

ASSESSMENT DEPARTMENT

ENSURING COMPLIANCE WITH LEGISLATION ON EQUALITY AND DIVERSITY

Extract from the Royal College of Pathologists' Equality and Diversity Policy.

The Royal College of Pathologists is committed to the principle of equality and diversity in employment, membership, academic activities, assessment, examinations and training. As part of this commitment we are concerned to inspire and support all those who work with us directly and indirectly.

A full copy of the policy is available on the College website (www.rcpath.org/index.asp?PageID=912).

Integral to our approach is the emphasis we place on our belief that everyone should be treated in a fair, open and honest manner. Our approach is a comprehensive one and reflects all areas, of diversity, recognising the value of each individual. We aim to ensure that no one is treated less favourably than another on the grounds of ethnic origin, nationality, age, disability, gender, sexual orientation, race or religion. Our intention is to reflect not only the letter but also the spirit of equality legislation.

Our policy will take account of current equality legislation and good practice. Key legislation includes:

- The Race Relations Act 1976 and the Race Relations Amendment Act (RRAA) 2000.
- The Disability Discrimination Act 1995 and subsequent amendments.
- The Sex Discrimination Act 1975 and 1986 and the 1983 and 1986 Regulations.
- The Equal Pay Act 1970 and the Equal Pay (Amendment) Regulations 1983 and 1986.
- The Human Rights Act 1998.
- The Employment and Equality (Sexual Orientation) Regulations 2003.
- The Employment and Equality (Religion or Belief) Regulations 2003.
- Gender Recognition Act 2004.
- The Employment Equality (Age) Regulations 2006.

For assessment, the policy states:

- All candidates will be informed of the statement of intent of this policy
- Steps will be taken to monitor and publish statistics relating to ethnicity on an annual basis



Specific examples are:

The Disability Discrimination Act 2005

Reasonable adjustment for assessments will be made to take into account permanent or temporary disability as defined under the Act even where that involves treating the disabled candidate/trainee more favourably than others. This adjustment will be agreed after discussion with the candidate/trainee and the assessor.

The Race Relations (Amendment) Act 2000

As a public authority, we will monitor performance of candidates/trainee by reference to ethnic origin and to annually publish the results of the monitoring. The Director of Examinations and Assessment will take steps to examine any differences between ethnic groups and investigate the underlying reasons for differences.

Deaneries, NHS trusts and authorities make training in equality and diversity available to educational supervisors. All involved in assessments are urged to take advantage of such training.

While the College takes responsibility for ensuring compliance with relevant legislation for the year 1 assessments, such requirements are the responsibility of the deanery in the delivery of workplace-based assessment. Assessors for the year 1 assessment are reminded of the College equality and diversity policy. Assessors for workplace-based assessment carry out this task on behalf of the deanery and should comply with deanery policies covering equality and diversity. This reflects the difference between the year 1 assessments being centrally delivered and workplace-based assessment being locally delivered.

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