EQUAL OPPORTUNITIES POLICY

Policy Owner: Head Office
Governance Oversight: Grand Council
Applies to: Staff, examiners, Teacher Members, centres, contractors, learners and applicants
Review Cycle: Annual or following legislative or regulatory change
Last updated: 9th February 2026

1. Purpose

International Performing Arts & Theatre Limited (I-PATH) is committed to equality of opportunity, fairness and inclusion in all aspects of its work.

This policy sets out how I-PATH:

- promotes equality and diversity
- prevents unlawful discrimination
- supports fair access to qualifications and services
- ensures assessment decisions are free from bias
- protects the dignity and rights of all individuals
- meets its obligations under UK equality law and Ofqual expectations

2. Legal Framework

This policy is informed by, and complies with, the Equality Act 2010, which protects individuals from discrimination, harassment and victimisation on the basis of protected characteristics.

Protected characteristics include:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, ethnic or national origin)
- religion or belief
- sex
- sexual orientation

I-PATH also has regard to the Human Rights Act 1998 and relevant statutory guidance.

Copyright © 2026 – International Performing Arts & Theatre Limited

3. Scope

This policy applies to:

- recruitment and appointment
- training, professional development and promotion
- assessment, examining and certification
- access to qualifications and services
- communication, marketing and published materials
- complaints, appeals and quality assurance

It applies to all individuals engaging with I-PATH, whether directly or indirectly.

4. Statement of Commitment

I-PATH is committed to:

- treating all individuals with dignity and respect
- providing services free from unlawful discrimination
- fostering an inclusive and supportive environment
- challenging discrimination, prejudice and stereotyping
- ensuring that organisational standards are not compromised by bias or assumptions

Equality of opportunity is integral to maintaining public confidence in qualifications, as required by Ofqual.

5. Responsibilities

5.1 I-PATH Responsibilities

I-PATH will:

- ensure policies and procedures promote equality
- provide Reasonable Adjustments where appropriate
- monitor outcomes to identify potential disadvantage
- address discriminatory behaviour or practices promptly
- ensure assessment decisions are objective and evidence-based

5.2 Staff, Examiners and Contractors

All staff, examiners and contractors must:

- comply with this policy
- act in a non-discriminatory manner
- challenge inappropriate behaviour where safe to do so
- report concerns promptly

Copyright © 2026 – International Performing Arts & Theatre Limited

Failure to comply may result in disciplinary action or sanctions.

5.3 Teacher Members and Centres

I-PATH recognises that Teacher Members and centres operate independently.

However, when delivering I-PATH qualifications they must ensure that:

- learners are treated fairly and inclusively
- language and behaviour are non-discriminatory
- access to teaching and assessment does not conflict with this policy

Non-compliance may result in investigation under relevant I-PATH policies.

6. Equality in Assessment and Certification

I-PATH ensures that:

- assessment criteria are applied consistently
- examiners are trained to recognise and mitigate unconscious bias
- Reasonable Adjustments and Special Consideration are available where appropriate
- no learner is advantaged or disadvantaged unfairly

All assessment arrangements operate in line with Ofqual expectations and awarding organisation requirements.

7. Harassment, Bullying and Victimisation

I-PATH does not tolerate:

- harassment
- bullying
- intimidation
- victimisation

Harassment includes unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating, hostile or offensive environment.

Concerns must be reported promptly and will be investigated appropriately.

8. Reasonable Adjustments and Accessibility

I-PATH is committed to removing unnecessary barriers to participation.

Requests for Reasonable Adjustments are managed in line with the Reasonable Adjustments and Special Consideration Policy, ensuring that:

Copyright © 2026 – International Performing Arts & Theatre Limited

- standards are maintained
- learners are not placed at a disadvantage
- adjustments are fair, proportionate and evidence-based

9. Complaints and Reporting Concerns

Concerns relating to equality or discrimination may be raised through:

- the Complaints Policy
- internal reporting channels
- safeguarding procedures (where applicable)

All concerns are taken seriously and handled confidentially.

10. Monitoring and Review

I-PATH monitors the effectiveness of this policy through:

- analysis of complaints and feedback
- review of assessment outcomes
- quality assurance and audit activity
- examiner and staff training feedback

Findings inform continuous improvement.

11. Training and Awareness

I-PATH ensures that:

- staff and examiners receive appropriate training
- equality considerations are embedded in quality assurance processes
- opportunities for professional development are fair and transparent

12. Governance and Oversight

This policy operates under the oversight of:

- Head Office
- the Examinations & Standards Committee
- the Grand Council

Ensuring that equality and fairness are embedded within governance and operational decision-making.

13. Review of Policy

This policy is reviewed:

Copyright © 2026 – International Performing Arts & Theatre Limited

- annually
- following changes to legislation or regulatory guidance
- following identification of risks or issues

14. Contact

For queries relating to this policy or to raise a concern: info@i-path.org

Copyright © 2026 – International Performing Arts & Theatre Limited