

Statement on Equality and Diversity



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1. Introduction

Equality, freedom and treating all persons with dignity and respect are fundamental human rights. The ICMT is committed to making these central in all its work.

A diverse student body and workforce benefit the ICMT's role as a provider of high-quality education and employment in a modern and ever-changing global society. The ICMT is firmly committed to the promotion of equality and will not unlawfully discriminate or tolerate discrimination (direct or indirect, harassment or victimisation) on the grounds of age, disability, ethnicity (including race, colour, caste and nationality), gender identity, marriage or civil partnership, pregnancy or maternity, religion or belief, sex and sexual orientation. This includes discrimination by association or due to perception.

2. What does this mean to you?

As a potential employee

You can be confident that you are applying to work for an organisation fully committed to ensuring equality, diversity, and inclusion. The recruitment process fully supports and upholds this statement.

As an employee

You are working for an organisation whose commitment to promoting equality, diversity and inclusion is furthered by various policies and procedures to ensure that the ICMT benefits from best practices and lived experiences in this area.

As a student applying for a place at the ICMT

You will be treated with equality and fairness in accordance with our admissions policy and procedures. You will have access to information and advice throughout the admissions process to assist you with your decision making.

As a student

You benefit from studying at an institution with a diverse student body and workforce. Our commitment to equality, dignity, and respect is furthered in the ICMT's Student Charter.

As a partner organisation

In any sector (public, private or voluntary), you will be welcomed and treated with dignity and respect. You will work with the ICMT to promote equality within joint activities for the benefit of all.

As a contractor

Working on our premises, you have both rights and duties and will act in accordance with our principles and standards.

As a visitor

You will be welcomed and treated with dignity, respect and courtesy.

3. Responsibilities

All staff and students are responsible for upholding this commitment. Discriminatory behaviour will be dealt with under the appropriate Complaints, Grievance or Disciplinary procedure.

Document control

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