

Equality Policy

Policy Statement

The Chartered Institute for Securities & Investment (CISI) is committed to ensuring that all candidates receive equality of opportunity and appropriate access to assessment. No candidate shall receive unfair, unlawful discrimination (directly or indirectly) or treatment on the grounds of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or pregnancy and maternity.

The CISI is equally committed to ensuring that no candidate (or anyone acting on the candidate's behalf) is harassed or victimised on the grounds of any of the above characteristics nor for making any claim under the Equality Act 2010.

Qualification Assessment Design and Delivery

This policy will be taken into account in the design and structure of all units and qualifications to ensure there is no implicit bias.

This policy will be taken into account in the setting, moderation, marking and evaluation of examination papers and other forms of assessment to ensure they are free from bias.

This policy will also apply to all support materials produced by the CISI.

Special arrangements and reasonable adjustments are made in the delivery of qualifications for candidates to facilitate access to the CISI qualifications.

Centres Providing Training to Support Securities Institute Qualifications

The CISI expects all Accredited Training Providers to be fully aware of their legal responsibilities in regard to equal opportunities and access. The CISI reserves the right to withdraw Accredited Training Provider status in the event of any proven discrimination. Accredited Training Provider staff should be fully aware of their legal responsibilities with regard to equal opportunities and monitor changes.

Monitoring

The CISI will seek to measure the effectiveness of its policies and take action to improve them where necessary. Data is collected to assist with monitoring requirements through the CISI Qualification Registration Form and the reasonable adjustments / special consideration granted CISI Feedback Forms and results data are also regularly monitored to identify any issues relating to equality.

Where inequalities or barriers are identified, the CISI will take steps to redress these where it is reasonable and practical to do so.