



FutureQuals®

Equality, Diversity and Inclusion Policy

Who is this policy for

This policy applies to all individuals and organisations involved in the design, development, delivery, assessment, quality assurance, and awarding of FutureQuals qualifications.

Version	POL201-V26-1
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Disclaimer: Any downloaded version of our policies may not be the most current iteration. For the latest updates and accurate information, kindly refer to the version available on our official website.

Version	Date	Description
POL201-V26-1	January 2026	Streamlined and reformatted policy. Previous policy reference POL009-V25-1

Please note: This version replaces all previous versions.

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Policy

FutureQuals is committed to promoting equality, diversity and inclusion across all aspects of its operations. We oppose all forms of unlawful or unfair discrimination and aim to ensure that all individuals—regardless of age, disability, gender identity, marital status, race, religion or belief, sex, or sexual orientation—are treated with dignity and respect.

As part of our strategic intent, FutureQuals is actively working to increase diversity in qualification uptake. We believe that inclusive access to education and qualifications is essential to empowering individuals and communities.

Inclusive Qualification Design

FutureQuals ensures that the design of all qualifications is inclusive and accessible. We review the equality impact of developments during qualification development to identify and mitigate potential barriers. Our qualifications are designed to reflect diverse perspectives and avoid bias in content and language.

Fair Awarding Practices

FutureQuals is committed to fair and transparent awarding of qualifications. We monitor assessment outcomes to identify and address any disparities. Our quality assurance processes ensure that learners are assessed fairly, regardless of background or personal characteristics.

Data Collection and Privacy

In line with our *Data Protection Impact Assessment (DPIA)*, we collect data on ethnicity and disability to monitor and improve EDI outcomes. This data is handled in accordance with our Data Protection and Privacy Policies.

Responsibilities

All centres delivering FutureQuals qualifications must adhere to this policy. They are responsible for ensuring fair access, making reasonable adjustments, and promoting inclusive practices. FutureQuals will provide support and monitor compliance through our quality assurance activities.

Links to other policies

This policy should be read in conjunction with the following policies and procedures:

- Reasonable Adjustments and Special Considerations Policy
- Enquiries about Results, Appeals, and Complaints Policy
- Privacy Policy

Links to regulatory criteria

Regulator	Regulatory rule or guidance document	Regulatory condition / principle
CCEA/ Ofqual/ QW	Standard / General Conditions of Recognition	A1, B1, C2, D2, E4, G2, G6, G7
Ofqual	EPA Qualification Level Conditions and Requirements	
SQA Accreditation	Regulatory Principles (2021)	RP14
UK Legislation	Equality Act 2010	Section 96(7)

Definitions

Diversity	Recognising, respecting and valuing differences in people
Equality	Ensuring individuals or groups are not treated less favourably due to specific characteristics
Inclusion	Creating an environment where everyone feels welcomed, respected and able to achieve their potential
Protected Characteristics	As defined by the Equality Act 2010, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

Review Date

This policy shall be reviewed periodically or updated should there be any changes to legislation, regulation or custom and practice.