

ORE Part 1 and Part 2 - Equality, Diversity and Inclusion Policy

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1. Purpose

- 1.1 This policy sets out the commitment of UCL Consortium, as administrator of the Overseas Registration Examination (ORE), to equality, diversity and inclusion (EDI) in all aspects of the examination process.
- 1.2 The ORE provides a route to registration for dentists who have qualified outside the United Kingdom. The Consortium is committed to ensuring that the examination is delivered fairly, transparently and accessibly to all candidates, regardless of their background or personal characteristics.
- 1.3 We oppose all forms of unlawful and unfair discrimination and have measures in place to safeguard candidates, examiners and staff who may face inequality, bullying or harassment due to any protected characteristic or for any other reason.
- 1.4 The Consortium is committed to ensuring that the delivery of the ORE aligns with the expectations of the General Dental Council (GDC) in relation to equality, diversity and inclusion. This includes promoting fairness, transparency and consistency, and taking appropriate steps to identify and mitigate potential bias in assessment and decision-making processes.

2. Scope

- 2.1 This policy applies to:
 - All ORE candidates and applicants at any stage of the application, examination or results process
 - All UCL Consortium administrators involved in the administration, delivery and quality assurance of the ORE
 - All examiners, assessors, invigilators and other individuals engaged to support the delivery of the ORE
 - Third-party suppliers and contractors engaged in the delivery of the ORE on behalf of the UCL Consortium

3. Our Commitment

The Consortium is committed to the following principles in the administration and delivery of the ORE:

- 3.1 Fair and Equal treatment

All ORE candidates will be treated fairly and with respect throughout the examination process. Assessment and all examination-related decisions will be made solely on the basis of a candidate's demonstrated knowledge, skills and ability, without regard to any protected characteristic as defined under the Equality Act 2010.

The Consortium recognises that assessment involving human judgement may be influenced by conscious and unconscious bias. Whilst bias cannot be entirely eliminated, the ORE incorporates a range of controls designed to minimise its impact, including examiner training, standardisation, calibration, quality assurance processes and ongoing monitoring of assessment outcomes. Assessment decisions are based on structured professional judgement applied against defined assessment criteria.

3.2 Protection from Discrimination

No form of direct or indirect discrimination, victimisation or harassment arising from a protected characteristic will be tolerated. Protected characteristics under the Equality Act 2010 include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3.3 Dignity and Respect

Every candidate and member of staff involved in the ORE is entitled to an environment that promotes dignity and respect. All individuals are expected to conduct themselves accordingly, and any concerns about discriminatory behaviour will be investigated and addressed promptly.

3.4 Accessibility and Reasonable Adjustment

The Consortium is committed to ensuring that the ORE is accessible to all eligible candidates. Where a candidate has a disability or other relevant need, reasonable adjustments will be considered and implemented where practicable, in line with the Equality Act 2010 and UCL accessibility standards.

Candidates who require reasonable adjustments should notify the Consortium at the earliest opportunity during the application process (see [Part 1 Reasonable Adjustments policy](#) and the [Part 2 Reasonable Adjustment Policy](#)).

3.5 Inclusion and innovation

The Consortium recognises that equality and diversity in the delivery of the ORE is good practice and supports fair and robust assessment. We are committed to creating an environment in which individual differences are recognised and valued.

3.6 Fairness, transparency and regulatory alignment

The Consortium is committed to ensuring that all ORE processes are fair, transparent and evidence based. Fairness is achieved through a balance of consistency in assessment standards and appropriate adaptation where required, including reasonable adjustments, to ensure equitable opportunity for all candidates. This includes providing clear information regarding examination requirements, assessment criteria and outcomes, whilst maintaining the competence standards required for safe professional practice.

3.7 How the Consortium supports Equality, Diversity and inclusion

The Consortium supports the delivery of this policy through:

- Examiner recruitment, training, calibration and standardisation activities.
- Mandatory equality, diversity and inclusion and unconscious bias training.
- Reasonable adjustments and accessibility arrangements for eligible candidates.
- Monitoring of candidate participation, outcomes and differential attainment.
- Candidate feedback, complaints and reviews processes.
- Regular review of examination materials and operational procedures.
- Periodic review of equality, diversity and inclusion data to identify opportunities for improvement.

4. Responsibilities

4.1 UCL Consortium is responsible for:

- Ensuring that all examination processes and materials are designed and delivered in accordance with EDI principles
- Providing mandatory unconscious bias training to all examiners and panel members prior to their involvement in the ORE
- Reviewing examination processes and materials regularly to identify and remove barriers to participation
- Handling requests for reasonable adjustments and ensuring these are properly assessed and, where feasible, implemented
- Monitoring EDI data in relation to candidature and outcomes
- Providing access to appropriate wellbeing and mental health support for staff involved in delivery

- Ensuring that third-party suppliers engaged in the delivery of the ORE demonstrate a clear commitment to EDI
- Periodically reviewing all procedures and policies related to EDI to ensure relevance and compliance
- Taking reasonable steps to identify and minimise the risk of bias in examination design, delivery and assessment
- Ensuring appropriate standardisation and calibration of examiners to promote consistency in marking
- Monitoring outcomes to identify any potential disparities between candidate groups and taking action where appropriate
- Ensuring transparency in decision-making processes and communication with candidates

4.2 Examiner and invigilators

All examiners, assessors and invigilators involved in the ORE are expected to:

- Apply structured professional judgement consistently against the approved assessment criteria and participate in examiner training, calibration and standardisation activities designed to support fair and equitable assessment.
- Treat all candidates with fairness, dignity and respect at all times
- Complete mandatory EDI and unconscious bias training required by the UCL Consortium prior to examining
- Participate in standardisation activities and apply marking criteria consistently to minimise the risk of bias
- Report any concerns about discriminatory behaviour or unfair treatment promptly to the ORE management team

4.3 ORE Candidates

All ORE candidates are expected to:

- Treat all staff, examiners and all candidates with respect throughout the examination process
- Notify the UCL Consortium promptly if they have a disability or other need that may require reasonable adjustments (see [Part 1 Reasonable Adjustments policy](#) and the [Part 2 Reasonable Adjustments Policy](#)).
- Report any concerns about discrimination or unfair treatment through the appropriate channels

5. Examination Design and Delivery

5.1 In the design and ongoing development of the ORE, The Consortium will:

- Apply EDI principles to examination materials, ensuring content is free from unnecessary cultural bias
- Review examination content and assessment processes periodically to identify and mitigate potential sources of cultural, linguistic or other unintended bias that may disadvantage particular groups of candidates.
- Review examination materials periodically through an EDI lens
- Ensure equality of access in the design and delivery of examination materials and processes
- Ensure that examination venues and facilities meet appropriate accessibility standards
- Provide clear, plain-English guidance to candidates
- Adhere to EDI principles in all interactions with candidates and stakeholders
- Take reasonable steps to ensure that examination design and delivery do not create unnecessary barriers to candidate performance and reflect principles of equality of opportunity.

6. Monitoring and Review

6.1 Equality and Diversity Monitoring

The Consortium will monitor application, participation and outcomes data for the ORE on an ongoing basis. Data will be analysed periodically to ensure no discrimination under the Equality Act 2010 has taken place and to support continuous improvement.

The Consortium will monitor outcomes to identify any patterns of differential attainment between candidate groups. Where disparities are identified, these will be reviewed and, where appropriate, action will be taken to ensure that examination processes remain fair, valid and free from avoidable bias.

6.2 Policy Review

This policy will be reviewed annually to ensure it remains accurate, effective and compliant with current equality legislation and best practice.

Findings from equality monitoring, candidate feedback and operational review will be used to inform continuous improvement in the design and delivery of the ORE.

7. Contact and Reporting Concerns

7.1 Any candidate, examiner or member of staff who has a concern about equality, discrimination or unfair treatment in relation to the ORE should contact the UCL ORE Consortium Administrative Team in the first instance.

7.2 Concerns may also be raised formally via the ORE complaints procedure. Complaints should normally be submitted within five working days of the examination or incident to enable a timely investigation whilst evidence and witness recollections remain available. Individuals are

encouraged to view both the [Part 1](#) and [Part 2](#) ORE complaints policies, where further information on how to raise a complaint, including access to the relevant complaint form, is available.

7.3 All concerns will be treated seriously, investigated appropriately and handled in confidence wherever possible.

7.4 The Consortium is committed to ensuring that no individual who raises a genuine concern in good faith will be subjected to any detriment as a result.

7.5 The Consortium is committed to continuous improvement in equality, diversity and inclusion and will take proportionate action where areas for improvement are identified.