

# Fair Access Policy Statement

PAL's Fair Access Policy Statement sets out the principles which ensure apprentices undertaking Apprenticeship Assessments with Professional Assessment Ltd (PAL) or undertaking any PAL qualifications can do so fairly and without barriers or restriction, regardless of any protected characteristic they may have.

PAL is committed to ensuring that all learners, regardless of ability, or other protected characteristic are able to participate fully on their assigned learning programmes. PAL will make sure that our personnel receive relevant information regarding fair access to learning opportunities and assessment.

This statement should be read in conjunction with PAL's Equality, Diversity, and Inclusion Policies and Special Consideration and Reasonable Adjustment Policy and Guidance. The principles outlined in this statement are also enshrined in support materials and PAL policies generally, which can be accessed via our website and on-line libraries of resources.

As such, PAL is committed to ensuring that:

- All PAL personnel, third parties and centres are aware of, and adhere to, relevant equality legislation and implement and facilitate fair access to learners positive attainment across all qualifications and learning programmes
- Centres, third parties and all relevant stakeholders are aware of how to make a request for reasonable adjustments and special considerations and that such interventions are equitably applied
- All of PAL's Apprenticeship Assessments and qualifications are developed in a way to not disadvantage any learner with a protected characteristic, as far as is reasonably practicable
- All learners undertaking Apprenticeship Assessments or qualifications are not unduly advantaged or disadvantaged due to having, or not having a particular protected characteristic
- PAL will consider all requests relating to Apprenticeship Assessments and qualification access received where practicable, as long as the integrity and reliability of the assessment or qualification are not compromised
- Fair Access and Equality and Diversity is incorporated into the induction training and on-going training for all PAL personnel
- Monitoring of PAL activities takes place from design to awarding of qualifications or apprenticeship assessments
- This guidance is reviewed as required in the light of any new legislation, or new guidance relating to the delivery of qualifications or apprenticeship assessments.

## Regulatory references

PAL is required to establish and maintain compliance with regulatory conditions and criteria. This policy relates to Ofqual General Conditions of Recognition: Arrangements with centres, C2; Accessibility of Qualifications D2; Ensuring assessment is fit for purpose and can be delivered E4; Arrangements for reasonable adjustments G6 and arrangements for Special consideration G7.

Date Created: 1<sup>st</sup> November 2020

Last Review: 02/02/2026

Next Review: 02/02/2027

Persons Responsible for review: QD and BOD

This Policy has been agreed by the PAL Board