



# Equity, Diversity and Inclusion Policy

## Equity, Diversity and Inclusion

RSL Awards are committed to a policy of equity, diversity and inclusion. As a leading UK awarding body, we aim to provide qualifications and assessment in the Creative Arts at the highest international level to meet the aspirations of all candidates who have the ability and motivation to succeed.

## Objectives

We believe that everyone associated with RSL Awards has a responsibility to;

- Understand and commit to achieving equality within our institution
- Help remove any barriers that may stop individuals achieving their potential
- Identify and report any discriminatory behaviour

## Commitment

RSL aims to ensure that each individual is treated with respect and dignity and that no candidate, member of staff or consultant is subjected to unfair discrimination on the grounds of age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, marriage and civil partnership, class or other unjustifiable cause.

RSL will endeavour, through action taken on equity, diversity and inclusion to create an environment which values the diversity within the Creative Arts.

To achieve our aims, we commit to creating and publishing an action plan which is updated annually.

## Legislation

The primary legislation underpinning our approach is The Equality Act 2010. This defines and supports 'protected characteristics' within education, employment, and the supply of goods and services.





## Responsibilities

All staff, consultants, and examiners have a responsibility to support the aims of this policy by;

- Having an awareness of RSL Awards policy on Equity, Diversity and Inclusion.
- Incorporating the ideas within the policy into their work.
- At all times ensuring their conduct towards others is free from discrimination.
- Challenging instances of discrimination appropriately.

It is the responsibility of our CEO to ensure that measures around Equity, Diversity and Inclusion are reported at the Group Board.

## ED&I Committee

RSL Awards has an Equity, Diversity and Inclusion Committee that reports directly into the Management Board. It is the responsibility of this committee to ensure the implementation of the Equity, Diversity and Inclusion policy and action plan.

All other committees including Management Board, Qualifications and Assessment Committee, Assessment Board, Compliance Committee, and the Delivery and Experience Committee are responsible for ensuring that their work reflects the commitments within this policy.

## Awarding

We will take steps to ensure that qualifications are awarded on the basis of merit and that there should be no barriers for any person wishing to undertake assessment.





## Supporting Material

We will take steps to ensure that all material published to support the qualifications take care and attention to ensure the objectives of this policy are met.

The Marketing team will put in place and maintain measures to ensure that, as far as possible, RSL content is created in line with the provisions set out in this policy.

## Recruitment of Staff, Consultants and Examiners

Selection criteria and procedures for staff will be designed, monitored and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential.

Furthermore, RSL will make every effort to avoid indirect discrimination by ensuring that no requirement or condition will be imposed without justification which could disadvantage individuals purely on equality and diversity grounds. RSL will work to ensure equality of opportunity and treatment in training, development and promotion of staff at all levels.

## Complaints and breaches of policy

We welcome all feedback and comments on the matters of Equity, Diversity and Inclusion. These should be directed the Head of People or to the Equity, Diversity and Inclusion Committee in the first instance.

Candidates or members of the public who identify where this policy has not been adhered to should use the complaints procedure to raise the issue





**RSL**

Awarding the  
Contemporary Arts

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