



Equalities Compliance Summary

Date: 17 May 2025

Organisation: Next Gen Teaching

Responsible Officer: Samantha Cuthbert

1. Commitment to Equal Access

Next Gen Teaching is fully committed to ensuring all learners have equitable access to qualifications, in line with:

- The **Equality Act 2010 (UK)** (as a minimum standard)
- International frameworks including **UNCRC** and **UNESCO Intercultural Education Guidelines**

This commitment applies across:

- Curriculum and content design
- Teaching and assessment methods
- Admissions, progression, and certification

2. Inclusive Course Design

All qualifications are:

- Designed using the **ADDIE instructional model**, incorporating universal design principles.
- Informed by the **Teachers' Standards** and current **DfE policy**.
- Built around varied delivery (synchronous, asynchronous, and face-to-face) to suit differing learner needs and contexts.
- Include diverse perspectives and examples from international settings, ensuring global accessibility.

3. Reasonable Adjustments & Special Considerations

A standalone **Reasonable Adjustments and Special Considerations Policy** sets out:

- Adjustments pre-assessment (e.g., additional time, assistive tech, adapted resources)
- Support during delivery (e.g., extra coaching time, video captioning, dyslexia-friendly formatting)
- Special considerations post-assessment (e.g., illness, family emergencies)

All decisions are evidence-based, reviewed within 10 working days, and communicated with confidentiality and transparency.

4. Equality in Assessment

Assessment practices:

- Are monitored for fairness, validity, and bias minimisation
- Include multi-modal assessments (e.g. reflective writing, dialogic tasks, recorded observations)
- Are flexible in delivery mode while upholding standardisation and comparability

5. Monitoring and Evaluation

- Annual reviews of participation, outcomes, and progression data disaggregated by protected characteristics
- Policy updates based on feedback from learners, assessors, and governing members
- Reported annually to the Governing Body, with any disparities actioned

6. Organisational Responsibility

- **Equality and Diversity Officer:** Samantha Cuthbert
- **Governing Body Oversight:** Ian Elliott (Chair), Siobhan Brady (SEND), Helen Hemingway (Secretary), Elizabeth Hidson (Industry Advisor)