

Equal Opportunities Policy

OCR is committed to Equal Opportunities

1. OCR will promote Equal Opportunities in all aspects of its operational activity.
2. OCR assessment methodologies will avoid creating unnecessary barriers to achievement.
3. OCR will promote access to assessment for people with disabilities.
4. OCR will work in co-operation with other organisations, as appropriate, to develop Codes of Practice which can assist in ensuring that assessment materials are free from bias.
5. OCR is committed to ensuring that its employment and contracting policies give opportunities to all, whatever the gender, marital status, creed, colour, race ethnic origin or disability of any individual concerned.

The policy for Equal Opportunities will be implemented in relation to:

- The provision of all services, including centre support and training services.
- The setting, moderation, marking and evaluation of examination papers and other forms of assessment.
- The examining of all available data relating to candidate achievement to detect accidental bias.
- The monitoring of all publications and material produced by OCR.
- The special arrangements and adjustments made for candidates to facilitate access to OCR qualifications.
- The methods of recruitment, selection, briefing and training of those working for or on behalf of OCR, whether they be full-time or part-time employees, or examiners and verifiers working under contract.