



CMI Diversity and Equality Policy – Ref: AB/POL/0006/Jul18/V7

Purpose

The Chartered Management Institute (CMI) has a public duty to ensure that unlawful or unfair discrimination, whether direct or indirect, is eliminated both in access to, and assessment of, its qualifications, and that diversity and equality of opportunity is actively promoted. To that end CMI is committed to ensuring these aspects are considered at all times in the design, development and delivery of its qualifications. Where it is reasonable and practical to do so, it will take steps to address identified inequalities or barriers that may arise.

Introduction

This document sets out CMI's policy for ensuring that users of its qualifications are protected and are assured of fair and unbiased access. CMI will take every action possible to avoid discrimination and that any potential barriers to accessing its qualifications are identified and mitigated against.

CMI pays due regard to the legislation specified in the Equality Act 2010 and the protected characteristics that are defined within it. These are: age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, sex and sexual orientation. CMI also recognises the additional characteristics relating to equalities law in Northern Ireland which includes political opinion, and persons with and without dependents in Northern Ireland.

Scope

This policy applies to all CMI Awarding Body staff, Employers and CMI Centres.

Qualifications

CMI will consult with users, including relevant Learners and/or their representatives, to ensure that there are no unreasonable barriers to the qualifications it designs, develops and delivers. Should the qualification include a justifiable barrier, the nature of this will be stated and its inclusion used only if it affects the integrity of the qualification.

CMI will monitor any instances where there is believed to be a barrier to our qualifications, these will be recorded and fed into in CMI's qualification review process.

Access to and progress in CMI qualifications shall be connected solely with individuals' merits, abilities and potential. CMI therefore insists that a CMI Centre operates, monitors and reviews its diversity and equality policy. Records must be available to the Quality Manager upon request.

CMI Centres

Centres are encouraged to contact their Quality Manager for advice on how to build on best practice, especially concerning Learners with particular assessment requirements. Quality Managers will monitor Centre's diversity and equality policies and practices.

CMI will collect equality data so that it can monitor and evaluate compliance with equalities law and with its regulatory requirements, ensuring its qualifications remain valid and fit for purpose