



**IIMTS**  
Awarding Body

# IIMT STUDIES LTD **CENTRE POLICY**

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## Equality and Diversity Policy

### Policy Compliance:

This policy complies with  
Ofqual, Handbook- General Conditions of Recognition

G2 Language of the assessment  
G6 Arrangements for reasonable adjustments G7  
Arrangements for Special Consideration



# IIMTS

## Awarding Body

### Awarding Quality Qualifications through Global Recognition

Document Code No. IIMTS\_AO\_OGCR\_ED\_01\_2020

<b>Title of the Policy:</b> Equality and Diversity Policy	<b>Authorised by</b> Responsible Officer	<b>Created: Version 1</b> 1 November 2023
<b>Conditions of Recognition:</b> General Conditions of Recognition		<b>Current version: 3</b>  <b>Next Review Date:</b> 1 April 2026

### Important contact-

Any query or concern related to this policy may be directly addressed to the Responsible Officer-

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**Awarding body:**

IIMT Studies Ltd- [www.iimtsab.co.uk](http://www.iimtsab.co.uk)

Acronym used to represent IIMT Studies Ltd (IIMT Studies):

IIMTS AB

**Regulating Body:**

OFQUAL

[Ofqual.gov.uk](http://Ofqual.gov.uk)

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**(A) Policy Code: IIMTS\_AO\_OGCR\_ED\_01\_2020**

**(B) Policy Statement:**

As an Awarding Body, we are committed to enabling growth through education, without discrimination. IIMT Studies Ltd believes that everyone has equal rights to be educated, enhance their skills and competencies and upgrade their knowledge. IIMT makes provisions for Equal Opportunities and Rights so that there is no differentiation or distinction based on any factor except for special categories of students, professionals or business associates.

IIMT Studies complies with the Equality Act 2010 and its integrated legislation and regulatory requirements on diversity and inclusion. This policy describes our expertise in supporting the stakeholders in delivering the qualification criteria.

IIMT Studies ensures equal opportunities for all learners in accessing our qualifications and services. Our qualifications are awarded impartially, and our approved centres are required to implement their Diversity/Equal Opportunities Policies. Our continuous support to delivery centres supports the creation of an inclusive learning experience for all learners.

***In this policy, as well as all other policies and processes:***

- All clauses and guidelines are to be applied uniformly and equally without any discrimination, based on any factor or criteria; except the minimum eligibility criteria based on competency skills, knowledge and academic qualifications required for any specific purpose.*

**(C) Objectives of Policy:**

The policy explains continuous improvement, with centres actively engaging in ongoing quality assurance processes with diverse perspectives, and seeking feedback for improvement. The policy explains the commitment of IIMT Studies and its recognised centres to ensuring an environment that values diversity, promotes equality, and ensures equitable opportunities for all learners. The policy:

- Ensures equal opportunities for all learners in accessing IIMT Studies qualifications and assessments.
- Establish and enforce Diversity/Equal Opportunities Policies in recognised centres to comply with the equality law.
- Encourages recognised centres to incorporate diverse perspectives during qualification delivery, ensuring qualification integrity is maintained at all times.
- Drive recognised centres to adopt anti-discrimination policies, creating a safe and pleasant learning environment for learners.

## **(D) Definitions:**

### **Equality:**

The term explains treating everyone at par in terms of offering facilities, benefits and opportunities to learn and earn. The term also means to provide an individual or a group of people with equal and fair treatment in relation to the supply of services, and available opportunities as a part of the business function, including areas of gender, disability, sexual orientation, race, regional or belief and age.

### **Diversity:**

*Diversity describes the range of visible and non-visible differences that exist between people. Managing diversity harnesses these differences to create a productive environment in which everybody feels valued, where talents are fully utilised and in which organisational goals are met.*

*(Kandola and Fullerton 1998)*

## **(E) Policy Scope:**

The "Equality and Diversity" policy at IIMT Studies aims to establish a compliance requirement for equal access, inclusivity, and anti-discrimination within the qualification delivery process. Aligned with this policy, recognised centres support the responsibility of complying with the principles of equality and diversity, ensuring a pleasant learning environment in all recognised centres of IIMT Studies. This policy explains clear communication, authentic assessments, compliance with data protection regulations, and proactive training initiatives. The policy ensures compliance with the Equality law and the conditions of recognition of Ofqual.

## **(F) Policy Framework:**

### **a. Understanding Equality and Diversity:**

#### **Equal Access and Inclusive Policies:**

IIMT Studies is committed to providing equal opportunities for all learners, ensuring that each individual, regardless of background, has fair access to qualifications and assessments.

IIMT Studies recognised centres are required to establish and implement their own Diversity/Equal Opportunities Policy that should ensure that learners and those involved in the delivery and assessment ensure a positive learning environment while preserving the integrity of IIMT Studies qualifications.

IIMT Studies encourages its recognised centres to adopt diverse perspectives during the qualification delivery to enhance the learning journey of learners, enabling them to connect with a broad range of thought processes during their studies and beyond.

Centres must also adopt and enforce anti-discrimination policies to create a safe and welcoming environment by addressing issues related to discrimination.

## **b. Policy Compliance:**

IIMT Studies, as an awarding organisation, takes all steps to promote equality and diversity within the organisation and its recognised centres. The Awarding Organisation remains committed to the implementation of its Equality and Diversity Policy in all recognised centres and in the awarding body, in all departments, with an aim to create an inclusive atmosphere and fair culture. IIMT Studies ensures to provide clear guidance and support to its recognised centres, empowering them to develop and implement their Diversity/Equal Opportunities Policies. While recognised centres focus on qualification delivery, IIMT Studies centrally oversees the design, development and award aspect, ensuring that qualifications and assessments are structured to accommodate diverse perspectives and backgrounds and certified with a fair practice followed as to the regulatory requirements.

IIMT Studies ensures to monitor and support compliance with the Equality and Diversity Policy within its recognised centres. We take responsibility for regularly reviewing and updating the policy, incorporating diverse perspectives, and ensuring alignment with standards and regulatory expectations. This process is to ensure that IIMT Studies is dedicated to providing a fair environment that not only meets high regulatory standards but also ensures equal opportunities for its qualifications, where every learner, regardless of background, can take them and feel valued.

## **c. Centre Responsibilities:**

Recognised centres of IIMT Studies must ensure the effective delivery and administration of qualifications. Centres must comply with IIMT Studies' policies and guidelines at all times. This includes complying with and ensuring that the principles mentioned in the Equality and Diversity Policy are followed to create an inclusive learning environment and providing fair opportunities to everyone. Centres are also responsible for the curriculum delivery, from managing learning schedules to providing appropriate resources and study materials. They must ensure that learners receive clear communication regarding the qualification criteria, assessment methods, and overall qualification expectations as explained in the Qualification books of IIMT Studies.

Centres are responsible for implementing assessment processes, ensuring the authenticity and fairness of learners' submissions. Centres play an important role in facilitating assessments, providing constructive feedback, and guiding learners toward their final assessments. Centres are required to maintain compliance with data protection regulations, ensuring the secure environment and storage of learner data. Centres must comply with equality through training initiatives for their staff members. Regular training sessions should be conducted for both staff members and learners, aiming to spread awareness about the importance of equality and diversity within the Centre.

## **Key Responsibilities:**

- Implementation of the Equality and Diversity Policy to create an inclusive learning environment.
- Ensure that staff members are aware of their responsibilities in creating an inclusive learning environment.
- Implement a system and process for identifying and implementing reasonable adjustments to accommodate learners with specific needs or disabilities during assessments.
- Clear communication of qualification structures and assessment methods to learners.

- Ensuring the authenticity and fairness of learner submissions during assessments.
- Facilitation of assessments, provision of constructive feedback, and guidance for learners.
- Maintenance of compliance with data protection regulations for secure learner data handling.

- Active participation in quality assurance processes.
- Provision of information on the assessment and learning materials.
- Confirmation of compliance with IIMT Studies' expectations for this policy.
- Conduct regular training sessions for staff and learners to create awareness and promote a culture of mutual respect and inclusivity.
- Enforce anti-discrimination measures, including transparent communication on consequences and established reporting mechanisms for prompt resolution.
- Continuously review the policy to integrate diverse perspectives, ensuring it reflects the varied backgrounds of learners.
- Develop and implement assessment practices that are fair, unbiased, and inclusive, considering the diverse backgrounds and experiences of learners.
- Regularly evaluate equality and diversity initiatives, seeking feedback from learners and staff for continuous improvement.
- Implement inclusive classroom practices that represent the diverse learning needs and abilities of all students.
- Take affirmative action to address disparities and ensure equitable opportunities for all learners, regardless of background.
- Establish feedback mechanisms to gather insights from learners, educators, and staff on the effectiveness of equality and diversity initiatives, facilitating continuous improvement.



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