



## **ITC First Aid Ltd**

# **P8.1 Equality, Diversity and Assessment Policy [2.1] Summary**

**April 2011**

## ITC First Aid Ltd

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For all policy statements and downloadable documents

## **Summary Document Explanation 2010**

ITC Equality, Diversity and Access to Assessment Policy document P8 [2.1] is a complex document that outlines the procedures embedded throughout all areas of ITC operation.

It undergoes regular development.

Essentially this policy document 8.1 provides an outline of the P8 policy document and its contents.

ITC develops policies, collect evidence regarding policy implementation and then reviews, evaluates and improves policy.

Please view the contents and introductory pages for an outline of scope of the P8 policy document.

If you require further assistance or information regarding ITC policy P8 please do not hesitate to contact ITC directly.

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## **Appendix 1**

**We require all Providers and Centres to inform candidates where to find the current version of the P8 policy document**

Contact ITC Office for latest copy

**This summary document is to be found at**

[www.itcfirstaid.org.uk](http://www.itcfirstaid.org.uk) > home page > policies/procedures

## **1. Introduction**

ITC First Aid Ltd (ITC) is committed to providing services that embrace diversity, promote equality of opportunity and assessments that are based on requirements only and do not discriminate against anyone.

The purpose of this policy is to explicitly state how this commitment and current legislations are to be applied by ITC Awarding Body and ITC Centres and Providers to ITC training courses, qualifications and assessment practice.

### **1.1 This policy covers 3 broad areas:**

**Equality** is where people are treated fairly and given an equal opportunity, it is not about treating everyone in the same way, but recognises that needs can be met in different ways. Equality focuses on those areas covered by the law, namely the key areas of race, gender, disability, religion or belief, sexual orientation and age. Legislation seeks to prevent discrimination in all these areas, ITC believes we all have a duty to promote equality and remove discrimination in race, gender and disability.

**Diversity** is about recognising, valuing and managing individual differences to enable everyone to contribute in their own way feeling comfortable with and understanding various different needs.

**Access to Assessment** is about designing inclusive vocational qualifications from the outset and then providing good practice guidance and regulations relating to candidates who are eligible for reasonable adjustments in assessment or who require special considerations.

### **1.2 Scope**

In order to operate in the QCF and potentially develop qualifications using a variety of units assessed by different methods aimed at diverse candidates, ITC has developed this up to date coherent policy statement, with implementation procedures that can be evaluated for effectiveness summarised. This policy will be applied to all potential qualifications rather than just first aid qualifications.

This document (P8 v2) supplants previous ITC Equality & Diversity policies.

### **A quotation ahead of its time!**

*'It is as unfair to treat unequals equally, as equals unequally'*

Aristotle (384 – 322 BC)