



PART OF **nocn** GROUP

A large, dark blue, glossy sphere with a white highlight at the top, casting a soft shadow below it.

**Equality,
Diversity &
Inclusion
Policy**



Equality, Diversity and Inclusion

1. Scope

1.1 **NOCN**, believes that all apprentices have the right to an equal opportunity to develop their **Knowledge, Skills and Behaviours**, through the apprenticeship process. The apprentice has the right to be treated fairly, regardless of their age, sex, ethnic background and ability, and to have any learning difficulties or disabilities considered.

1.2 **NOCN** aims to ensure that no apprentice will be discriminated against on grounds of: race, colour, nationality, ethnic or national origin, gender, sexuality, marital status, caring responsibilities, age, physical disability, learning difficulty, mental ill health, religion, lack of formal qualifications, class, employment status and unrelated criminal conviction.

1.3 **NOCN**, will take positive action against discrimination in our assessment process to ensure a fair assessment experience, by:

- Providing an unbiased and objective assessment process, using assessment materials that reflect positive images of diverse lifestyles and backgrounds
- End Point Assessors and apprentices to avoid using language or materials that may cause offence or embarrassment to others involved in the assessment process
- End Point Assessors to choose language that is accessible to all apprentices and make clear use of plain English, avoiding jargon where possible
- End Point Assessors to challenge any occurrence of discrimination or offensive behaviour. They should make it clear that such behaviour is not acceptable and why it is not acceptable and
- Providing a fair and objective assessment process. The assessment will be measured against the approved Apprenticeship Standard; these are the set requirements that the Apprenticeship Standard expects an apprentice to achieve. All apprentices are assessed against the same learning outcomes to ensure a fair and equal process for all apprentices.



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