



Purpose Statement

NCFE Level 2 Certificate in Equality and Diversity (601/3145/7)

1. Overview

What does this qualification cover?

This knowledge-based QCF qualification covers enhanced early-stage learning and concepts relating to equality and diversity, particularly relating to society, the workplace, and the community. This will enable learners to develop a level of knowledge beyond the standard employer-sponsored training experience, which will provide them to access to further learning routes or career progression.

The objective of this qualification is to allow learners to:

- raise their awareness of the issues surrounding equality and diversity
- apply this awareness through their actions in society, community and the workplace.

This qualification consists of the following mandatory units:

- Equality and diversity in society (D/506/2234)
- Equality and diversity in the community (H/506/2235)
- Equality and diversity in the workplace (K/506/2236)

The requirement for learners to complete the 3 mandatory units ensures they gain an understanding of the societal, community and workplace context of equality and diversity.

Learners will gain an understanding of the terminology, application, context and social constructs relating to equality and diversity, which is of particular value to employers as they'll be able to apply this to their professional life and further studies.

Who is this qualification designed for?

This qualification is suitable for learners aged pre-16 and above.

The qualification is designed for any learner, regardless of age or employment status, who'd like to, or need to develop their own understanding of the main issues in relation to equality and diversity across a variety of contexts.



The Equality Act (2010) enforces the need for prospective employees in a range of sectors to be aware of the implications of legislation and associated policies.

Employers strongly value relevant experience and proof of commitment to this area.

Such knowledge will enhance their working practices and career development. This qualifications structure ensures that learners will develop a broad knowledge of equality and diversity, which is relevant to both life in general and current or future employment.

There are no specific recommended prior learning requirements for this qualification. However, learners may progress onto this qualification from others such as:

- Level 1 Award in Equality and Diversity
- Level 1 Award in Valuing Equality and Diversity in Society
- Level 1 Award in Equality, Diversity and Inclusion
- Level 2 Award in Equality and Diversity

2. What could this qualification lead to?

This qualification will enhance applicant potential in any job role or industry and is particularly relevant for those working in the following sectors:

- equality and diversity officer / equalities officer
- advice worker
- community development worker
- community education officer
- housing manager/officer
- human resources officer
- social worker
- training and development officer
- youth worker.

Progression opportunities

Learners undertaking this qualification could progress into further and higher education such as the following qualifications:

- Level 3 Award in Equality and Diversity
- Level 3 Award in Managing Diversity
- Level 3 Award in Principles of Equality and Diversity
- Level 4 Award in Managing Equality and Diversity in an Organisation
- Level 6 Award in Leading Organisational Equality and Diversity



The qualification will also support and enhance learning undertaken in other related areas, such as:

- Health and Social Care
- Customer Service/Business
- Early Years Care and Education

Are there any larger or smaller versions of this qualification at the same Level, why should a learner take this one?

The NCFE Level 2 Award in Equality and Diversity is a smaller qualification, designed to give learners an introduction to the subject and looks solely at Equality and Diversity within society.

This qualification takes learning further by asking the learner to apply their basic knowledge (attained through the Equality and Diversity in Society unit) to the community and workplace, developing a more comprehensive understanding of the subject across multiple contexts.

NCFE is a market leader, having offered the first regulated certificate-sized qualification in this subject since 2006.

3. Who supports the qualification?

The qualification is supported by providers listed on the Register of Training Organisations and who have current contracts for delivery of provision in across a range of different sectors. For further information please contact NCFE on 0191 239 8000.