



ENERGY &  
ENVIRONMENT  
AWARDS

# Equality Policy

Version 1  
March 2026

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## 1 Purpose

This policy sets out our commitment to promoting fairness, inclusivity and equal opportunity in all activities we undertake for the design, development, delivery and award of Energy and Environment Awards qualifications, including end-point assessments. As a regulated awarding organisation, we are responsible for ensuring that our qualifications, assessments and processes are designed and delivered in a way that is accessible to all learners and free from discrimination.

## 2 Scope

This policy applies to:

- All qualifications, including end-point assessments.
- All employees and associates, including external quality assurers (EQAs), independent assessors, internal quality assurers (IQAs).
- Centres approved to deliver Energy and Environment Awards qualifications, including end-point assessments.
- All learners and potential learners.

## 3 The Equality Act (2010)

The Equality Act (2010) protects individuals from discrimination and promotes fairness and equality of opportunity. The Act defines nine protected characteristics that are legally safeguarded from discrimination: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the Equality Act, individuals are protected from various forms of unlawful conduct, including:

- Direct discrimination – treating someone less favourably because of a protected characteristic.
- Indirect discrimination – applying a policy or practice that puts people with a protected characteristic at a disadvantage.
- Harassment – unwanted behaviour related to a protected characteristic.
- Victimisation – treating someone unfairly because they have raised or supported a complaint.

## 4 Roles and responsibilities

### 4.1 Energy and Environment Awards

Energy and Environment Awards is committed to:

- Ensuring compliance with regulatory requirements, including the Equality Act 2010.
- Promoting fairness across qualification design, development, delivery and assessment.
- Identifying and preventing any potential barriers which could disadvantage learners with protected characteristics.
- Maintaining, reviewing and monitoring the effectiveness of the Equality policy.
- Embedding inclusive design principles into qualification and assessment development.
- Ensuring qualifications, assessments and quality assurance processes are designed to minimise barriers for learners.
- Monitoring arrangements for reasonable adjustments and special considerations.
- Providing advice and guidance to centres on equality requirements, including reasonable adjustments and special considerations.
- Treating learners, centres, employees and associates fairly and respectfully.

### 4.2 Approved Centres

Approved centres are required to have an Equality Policy in place to undertake the delivery of Energy and Environment Awards' qualifications in accordance with Equalities Law. Approved centres are required to operate in a way that supports Energy and Environment Awards' commitment to equality, including but not limited to:

- Managing and documenting requests for reasonable adjustments and special considerations in line with our requirements.
- Ensuring assessors, trainers and staff receive equality and diversity training.
- Delivering assessments and training fairly and without bias.
- Applying reasonable adjustments appropriately and consistently.
- Supporting an inclusive learning and assessment environment.
- Reporting any concerns relating to barriers to qualifications or assessments.

## 5 Data Collection

Energy and Environment Awards is committed to collecting and using data responsibly, to support equality monitoring, regulatory compliance and continuous improvement. Data collection enables us to identify potential barriers, monitor access and attainment and ensure that our qualifications and assessments are fair, inclusive and accessible to all learners.

Where appropriate, we may collect and analyse data related to:

- Learner demographics, including protected characteristics (where voluntarily provided).
- Requests for reasonable adjustments and special considerations.
- Learner registrations, withdrawals, achievement rates and outcomes.
- Feedback, complaints and concerns relating to equality, discrimination or accessibility.

The purpose of collecting such data is to:

- Monitor equality of access and outcomes across all learners and protected groups.
- Identify trends, risks or patterns that may indicate barriers or inequalities.
- Support compliance with the Equality Act 2010.
- Inform improvements to qualification design, assessment processes, guidance and policies.
- Ensure that reasonable adjustments and special considerations are applied fairly and consistently.

All data is collected, stored, processed and retained in accordance with GDPR. Access to equality-related data is only accessible to individuals who require it for legitimate organisational purposes, for example, approving a reasonable adjustment request. Energy and Environment Awards will not use equality data to disadvantage or discriminate against any individual or group of learners.

## 6 Policy review

This policy is subject to a three-year review cycle, or earlier if any of the following circumstances apply:

- in response to legislative or regulatory requirements
- any feedback or concern be brought to the attention of Energy and Environment Awards
- findings from internal or external audits
- emerging risks or trends
- incidents or complaints relating to discrimination, inequality or barriers to qualifications.

This review approach ensures the policy remains fit for purpose, compliant with legislation and regulatory requirements, with the process and outcomes remaining deliverable.

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