



## Saint Joseph's Centre for the Deaf

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# Equality and Diversity

This is a supplement to the Equal Opportunities policy. The purpose is to set out our commitment to ensure equality of opportunity in terms of access to our qualifications and assessments.

## **Statement**

St. Joseph's Centre for the Deaf is committed to ensuring equality of opportunity for all candidates taking Signature's qualifications and assessments. We will take steps to make sure learners taking our assessments are not disadvantaged directly or indirectly, because of a protected characteristic, as defined by the Equality Act 2010. Protected characteristics include: age; disability; gender reassignment; race; religion or belief; sex; sexual orientation; pregnancy and maternity.

To meet our commitment we will:

- make sure that equality principles are taken into account when developing and submitting units and/or qualifications
- clearly set out requirements of our units and/or qualifications and explain any justifiable barriers for entry
- keep our units, qualification board, assessments and products under review. We may make changes, if these checks show that some candidates may be disadvantaged, or potentially disadvantaged, as long as the standards of the qualification are maintained
- refer such cases for review by the Qualifications Standards Committee

- take action to improve the take-up of our qualifications offered by disadvantaged and under- represented groups. This could include providing assessment opportunities to meet particular assessment needs
- as part of the monitoring of candidate registrations, examination entries, results and reporting of data (including disability, ethnicity and gender), we will also collect information on requests for reasonable adjustments, access arrangements and feedback from candidates, centres and other stakeholders.
- have in place clear arrangements for making reasonable adjustments that maximise opportunity for candidates with disabilities. St. Joseph's Centre for the Deaf will consider individually each request for these adjustments
- make sure that candidates can access our complaints procedures, so that they can take action if they believe that they have been treated unfairly within the scope of this policy
- Make available on request our equal opportunities policy online and make sure that our centres are familiar with this policy
- make sure that our centres have an Equal Opportunities Policy for assessment purposes, and have policies and procedures in place to ensure consistency of standards, and support the principle of equal opportunities.
- make sure that all St. Joseph's Centre for the Deaf staff understand this. We will provide appropriate training where necessary
- the language we use is clear, accessible, free from bias, and appropriate to the qualification
- this policy will be monitored and reviewed annually. Next review date January 2021

## **Definitions**

## Direct discrimination

Direct discrimination is where a learner is treated less favourably than another learner because of a characteristic under law.

## Indirect discrimination

Indirect discrimination is a provision, criteria or practice is applied in the same way for everyone which then has the effect of putting learners with a protected characteristic at a particular disadvantage. There are occasions where the application of a provision, criteria or practice can be justified as fair means of achieving a legitimate aim e.g. BSL is a visual language. Candidates therefore must have sufficient vision, manual dexterity and facial movement to convey and understand meaning in BSL.