

Equality and Diversity Policy



Policy Statements

- Cambridge Management and Leadership School (CMLS) operates equality and diversity policy to ensure its policies, procedures, operations, systems, services, qualifications and actions are truly open, unbiased treated accessible, fair and according to individual needs.
- CMLS is committed to eliminating discrimination and encouraging diversity and fully supports the requirements of the Equality Act 2010.
- CMLS will not knowingly discriminate any individual including staff, contractor and learners on the grounds of age, disability, gender or gender reassignment, marital status including civil partnerships, race, religion or belief, or sexual orientation.
- CMLS ensures that qualifications specification and assessments will not be biased or support discrimination against any group.
- CMLS operates human resource policies to promote equality and diversity in the recruitment, selection, retention and reward of its staff including contractors.
- CMLS operates admission criteria or equivalent policies to promote equality and diversity in the recruitment and selection of eligible students to its qualifications.
- CMLS conducts equality impact assessment to its policies, systems, and processes to ensure it will remain in compliance with the equalities law & regulatory requirements.
- CMLS ensures qualifications is open to all learners without any barriers to entry including age, gender, ethnicity origin, religious belief, employment status, nationality, sexual orientation, marital status, disabilities including special assessment arrangements etc. However, for some qualifications there will be age restrictions due to level of that award.
- CMLS ensures that its staff and contractors signs conflict of interest agreement and they will not discriminate any applicant against their age, sex, marital status, disability, ethnicity origin and nationality, gender etc.
- CMLS has fairness of assessment policy for qualifications with internal assessment which must support equality and diversity.
- CMLS also ensures that it has adequate facilities for disable students including wheelchair, support chairs / desk etc.
- CMLS policies relating to Equalities are reviewed on continuous basis or at least once in a year if any changes happen in the legislations.
- CMLS monitors its equality and diversity policy with
 - Statistical reports with regard to the individuals' age, sex, marital status, disability, ethnicity origin and nationality, gender etc.

- outcomes of the special consideration and access arrangements' applications from learners
- external quality assurance reports analysis
- Ongoing and annual compliance reports.