

# EQUAL OPPORTUNITIES STATEMENT



As a nationally recognised professional body and as an awarding organisation, the Institute is responsible for ensuring that its Members, staff, and those applying for Membership and its qualifications are treated fairly and that there is equality of opportunity regardless of the individual's gender, racial origin, religious persuasion, sexual orientation or disability.

The Institute will ensure avoidance of inequality:

in the selection, recruitment and training of all those working for or on behalf of the Institute;

through the monitoring of practices, procedures and data relating to the operation of the organisation, its courses and assessment materials;

in the format and content of all syllabuses, regulations and examinations;

in the preparation, production and distribution of all material;

by the relaxation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs in relation to candidates not so disadvantaged, provided that such action does not have a deleterious effect on the standard, quality and integrity of assessments.

In operating its procedures, in formulating its assessment methods and in producing materials, the Institute will make every effort to provide a format, language or approach, which in relation to an individual's gender, racial origin, religious persuasion, sexual orientation or disability:

is not offensive to members of particular groups;

is capable of being readily understood by all;

has the same meaning for all;

implies no stereotyped or biased attitudes;

includes terms or concepts or forms of presentation which are not more familiar to some groups than others;

does not employ assessment techniques that are easier for some groups of candidates to use.

The Pensions Management Institute fully supports the principles of equal opportunities and is committed to satisfying these principles in all its activities and in its published material.