

AC1.1

Define the concept 'equality and diversity'

Please state precisely the meaning of both Equality and Diversity ensuring the difference between the two is made clear

Pass/Referral

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AC1.2

The Equality Act 2010 legally protects people from discrimination and helps achieve equal opportunities in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations.

It sets out the different ways in which it's unlawful to treat someone.

Please describe the legal requirements for equality of opportunity as set out in the Equality Act 2010

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AC 1.3

The Equality and Human Rights Commission (EHRC) has 'a statutory remit to promote and monitor human rights; and to protect, enforce and promote equality across the nine "protected" grounds - age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment'

The Commission has responsibility for the promotion and enforcement of equality and non-discrimination laws in England, Scotland and Wales

In Northern Ireland, there is a separate Equality Commission (ECNI) and a man Rights commission (NIHRC)

Please describe the role and powers of the EHRC, the ECNI, or the NIHRC, as appropriate.

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AC 1.4

Please provide two or more examples to show how 'diversity management' and promoting 'equality of opportunity' work to benefit an organisation in terms of improving productivity, raising the profile of the organisation, entering new markets, or widening the pool of talent available for promotion.

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AC 1.5

The Legal Enforcement Powers available to the EHRC are Inquiries, Investigations, Unlawful Act notices, Agreements, Public Sector Duty Assessments and Compliance notices.

An explanation of each must be provided. Along with the potential consequences for an organisation of failing to comply with equality legislation

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Compliance Notices

Inquiries

Investigations

Unlawful Act Notices

Agreements

Public Sector Duty Assessments

AC 2.1

Organisations should demonstrate good practice by having a written statement on equality and diversity, and this may be called a 'policy', a 'strategy', or something similar

The policy is a statement of intent to guide decision making, and how this intent is carried out in practice, in day-to-day operations, will be stated in relevant organisational procedures

Please explain how equality and diversity is essential to two or more organisational procedures.

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AC 2.2

Employees are responsible for supporting the aims of their organisation's equality and diversity policies and for conforming to organisational procedures, and responsibilities for equality and diversity in the workplace will generally be specified in these documents.

Please describe two or more of your responsibilities for equality and diversity in the workplace, in accordance with your organisation's policies and procedures.

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AC 2.3

Organisations expect high standards of behaviour from employees, and all employees need to be aware how their behaviour can affect others.

Discriminatory behaviour is not acceptable, and all employees should treat others with courtesy, respect and consideration.

Please describe three or more behaviours, or ways in which employees interact with each other, which support equality, diversity and inclusivity in the workplace.

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Outcome Pass/Fail	Verification Com- ments
Assessor Signa- ture: Date:	
Candidate Signa- ture: Date:	
Total Marks /100	Signature of QA Date