

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