

Qualification Specification

601/4458/0

iCQ Level 2 Certificate in Equality and Diversity (RQF)



Qualification Details

Title : iCQ Level 2 Certificate in Equality and Diversity (RQF)
Awarding Organisation : [iCan Qualifications Limited](https://icanqualify.net)
Fees Price List Url : <https://icanqualify.net>
Qualification Type : RQF
Qualification Sub Type : None
Qualification Level : Level 2
Qualification Sub Level : None
EQF Level : Level 3
Regulation Start Date : 29-Aug-2014
Operational Start Date : 01-Sep-2014
Offered In England : Yes
Offered In Wales : Yes
Offered In Northern Ireland : Yes
Assessment Language In English : Yes
Assessment Language In Welsh : No
Assessment Language In Irish : No
SSA : 14.2 Preparation for Work
Purpose : B. Prepare for further learning or training and/or develop knowledge and/or skills in a subject area
Sub Purpose : B2. Develop knowledge and/or skills in a subject area
Total Credits : 18
Min Credits at/above Level : 18
Minimum Guided Learning Hours : 180
Maximum Guided Learning Hours : 180
Diploma Guided Learning Hours : 0
Barring Classification Code : ZZZZ
Overall Grading Type : Pass
Assessment Methods : Portfolio of Evidence
Structure Requirements : To achieve this qualification learners must complete the 3 mandatory units, attaining 18 credits
Age Ranges : Pre-16 : Yes; 16-18 : Yes; 18+ : No; 19+ : Yes
Qualification Objective : This qualification is for those who wish to develop an understanding of equality and diversity in the workplace and in the community

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Rules of Combination (ROC)

Group Name	Mandatory	#Units	Minimum Units	Maximum Units	Minimum Credits	Maximum Credits
OAG) Overarching Group	Yes	0	1	0	18	0
M) Mandatory Units	Yes	3	3	0	18	0

Group M Mandatory Units

URN	Title	Level	GLH	Credit
D/506/2234	Equality and diversity in society	2	60	6
H/506/2235	Equality and diversity in the community	2	60	6
K/506/2236	Equality and diversity in the workplace	2	60	6

Unit Specification
D/506/2234
 Equality and diversity in society



Qualification Framework: RQF
 Title : Equality and diversity in society
 Unit Level : Level 2
 Unit Sub Level : None
 Guided Learning Hours : 60
 Unit Credit Value : 6
 SSAs : 14.1 Foundations For Learning and Life
 Unit Grading Structure : Pass
 Assessment Guidance : Please refer to the [Online iCQ Assessment Guidance](#).

Unit: D/506/2234 : Equality and diversity in society	
Understand what equality is	
Assessment Criterion - The learner can:	
01.01	Describe what is meant by 'equality'
01.02	Define the following terms: stereotyping; prejudice; labelling; protected characteristics; equal opportunity; positive action; discrimination; discrimination by association
01.03	Describe examples of equal opportunity within society
01.04	Describe examples of inequality within society
Understand what diversity is	
02.01	Describe what is meant by 'diversity'
02.02	Identify diversity that exists within society, looking at: interests; beliefs; age; lifestyles; personal characteristics; cultural identities
02.03	Describe the contribution these variations make to the overall diversity of society
02.04	Describe how diversity enhances their own life
02.05	Explain why it is important to respect the differences of individuals
02.06	Describe how these differences should be respected
Understand the effects of stereotyping and labelling	
03.01	Explain why some people stereotype others
03.02	Describe the damaging effects stereotyping and labelling can have on individuals
03.03	Describe ways stereotyping is encouraged in society
Understand the effects of prejudice and discrimination	
04.01	Describe how people may develop prejudices
04.02	Describe the types of discrimination and prejudices that can exist in society
04.03	Describe the difference between indirect and direct discrimination
04.04	Give examples of indirect and direct discrimination
04.05	Describe the effects that different types of discrimination can have on individuals
04.06	Describe the effects that different types of prejudice can have on individuals
Understand the ways in which people might choose to describe themselves	
05.01	Describe factors and characteristics that make a person who they are, including: physical characteristics; likes and dislikes; values and beliefs; personal interests; religious and cultural; geographical
05.02	Describe what having multiple identities means
05.03	Describe their own multiple identities
05.04	Describe the multiple identities of another person
05.05	Illustrate how an individual can identify as belonging to a number of different groups

Unit Specification
H/506/2235
Equality and diversity in the community



Qualification Framework: RQF
Title: Equality and diversity in the community
Unit Level: Level 2
Unit Sub Level: None
Guided Learning Hours: 60
Unit Credit Value: 6
SSAs: 14.1 Foundations For Learning and Life
Unit Grading Structure: Pass
Assessment Guidance: Please refer to the [Online iCQ Assessment Guidance](#).

Unit: H/506/2235 : Equality and diversity in the community	
Understand the extent of diversity within a community	
Assessment Criterion - The learner can:	
01.01	Describe the extent of diversity that exists within a community
01.02	Give examples of physical diversity within a community
Understand the value to communities in creating and maintaining a diverse environment	
02.01	Describe the types of equality that can occur within a community
02.02	Describe the benefits of equality and diversity within a community
Understand the potential inequality that can occur within a community	
03.01	Describe the types of inequality that can occur within a community
03.02	Describe the threats that may exist to equality and diversity within a community
Understand the support services and groups that exist within a community to ensure equality and diversity is maintained	
04.01	Describe the range of support services and groups that exist within a community to support the promotion of equality and diversity
04.02	Identify potential users of the support services and groups

Unit Specification
K/506/2236
 Equality and diversity in the workplace



Qualification Framework: RQF
 Title : Equality and diversity in the workplace
 Unit Level : Level 2
 Unit Sub Level : None
 Guided Learning Hours : 60
 Unit Credit Value : 6
 SSAs : 14.1 Foundations For Learning and Life
 Unit Grading Structure : Pass
 Assessment Guidance : Please refer to the [Online iCQ Assessment Guidance](#).

Unit: K/506/2236 : Equality and diversity in the workplace	
Understand the meaning of equality and diversity in the workplace	
Assessment Criterion - The learner can:	
01.01	Describe what equality and diversity means to organisations in relation to: recruitment; pay; conditions; promotion opportunities
01.02	Describe the benefits to an organisation of having a diverse workforce
01.03	Describe how organisations can promote and maintain equality and diversity in the workplace
01.04	Describe the difficulties that can arise in trying to establish and maintain a diverse workplace
01.05	Describe how equality and diversity can be promoted and maintained by employees
Understand how equality and diversity is monitored in the workplace	
02.01	Describe policies, codes of conduct and guidance relating to equality within the workplace that encourage and protect equality and diversity
02.02	Describe how equality and diversity is monitored in the workplace
02.03	Describe an organisations sanctions on employees for breach of their policies, codes of conduct or guidelines where equality and diversity is concerned
02.04	Describe the consequences for an organisation of not trying to create or maintain a diverse and equal environment, looking at: legal consequences; economic/business consequences; social/moral consequences
02.05	Outline any additional duties placed on public sector organisations under current equality legislation
Understand how the rights of individuals are protected in the workplace	
03.01	Describe the rights individuals have under current legislation
03.02	Describe the responsibilities for equality and diversity in the workplace of: employees; employers
03.03	Describe the difference between positive action and positive discrimination
03.04	Explain the importance of making sure equality and diversity procedures are followed in the workplace
03.05	Describe the types of organisations that provide support and information about the rights of individuals in relation to equality and diversity
03.06	Describe the services that these organisations can offer to individuals