

International Dance Teachers' Association

Equal Opportunities Policy

We aim to ensure that equality of opportunity is promoted in all areas of our products and services and that unlawful or unfair discrimination, whether direct or indirect, is eliminated.

IDTA undertakes to comply with the requirements of equalities legislation enshrined in the Equality Act 2010. We will ensure that we have systems in place to ensure that we do not discriminate against any candidate either directly or indirectly, on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, and pregnancy or maternity.

All of IDTA's activities and procedures are affected by the Equal Opportunities Policy including recruitment and appointments, customer service, design of qualifications and assessment, examinations and quality assurance.

Monitoring of Equal Opportunities

IDTA monitors equality of opportunity and access to its qualifications through the following means:

Market research processes

IDTA will consult with candidates and teachers to keep under review the accessibility and manageability of its qualifications for candidates and to ensure that these are continuing to meet the needs of candidates.

Qualification development processes

IDTA will take into account any equal opportunities and/or accessibility issues for the qualification and mitigate these where possible by ensuring that language is clear, free from any bias and appropriate to the qualification and that assessment is carried out only in relation to the skills, knowledge and understanding required for the qualification.

Reasonable adjustments/special considerations

IDTA will monitor all claims for reasonable adjustments/special considerations to consider whether the amount and type of claims has a relationship to potential barriers to equality of opportunity and/or accessibility. IDTA will take into account information collated from monitoring to inform qualifications development.

Collection of other forms of data which might impact equal opportunities

IDTA collects information on candidate age and gender through its registration requirements which it uses to monitor access to its qualifications. Information about disability is collected via the applications for reasonable adjustments which IDTA uses to ensure that its qualifications allow for maximum access for candidates with learning difficulties or disabilities.

IDTA will monitor teachers on their compliance with the published equal opportunities policy to ensure that teachers are treating all candidates fairly and that all candidates have fair access to assessment and are not discriminated against in any way. Any teacher found not complying with the policy will be subject to malpractice investigations as part of the malpractice policy.

IDTA

International Dance
Teachers' Association

International House
76 Bennett Road
Brighton BN2 5JL

Tel: +44 (0)1273 685652
Fax: +44 (0)1273 674388

E-mail: info@idta.co.uk
www.idta.co.uk

February 2018

IDTA will monitor its examiners and staff to ensure that they comply with the published equal opportunities policy. Any member of staff found to be not complying with the policy will be subject to disciplinary procedures.

Confidentiality of data collection

Please see the Privacy Notice which is available on IDTA's website for information about how we collect, store and process information in accordance with the General Data Protection Requirements (GDPR).