

EQUALITY AND DIVERSITY POLICY

Policy Owner	Quality Assurance and Compliance Department
Approved By	Governing Body
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B-TIC

**BUSINESS AND TECHNOLOGY
INTERNATIONAL CAMPUS**

Professionalism Simplified

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1.Introduction

B-TIC is highly responsible to maintain and improve the quality of all the Qualifications that we Design, Deliver, Assess, Quality Assure and Award as per the standard and recommend of the Regulators.

We are fully committed to every compliance of all the agencies who regulate us thus we are highly dedicated in setting Policies with timely revisions to meet the regulatory requirements, assure the standards, guide and support Recognised Centres and the Learners to achieve a world class learning experience.

2. Scope

This document is applicable for the following B-TIC products:

Ofqual Regulated Qualifications and Units	<input checked="" type="checkbox"/>
Quality Assurance Agency Regulated	<input type="checkbox"/>
B-TIC Quality Assured and Endorsed Courses	<input checked="" type="checkbox"/>

3. Audience

This document is for use by the following:

- a. Recognised Centre Staff
- b. Assessors and Quality Assurers
- c. Learners
- d. Visitors
- e. Applicants to work or study at B-TIC
- f. Associates

B-TIC

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| a. Staff | f. Volunteers |
| b. Registrar | g. Casual Workers |
| c. Quality Assurers | h. Agency Workers |
| d. Consultants | i. Service Providers |
| e. Contractors | j. Suppliers |

4. Regulations and Compliance

As set out in “Ofqual General Conditions of Recognition” requires Awarding Organizations to establish and maintain evidence of their compliance as Conditions for Recognition.

B-TIC builds and improve the Policy consistently to comply with and maintain evidences in cross reference to Regulations.

Policy cross reference to “Ofqual General Conditions of Recognition (OGCR). “Ofqual General Conditions of Recognition” shall fill the gaps in this Policy.

OGCR Reference	Page	Title of the Section
Condition - D2	41	Accessibility of Qualifications
Condition - G3	82	Use of Language and Stimulus Materials

Relevant Policies to be used in conjunction with,

1. B-TIC Academic Appeal and Complaints Policy
2. B-TIC Admissions Policy
3. B-TIC Glossary of Terms
4. B-TIC Reasonable Adjustment and Special Consideration Policy

5. Definitions

Diversity	Embracing differences of people with due respect, dignity and value that realise their full potential to achieve their objective and goals in inclusive B-TIC culture.
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Equality	Ensuring people are treated equally with due respect, dignity and value to meet specific needs in inclusive B-TIC culture.
People	B-TIC Staff, Centres, Learners, Consultants, Contractors, Volunteers, Casual Workers, Agency Workers, Visitors, Service Providers, Suppliers, Applicants to work or study at B-TIC Associates and any other persons associated with the functions of B-TIC and other Stakeholders.

6. Policy Statement

6.1 General

B-TIC recognise that the broad range of experiences that diverse people bring would build strength to grow B-TIC as a world class Awarding Organisation.

B-TIC is committed to fostering an inclusive culture which promotes Equality and Diversity in working, learning and social environment of B-TIC.

B-TIC shall comply with the Equality Act 2010 and any subsequent legislation and requirements from Regulators on diversity and inclusion providing a legal framework to protect people from discrimination, harassment and victimisation in the workplace and wider society.

B-TIC is committed to providing equality of opportunity and will work to ensure that all people are treated fairly and are not subjected to unlawful discrimination by B-TIC and Centres on the basis of age, disability, gender, marital status, civil partnership, pregnancy, maternity, race, colour, nationality, ethnicity, national origins, religion, sexual orientation or any other grounds.

Recognised Centres shall have an Equality and Diversity Policy to ensure that People can enjoy a positive learning environment whilst at the same time safeguarding the integrity of B-TIC Qualifications.

B-TIC shall make their Qualifications and other Products or Services that are available and accessible by every Learner with equal opportunity.

Every Learner shall have the opportunity to achieve the highest possible standards and the best possible Qualifications for the next stages of their life and education.

Every Staff shall be given opportunities equally to access to recruitment, work and grow within the campus.

Complaints shall be made to B-TIC via B-TIC Appeal and Complaints Policy.

End of Policy

B-TIC has taken all effort to ensure that the Policy and information contained in this version of publication are true and accurate to the best of knowledge when published.

Disclaimer: However, Policies, Products and Services of B-TIC are subject to continuous learning and improvement frequently. Thus we reserve the right to improve the Policies, Products and Services accordingly. We cannot accept any responsibility for loss or damage of any nature upon the usage of in this document.



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