

# Qualification Guide

## OCNLR Level 1 Award in Equality, Diversity and Inclusion

## OCN London Qualification Guide

OCNLR Level 1 Award in Equality, Diversity and Inclusion  
Qualification No: 600/5066/4

OCN London aims to support learning and widening opportunities by recognising achievement through credit-based courses and qualifications, promoting high standards of excellence and inclusiveness. We are proud of our long-term role and unique history in providing innovative learning solutions for a wide range of learners and particularly those who have not previously benefitted from education.

At the heart of what OCN London offers is:

- a commitment to inclusive credit-based learning;
- the creative use of credit with responsive, demand-led qualification development;
- high quality service and support;
- respect for and encouragement of diversity – in learners and learning approaches, partners and settings;
- the development of people, capacity and resources that will ensure effective business partnerships.

### **To navigate within this Qualification Guide**

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## General Information

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This qualification guide contains details of everything you need to know about the **OCNLR Level 1 Award in Equality, Diversity and Inclusion**. It makes reference to the curriculum areas covered and identifies the learners for whom the qualification has been developed. The guide also covers important aspects of assessment and moderation that are particular to the qualification. The guide should be used by all involved in the delivery and assessment of the qualification. The Account Manager for your Centre will provide support and advice on how to seek approval to offer the qualification.

If you are not yet an OCN London Approved Centre but wish to use this qualification, then please contact us on [enquiries@ocnlondon.org.uk](mailto:enquiries@ocnlondon.org.uk) for details of the Centre Approval application process.

## Qualification Overview

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The **OCNLR Level 1 Award in Equality, Diversity and Inclusion** qualification has been developed to support equality and diversity education and training in a broad range of contexts.

The qualifications provide a structure for the delivery of equality and diversity training where issues can be raised and solutions to combat these issues can be proposed. Its scope is broad enough to include situations of equality and diversity as reflected in ordinary daily life as well as ways in which equality and diversity can be reflected in the processes, systems and/or policies of an organisation.

The qualifications allow for discussion of the key issues around the subject of equality, diversity and inclusion and can be delivered to a broad spectrum of learners. It picks up on attitudes and beliefs that underlie stereotyping and allows for an exploration of the fundamental concepts.

In order to achieve the qualifications learners will learn some key definitions of the subject area such as 'equality', 'diversity', 'inclusion', 'respect' and 'rights'. Learners will consider the advantages of a diverse society; the areas where equal opportunities are important and the policies that protect these rights. Learners will discuss stereotyping, look at examples of stereotypical beliefs, attitudes and their effects.

The Awards at each level comprise one mandatory unit which has been designed to be open and generic in relation to issues surrounding equality and diversity in order that these qualifications can be usefully delivered in a range of settings.

These qualifications have been developed as a 'bite-sized' introduction to the subject and could be offered as taster courses on college induction days, in staff training programmes or embedded in larger vocational programmes or employability courses.

The **OCNLR Level 1 Award in Equality, Diversity and Inclusion** qualification is regulated by Ofqual, the qualifications regulator for England, and are registered on the Regulated Qualifications Framework (RQF). It is not a licence to practise.

### Qualification details

This Qualification is also available at Entry 3 and Level 2.

### Level 1 Award Equality, Diversity and Inclusion

- Qualification Number: 600/5066/4
- Qualification credit value: 1
- Operational start date: 1<sup>st</sup> May 2012
- Review date: 28<sup>th</sup> November 2026

- Total Qualification Time (TQT): 10 hours
- Guided Learning Hours (GLH): 8
- Assessment requirements: internally assessed, internally and externally moderated

### Purpose of the qualification

The purpose of the **OCNLR Level 1 Award in Equality, Diversity and Inclusion** qualification is to provide the learner with a basic understanding of the meaning of equality and diversity, and its place in and value to society.

### Who the qualification is for

The **OCNLR Level 1 Award in Equality, Diversity and Inclusion** qualification is suitable for:

learners in colleges and other educational environments:

- where a sound understanding of equality and diversity is essential for their personal social development. It supports the acquisition of good life skills necessary for a successful and positive educational experience as well as enhancing the opportunity for them to fulfil their ambitions;
- as necessary underpinning knowledge for a range of vocational courses;
- to enhance employment opportunities and prospects.

employers in a range of organisations:

- as a useful tool to structure equality and diversity training for the continuous professional development of their workforce at different levels;
- to provide staff with a recognised qualification

### Entry guidance

The minimum age for access to the qualifications is 14 years.

### Additional information

The **OCNLR Awards in Equality, Diversity and Inclusion** are qualifications that centres can deliver to help meet the widening participation agenda. Equality is supported by legislation making it illegal to discriminate against people with protected characteristics.

Protected characteristics are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

Diversity refers to the differences based on the same categories but is wider, encompassing a range of individual characteristics which may include physical appearance, communication style and language.

### **Progression and related qualifications**

The qualifications provide a sound basis for learners to move onto the higher levels of the Award in Equality and Diversity as well as further study in a wide range of vocational areas where knowledge of this subject is imperative. For learners who choose to progress into the workplace the qualifications would improve their prospects of employability. Where the qualifications are taken as in service training it could enhance progression opportunities within the place of work.



## Structure of the qualification

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### Rules of combination for achievement

To achieve OCNLR Level 1 Award in Equality, Diversity and Inclusion qualification.

Learners must achieve 1 credit from the mandatory unit.

### Qualification units

Ofqual Unit Reference Number	OCNLR Unit Code	Unit Title	Level	Credit Value	GLH
<a href="#">H/503/7495</a>	EC5/1/LQ/001	Valuing Equality and Diversity in Society	1	1	8

*For unit content please click the Ofqual Unit Reference Number*

## Assessment and Moderation

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### Assessment process

The assessment process for this qualification is as follows:

- The learners are assessed through activities that are internally set by tutor assessors;
- The activities must be designed to enable learners to meet the assessment criteria of the unit;
- Learners' portfolios of assessed evidence must be internally moderated at the Centre;
- The portfolios of assessed evidence will be externally moderated by an OCN London External Moderator.

There is no additional external assessment for this qualification.

### Devising assessments

Each unit has a supplementary page with information on the types of assessment activities that can (indicated as 'Optional' or 'O') and/or must (indicated as 'Prescribed' or 'P') be used to assess learners against the unit. Tutor assessors must always refer to this page before devising assessment tasks.

OCN London assessment guidance relevant to the units in this qualification is in the '[OCNLR Assessment Guidance and Ofqual Level Descriptors](#)' section of this qualification guide. The guidance includes a general description of the activity and the type of evidence that is appropriate. The activity or activities set must enable the learners to meet the standards detailed in the assessment criteria. Please contact OCN London for further guidance on devising appropriate assessments.

Centre devised assessments should be scrutinised by the Internal Moderator before use to ensure that they are fit for purpose. Centre devised assessments will be scrutinised by the External Moderator to ensure reliability and validity of assessment.

### Marking assessment activities

Each activity must be marked against the identified assessment criteria in the unit and judged to be either achieved or not achieved.

Assessors need to ensure that the work in a learner's portfolio is:

- Authentic – it is the result of the learner's own performance or activity;
- Sufficient – enabling the assessor to make a consistent and reliable judgement;
- Adequate – appropriate to the level.

Where a series of activities are set, learners must demonstrate the achievement of the required standard identified in the assessment criteria in all activities. All of the assessment criteria in a unit must be met before the unit is deemed achieved.

The unit achievement is not graded. Units are either achieved or not achieved.

### Standardisation

Standardisation is a process that promotes consistency in the understanding and application of standards in relation to assessment. It:

- compares assessment judgements from different tutor/assessors;
- promotes consistent judgements by different tutor/assessors;
- identifies good practice in assessment;
- promotes the sharing of good practice in assessment between centre staff.

Standardisation events should be held periodically within centres to ensure consistent and effective assessment practice. Standardisation events may also be held by OCN London and it is a requirement that each Centre offering units from this qualification must contribute assessment materials and learners' evidence for standardisation, if requested.

OCN London will notify Centres of the required sample for standardisation purposes and assessment materials, learners' evidence and tutor feedback may be collected by External Moderators.

### Learners with particular requirements

If learners have particular requirements the Centre should refer to the 'Access to Fair Assessment Policy and Procedure' which can be found on our website at: [Access to Fair Assessment Policy and Procedure](#) and gives clear guidance on the reasonable adjustments and arrangements that can be made to take account of disability or learning difficulty, without compromising the achievement of the assessment criteria.

### Requirements for tutor/assessors

#### To be sufficiently competent

In addition to being qualified to make assessment decisions, each assessor must be capable of carrying out the full requirements within the competency of the units they are assessing. This competence should be maintained annually through clearly demonstrable continuing learning and professional development.

Expert witnesses can be used where they have suitable expertise for specialist areas. The use of expert witnesses should be determined and agreed by the assessor.

**To be sufficiently knowledgeable**

Each assessor should possess relevant knowledge and understanding of the subject and so be able to make robust and reliable assessment decisions in relation to the subject.

## Assessment Guidance and Ofqual Level Descriptors

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For OCN London's Assessment Guidance and Ofqual's Level Descriptor relevant to this qualification, please click on the link below.

[Level 1 Assessment Guidance and Ofqual's Level Descriptors](#)



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