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Brockington College Equalities Policy

1. Introduction

- 1.1 Brockington College, a Church of England Academy, has at its heart a distinctive Christian ethos. Based on our Christian foundation and values we seek to promote a culture of developing every person and therefore every school policy is written from this perspective, with a commitment to learning and maturing in the context of communal and individual development.
- 1.2 We lay particular stress on the Christian values of compassion, forgiveness, justice, koinonia, learning, perseverance, respect and wisdom for individuals and across the school community.

2. Purpose of the policy

- 2.1 This document is provided as an exams-specific supplement to the centre-wide equalities/disability/accessibility policy/plan which details how the centre.

“Recognises its duties towards disabled candidates ensuring compliance with all aspects of the Equality Act 2010†, particularly Section 20 (7). This must include a duty to explore and provide access to suitable courses, through the access arrangements process submit applications for reasonable adjustments and make reasonable adjustments to the service the centre provides to disabled candidates. Where the centre is under a duty to make a reasonable adjustment, the centre must not charge a disabled candidate any additional fee in relation to the adjustment or aid; †or any legislation in a relevant jurisdiction other than England and Wales which has an equivalent purpose and effect.”

[Quote taken directly from section 5.4 of the current JCQ publication [General regulations for approved centres](#)]

This publication is further referred to in this policy as [GR](#).

- 2.2 This policy details how the centre facilitates access to exams and assessments for disabled candidates, as defined under the terms of the Equality Act 2010, by outlining staff roles and responsibilities in relation to:
- identifying the need for appropriate arrangements, reasonable adjustments and/or adaptations (referred to in this policy as ‘access arrangements’)
 - requesting access arrangements
 - implementing access arrangements and the conduct of exams
 - good practice in relation to the Equality Act 2010.

3. The Equality Act 2010 definition of disability

- 3.1 A definition is provided on page 4 of the current JCQ publication *Adjustments for candidates with disabilities and learning difficulties* [Access Arrangements and Reasonable Adjustments](#)

This publication is further referred to in this policy as [AA](#).

4. Identifying the need for access arrangements

4.1 Roles and responsibilities

- 4.1.1 Head of centre
- is familiar with the entire contents, refers to and directs relevant centre staff to the annually updated JCQ publications including [GR](#) and [AA](#)
 - ensures an appropriately qualified assessor(s) is appointed and that evidence of the qualification(s) of the person(s) appointed is held on file
 - provides a policy on the use of word processors in exams and assessments.
- 4.1.2 Senior leaders
- are familiar with the entire contents of the annually updated JCQ publications including [GR](#) and [AA](#)
- 4.1.3 Special educational needs coordinator (SENCo)
- has full knowledge and understanding of the contents, refers to and directs relevant centre staff to the annually updated JCQ publication [AA](#)
 - leads on the access arrangements process to facilitate access for candidates
 - if not the appropriately qualified assessor, works with the person/persons appointed, on all matters relating to assessing candidates and the administration of the assessment process
 - ensures that all assessments carried out and arrangements put in place comply with JCQ and awarding body regulations and guidance
 - ensures the quality of the access arrangements process within the centre
 - ensures staff roles, responsibilities and processes in identifying, requesting and implementing access arrangements for candidates are clearly defined and documented
 - ensures the assessment process is administered in accordance with the regulations
 - ensures arrangements put in place for exams/assessments reflect a candidate's *normal way of working* within the centre
 - works with teaching staff, relevant support staff and the exams officer to ensure centre-delegated and awarding body approved access arrangements are put in place for candidates taking internal and external exams/assessments
 - provide information to evidence the normal way of working of a candidate
 - Conducts appropriate assessments to identify the need(s) of a candidate
 - provides appropriate evidence to confirm the need(s) of a candidate
 - ensures the need for access arrangements for a candidate is considered on a subject by subject basis
 - ensures the qualified assessor(s) has access to the assessment objectives for the relevant specification(s) a candidate is undertaking
 - ensures that the access arrangements/reasonable adjustments approved allow the candidate to access the assessment, but do not result in the candidate gaining an unfair advantage.
- 4.1.4 Teaching staff
- inform the SENCo of any support that might be needed by a candidate
 - inform the SENCo of any support that might be needed by a candidate.
- 4.1.5 Support staff (for example learning support assistants, teaching assistants and communication support workers)
- where appropriate, to provide comments/observations to support the SENCo in painting a holistic picture of need confirming normal way of working for a candidate.
- 4.1.6 Assessor of candidates with learning difficulties
(An assessor of candidates with learning difficulties will be an appropriately qualified access arrangements assessor/psychologist/specialist assessor)
- has detailed understanding of the current JCQ publication [AA](#)
 - ensures that all assessments carried out and arrangements put in place comply with JCQ and awarding body regulations and guidance
 - completes appropriate documentation as required by the regulations of JCQ and the awarding body.
- 4.1.7 Exams officer
- presents when requested by a JCQ Centre Inspector, evidence of the assessor's qualification

- ensures a policy demonstrating the centre's compliance with relevant legislation is in place
- defines and documents roles, responsibilities and processes in identifying, requesting and implementing access arrangements
- ensure a statement is provided which details the criteria the centre uses to award and allocate word processors for exams.

5. Use of word processors

5.1 Please refer to the Brockington College Word Processor (Exams) Policy for information regarding the use of word processors in exams and assessments.

6. Requesting access arrangements

6.1 Roles and responsibilities

6.1.1 Special educational needs coordinator (SENCo)

- determines if the arrangements identified for a candidate require prior approval from the awarding body before the arrangements are put in place or if approval is centre-delegated
- ensures appropriate and required evidence is held on file to confirm validation responses in AAO including (where required) the completion of JCQ Form 8 (*Application for access arrangements – Profile of learning difficulties*), and/or centre based evidence including concise file note(s) on centre headed paper, signed and dated, and a body of evidence to substantiate the candidate's normal way of working within the centre (Form 8 must only be used for candidates with learning difficulties who are not subject to a current EHCP or Statement of Special Educational Needs or those requiring a Language Modifier.)
- ensures that arrangements, and approval where required, are in place before a candidate takes his/her first exam or assessment (which is externally assessed or internally assessed/externally moderated)
- maintains a file for each candidate that will include:
 - appropriate evidence to support the need for the arrangement where required
 - appropriate evidence to support normal way of working within the centre
- liaises with teaching staff regarding any appropriate modified paper requirements for candidates
- presents the files/e-folders when requested by a JCQ Centre Inspector and addresses any queries/questions raised
- ensures where form 8 is required to be completed, the form is signed (a handwritten, electronic or typed signature is acceptable) and dated as required **prior** to approval being sought and that the form is provided for processing and inspection purposes (This may be a hard copy paper version or an electronic version)
- ensures that the full supporting evidence is in place before an online application is processed
- reviews the evidence before an online application is processed, ensuring that the candidate does meet the published criteria for the respective arrangement.

6.1.2 Exams officer

- is familiar with the entire contents of the annually updated JCQ publication [GR](#) and is aware of information contained in [AA where this may be relevant to the EO role](#)
- follows guidance in [AA](#) section 8 to process approval applications for access arrangements for those qualifications included
- applies for approval where this is required, through *Access arrangements online* (AAO), or through the awarding body where qualifications sit outside the scope of AAO
- ensures that where approval is required the application is processed on time and no later than the awarding body's published deadline
- makes an *awarding body referral* through AAO where the initial application for approval may not be approved by AAO, where it is deemed by the centre that the candidate does meet the criteria for the arrangement(s)
- ensures that arrangements, and approval where required, are in place before a candidate takes his/her first exam or assessment (which is externally assessed or internally assessed/externally moderated)

- confirms by ticking the 'Confirmation' box prior to submitting the application for approval that the 'malpractice consequence statement' has been read and accepted
- ensures that where approval is required that this is processed at the start of the course and at the latest by the awarding body deadline
- maintains a file/e-folder for each candidate (the required documentation for a candidate will either be all in hard copy within the candidate's file or all in electronic format within the candidate's e-folder) that will include:
 - completed JCQ/awarding body application forms and evidence forms
 - appropriate evidence to support the need for the arrangement where required
 - appropriate evidence to support normal way of working within the centre
 - in addition, for those qualifications listed on page 2 of [AA](#) (where approval is required), a print out/PDF of the AAO approval and a signed candidate personal data consent form (which provides candidate consent to their personal details being shared)
- liaises with the SENCo to ensure arrangements are in place to either order a non-interactive electronic (PDF) question paper or to open question paper packets in the secure room within 90 minutes of the published starting time for the exam where the centre is permitted to modify a timetabled written component exam paper (copy on coloured paper, enlarge to A3 or copy to single sided print)
- following the appropriate process (AAO for those qualifications listed on page 74 of [AA](#); *JCQ Form 7* or *Form VQ/EA*), orders published modified papers, by the awarding body's deadline for the exam series, where these may be required for a candidate
- ensures the names of all other assessors, who are assessing candidates studying qualifications covered by AAO, are entered into AAO to confirm their status including any professionals working outside the centre.

7. Implementing access arrangements and the conduct of exams

7.1 Roles and responsibilities - external assessments

These are assessments which are normally set and marked/examined by an awarding body which must be conducted according to awarding body instructions and/or the JCQ publication [Instructions for conducting examinations \(ICE\)](#).

7.1.1 Head of centre

- supports the SENCo, the exams officer and other relevant centre staff in ensuring appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- is familiar with the *Checklist for heads of centre and examination officers – The Equality Act 2010 and conduct of examinations* provided in the current [ICE \(page 44\)](#).

7.1.2 Special educational needs coordinator (SENCo)

- ensures appropriate arrangements, adjustments and adaptations are in place to facilitate access for candidates where they are disabled within the meaning of the Equality Act (unless a temporary emergency arrangement is required at the time of an exam)
- ensures a candidate is involved in any decisions about arrangements, adjustments and/or adaptations that may be put in place for him/her and ensures the candidate understands what will happen at exam time
- ensures that any arrangements put in place do not unfairly disadvantage or advantage disabled candidates
- liaises with the exams officer (EO) regarding facilitation and invigilation of access arrangement candidates in exams
- liaises with other relevant centre staff regarding the provision of appropriate rooming and equipment that may be required to facilitate access for disabled candidates to exams
- ensures that prior to any arrangements being put in place checks are made that arrangements do not impact on any assessment criteria/competence standards being tested
- appoints appropriate centre staff as facilitators to support candidates (practical assistant, prompter, language modifier, reader, scribe or sign language interpreter)

- ensures facilitators supporting candidates are appropriately trained and understand the rules of the particular access arrangement(s)
- ensures a facilitator acting as a prompter is aware of the appropriate way to prompt depending on the needs of the candidate
- liaises with the EO where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of exams
- has a process in place to deal with emergency (temporary) access arrangements as they arise at the time of exams in terms of rooming and invigilation
- appoints appropriate centre staff as facilitators to support candidates (practical assistant, prompter, language modifier, reader, scribe or sign language interpreter)
- ensures a record of the training given to those facilitating an access arrangement for a candidate under examination conditions is kept and retained on file until the deadline for enquiries about results has passed or until any appeal, malpractice or other results enquiry has been completed, whichever is later
- liaises with the EO to ensure that invigilators are made aware of the Equality Act 2010 and are trained in disability issues
- ensures invigilators supervising access arrangement candidates are trained in their role and understand the invigilation arrangements required for access arrangement candidates as detailed in [ICE 7](#) and [8](#).

7.1.3 Exams officer

- is familiar with and follows the *Checklist for heads of centre and examination officers – The Equality Act 2010 and conduct of examinations* provided in the current [ICE](#)
- ensures exam information (JCQ information for candidates 'documents, individual exam timetable etc.) is adapted where this may be required for a disabled candidate to access it
- ensures that prior to any arrangements being put in place checks are made that arrangements do not impact on any assessment criteria/competence standards being tested
- liaises with other relevant centre staff regarding the provision of appropriate rooming and equipment that may be required to facilitate access for disabled candidates to exams
- ensures a facilitator acting as a prompter is aware of the appropriate way to prompt depending on the needs of the candidate
- ensures facilitators supporting candidates are appropriately trained and understand the rules of the particular access arrangement(s)
- liaises with the SENCo to ensure that invigilators are made aware of the Equality Act 2010 and are trained in disability issues
- ensures cover sheets, where these are required by the arrangement are completed as required by facilitators
- liaises with the SENCo and other relevant centre staff to ensure appropriate arrangements, adjustments and adaptations are in place to facilitate access for disabled candidates to exams
- liaises with the SENCo regarding the facilitation and invigilation of access arrangement candidates
- liaises with the SENCo regarding rooming of access arrangement candidates
- ensures appropriate seating arrangements are in place where different arrangements may need to be made for a candidate to facilitate access to his/her exams
- ensures candidates with access arrangements are identified on exam room seating plans and invigilators are made aware of the arrangements awarded and invigilators informed of those candidates with access arrangements and made aware of the access arrangement(s) awarded
- ensures invigilators are briefed prior to each exam session of the arrangements in place for a disabled candidate in their exam room
- checks in advance of dated exams/assessments that modified paper orders have arrived (and if not will contact the awarding body to ensure that papers are available when required)
- makes modifications that are permitted by the centre (a question paper copied onto coloured paper, an A4 to A3 enlarged paper or a paper printed on single sheets or where a question paper may need to be scanned into PDF format where a candidate is approved the use of a computer reader) that may be required and either accesses a non-interactive electronic (PDF) question paper or opens the exam question paper packet in the secure room no earlier than 90 minutes prior to the published start time of the exam

- Understands that where permitted/approved, a secure question paper packet may need to be opened early in the secure room to facilitate the following:
 - a language modifier may have access to the question paper 60 minutes prior to the awarding body's published start time for the exam in order to prepare
 - the communication professional may have access to the question paper 60 minutes prior to the awarding body's published start time for the exam in order to prepare
 - the live speaker may have access to the transcript of the listening examination 60 minutes prior to the awarding body's published start time for the exam in order to prepare
- ensures that prior to any arrangements being put in place checks are made that arrangements do not impact on any assessment criteria/competence standards being tested
- provides cover sheets prior to the start of an exam where required for particular access arrangements and ensures that these have been fully completed before candidates' scripts are dispatched to examiners/markers
- prints pre-populated cover sheets from AAO where this is required for particular arrangements
- has a process in place to deal with emergency (temporary) access arrangements as they arise at the time of exams in terms of rooming and invigilation
- liaises with the SENCo where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of exams
- where required for emergency (temporary) access arrangements, applies for approval through AAO or through the awarding body where qualifications sit outside the scope of AAO
- ensures a record of the training given to those facilitating an access arrangement for a candidate under examination conditions is kept and retained on file until the deadline for enquiries about results has passed or until any appeal, malpractice or other results enquiry has been completed, whichever is later
- ensures where a person is appointed to facilitate an access arrangement, the person appointed is not normally the candidate's own subject teacher but where the candidate's own subject teacher has to be used, ensures a separate invigilator is always present
- ensures where a person is appointed to facilitate an access arrangement, the person appointed is not a relative, friend, peer or private tutor of the candidate
- liaises with the SENCo to ensure exam information (JCQ information for candidates documents, individual exam timetable etc.) is adapted where this may be required for a disabled candidate to access it.

7.1.4 Other relevant centre staff

- staff responsible for **specialist equipment** that may need to be provided or adapted for a candidate
- senior staff responsible for the centre's **emergency evacuation procedures** and the arrangements that may need to be in place for a candidate with a disability who may need assistance when an exam room is evacuated
- staff responsible for **IT or other specialist equipment** that may need to be provided or adapted for a candidate
- estates/site staff responsible for **rooms and non-specialist equipment** (chairs, tables, clocks etc.) used for exams that may need to be adapted for a candidate.

7.2 Roles and responsibilities - Internal assessments

These are non-examination assessments (NEA) which are normally set by a centre/awarding body, marked and internally moderated/standardised by the centre and externally moderated by the awarding body.

"Externally marked and/or externally set practical examinations taken at different times across centres are classified as 'NEA'."

[Quote taken from the JCQ publication [Instructions for conducting non-examination assessments – Foreword](#)]

7.2.1 Special educational needs coordinator (SENCo)

- ensures centre-delegated and awarding body approved arrangements are in place prior to a candidate taking his/her first formal supervised assessment
- liaises with teaching staff to implement appropriate access arrangements for candidates

- liaises with the teacher where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of his/her formal supervised assessment
- ensures candidates are aware of the access arrangements that are in place for their assessments
- ensures facilitators supporting candidates are appropriately trained and understand the rules of the particular access arrangement(s)
- ensures a candidate has had appropriate opportunities to practise using the access arrangement(s) before his/her first examination.

7.2.2 Exams officer

- ensures centre-delegated and awarding body approved arrangements are in place prior to a candidate taking his/her first formal supervised assessment
- liaises with the teacher where a facilitator may be required to support a candidate requiring an emergency (temporary) access arrangement at the time of his/her formal supervised assessment.

7.2.3 Teaching staff

- support the SENCo in implementing appropriate access arrangements for candidates
- provide the SENCo with assessment schedules to ensure arrangements are put in place when required
- liaise with the SENCo regarding assessment materials that may need to be modified for a candidate
- ensures cover sheets are completed as required by facilitators.

7.3 Roles and responsibilities – internal exams

These are exams or tests which are set and marked within the centre; normally a pre-cursor to external assessments.

7.3.1 Special educational needs coordinator (SENCo)

- liaises with teaching staff to implement appropriate access arrangements for candidates.

7.3.2 Teaching staff

- support the SENCo in implementing appropriate access arrangements for candidates
- provide exam materials that may need to be modified for a candidate.

7.3.3 Exams officer

- provide the SENCo with internal exam timetable to ensure arrangements are put in place when required.

8. Facilitating access – examples

8.1 The following information confirms the centre's good practice in relation to the Equality Act 2010 and the conduct of examinations.

8.2 On a candidate by candidate basis, consideration is given to:

- adapting assessment arrangements
- adapting assessment materials
- the provision of specialist equipment or adaptation of standard equipment
- adaptation of the physical environment for access purposes.

8.3 The table provides example arrangements, adjustments and adaptations that are considered to meet the need(s) of a candidate and the actions considered/taken by the centre for the purposes of facilitating access.

Example of candidate need(s)	Arrangements explored	Centre actions
A medical condition which prevents the candidate from taking	Alternative site for the conduct of examinations	<i>SENCo gathers evidence to support the need for the candidate to take exams at home</i>

exams in the centre	Supervised rest breaks	<p><i>Pastoral head provides written statement for file to confirm the need</i></p> <p><i>Approval confirmed by SENCo; AAO approval for both arrangements not required</i></p> <p><i>Pastoral head discussion with candidate to confirm the arrangements should be put in place</i></p> <p><i>EO submits appropriate 'Alternative site for the conduct of exams form'</i></p> <p><i>EO provides candidate with exam timetable and JCQ information for candidates</i></p> <p><i>Pastoral head confirms with candidate the information is understood</i></p> <p><i>Pastoral head agrees with candidate that prior to each exam will call to confirm fitness to take exam</i></p> <p><i>EO allocates invigilator(s) to candidate's timetable; confirms time of collection of exam papers and materials</i></p> <p><i>Invigilator monitors candidate's condition for each exam and records any issues on incident log</i></p> <p><i>Invigilator records rest breaks (time and duration) on incident log and confirms set time given for exam</i></p> <p><i>Invigilator briefs EO after each exam on how candidate's performance in exam may have been affected by his/her condition</i></p> <p><i>EO discusses with pastoral head if candidate is eligible for special consideration (candidate present but disadvantaged)</i></p> <p><i>EO processes request(s) for special consideration where applicable; incident log(s) provides supporting evidence</i></p> <p><i>Pastoral head informs candidate that special consideration has been requested</i></p>
Persistent and significant difficulties in accessing written text	Reader 25% extra time Separate invigilation within the centre	<p><i>Confirms candidate is disabled within the meaning of the Equality Act 2010</i></p> <p><i>Papers checked for those testing reading</i></p> <p><i>Reader sourced for use in papers (or sections of papers) testing reading OR up to 50% extra time awarded</i></p> <p><i>A short concise file note produced on centre headed paper, signed and dated kept on file, confirming the nature of the candidate's impairment and that the use of a computer reader and/or a reader reflects his/her normal and current</i></p>

		<p><i>way of working within the centre</i></p> <p><i>(25% extra time - Form 8 completed as appropriate)</i></p> <p><i>Supporting evidence, AAO approval and signed candidate personal data consent form kept on file</i></p>
Significant difficulty in concentrating	<p>Prompter</p> <p>Separate invigilation within the centre</p>	<p><i>Gathers evidence to support substantial and long term adverse impairment</i></p> <p><i>Confirms with candidate how and when they will be prompted</i></p> <p><i>Briefs invigilator to monitor candidate and the method of prompting (call out his name to bring his attention back to the paper - confirms requirement for separate room)</i></p>
A visually impaired candidate	<p>Rooms</p> <p>Facilities</p> <p>Seating arrangements</p> <p>Separate invigilation within the centre</p>	<p><i>SENCo gathers evidence to support impairment</i></p> <p><i>EO orders modified paper within the exam board deadline</i></p> <p><i>Provides large desk in exam room to facilitate projector</i></p> <p><i>Confirms arrangements in place to assist the candidate in case of emergency evacuation of the exam room</i></p>

Signature: Date:

Printed name: Position: