Unit Title:	**Principles of equality and diversity in the workplace**
OCR unit number:	8
Level:	2
Credit value:	2
Guided learning hours:	10
Unit reference number:	J/506/1806

Unit aim and purpose

This unit aims to develop knowledge and understanding regarding equality and diversity, and will introduce learners to the key principles underpinning equality and diversity in the workplace. Upon completion of this unit, learners will understand the implications of equality legislation and will understand organisational standards and expectations for equality and diversity in the workplace.

Learning Outcomes	Assessment Criteria	Additional Guidance
The Learner will: 1 Understand the implications of equality legislation	**The Learner can:** 1.1 Define the concept 'equality and diversity' 1.2 Describe the legal requirements for equality of opportunity 1.3 Describe the role and powers of organisations responsible for equality 1.4 Explain the **benefits** of equal opportunities and diversity 1.5 Explain the potential **consequences** for an organisation of failing to comply with **equality legislation**	**Benefits** include those relating to the employer, employees and customers **Consequences** could include those which are legal, reputational and relating to profits **Equality Legislation** will include but is not exclusive to: • Equality Act 2010
2 Understand organisational standards and expectations for equality and diversity and context in the workplace	2.1 Explain how organisational policies on equality and diversity translate into day to day activity in the workplace 2.2 Describe their own responsibilities for equality and diversity in the workplace 2.3 Describe behaviours that support equality, diversity and inclusion in the workplace	

© OCR 2014

Assessment

This unit is internally assessed by centre staff and externally verified by OCR Assessors.

Guidance on assessment

N/A

National Occupational Standards (NOS) mapping/signposting

The mapping in the table below provides an indication of where evidence might be available for assessment against some of the knowledge and understanding contained in the national occupational standards (NOS). It does not claim to guarantee that evidence will meet the NOS.

NOS can be viewed on the relevant Sector Skills Council's website or the Occupational standards directory at www.ukstandards.co.uk.

Occupational standards	Unit number	Title
Management & Leadership (2012) National Occupational Standards:	CFAM&LBA7	• Promote equality of opportunity, diversity and inclusion

Additional information

For further information regarding administration for this qualification, please refer to the OCR document '*Admin Guide: Vocational Qualifications' (A850)* on the OCR website www.ocr.org.uk .

© OCR 2014