

Age discrimination legislation

Impact on assessment strategies and City & Guilds documentation

Age discrimination legislation came into force on 1 October 2006. As a result, City & Guilds has been reviewing its internal processes and documentation. City & Guilds would like to make it clear that this will not affect qualifications or assessments. It may, however, impact on the interpretation of what is meant by 'occupational expertise' in relation to assessors, internal verifiers and external verifiers for N/SVQs.

The legislation suggests that it is discriminatory to make reference to the number of years' experience expected of N/SVQ assessors, internal verifiers and external verifiers. City & Guilds has been proactive in responding to this challenge and in the spirit of the legislation has produced an alternative statement. This standard approach is transparent and conveys the meaning of occupational expertise without the need to state the number of years' experience needed to become an assessor, internal verifier or external verifier. This will be shared with our awarding body and SSB colleagues when agreeing on future N/SVQ assessment strategies.

This requirement applies to current, as well as new documentation. City & Guilds will not, however, be making immediate changes to current documentation, such as the N/SVQ Standards and assessment requirements and Qualification handbooks. New developments and subsequent assessment strategies will contain the new statements, and existing City & Guilds documents will be amended as necessary through a phased process.