



New Qualifications

Leadership & Management



Here are...

Your *speakers* today



Julie Rowlett
ILM Technical Advisor
Contact email:
Julie.rowlett@cityandguilds.com



Morice Hole
Partnership Manager
Contact email:
Morice.Hole@cityandguilds.com



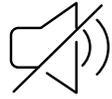
Brett Keegan
ILM Product Manager

Housekeeping



This session is being recorded

The session is being recorded, which will be sent to all attendees after the webinar, along with the slides.



Everyone is on mute

Everyone is on mute but can you hear us?
Emoji use welcome



Questions & polls

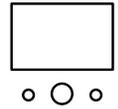
Please add your questions into the question function on. Will we aim to answer all questions although will follow up with the Q&A with the webinar recording.

There will be poll questions, so have your phone to hand.



Captioning

A captioning function is available, which you can activate individually from the banner at the bottom of the screen.



If the session cuts off

Please use the original webinar link to gain access back into the session. To join over the telephone, select "Phone Call" in the Audio pane and the dial-in information will be displayed

Let's take a look at what is happening today

Agenda

1 Our Leadership & Management offer

2 Our support package

3 Assessment approach

4 Resources updates

5 Approval process

6 Roadshows, upcoming events, keeping in touch



ILM Leadership & Management *offer*

Julie Rowlett

Leadership & Management

Level 2, 3 & 5

What will the *new ILM Leadership & Management portfolio* look like?

L2, 3, 5 L&M Skills

- Supports work-based learning and assessment
- Portfolio of evidence - flexible, holistic approach
- Covers full range of knowledge & skills apprenticeship standards L3 & 5

Knowledge focused L3 & 5 L&M

- Supports shorter delivery timescales
- Proposed assignment-based assessment
- Knowledge, application of knowledge, skills that can be assessed outside of the workplace

L4, 6 & 7 L&M

- Existing qualifications at Levels 4, 6 & 7 remain in place to support ongoing provision.

Nations

- Provision in Wales and NI
- Quals on Welsh Apprenticeship Frameworks continuing
- Separate nations network events

Timeline for Refreshed **Leadership & Management offer**

Jan 26
L&M Skills
L2, L3, L5

Spring 26
L&M
Knowledge
L3
followed by
L5

Spring 26
L&M Digital
Learning
Resources

Summer
26
Refreshed
Coaching &
Mentoring
L3, L5, L7

Autumn
26
ILMA
&
Level 4 L&M

Nations
Frameworks
FY27

Qualifications end registration December 2026

- **8000** Level 2 Award / Certificate Leadership & Team Skills
- **8002** Level 2 Certificate in Team Leading
- **8003** Level 2 Award / Certificate in Effective Team Member Skills
- **8620** Level 2 Diploma in Team Leading
- **8600** Level 3 Award, Certificate, Diploma in Leadership & Management
- **8606** Level 3 Certificate in the Principles of Leadership & Management
- **8410** Level 3 Level 3 Diploma for Managers
- **8411** Level 3 Level 3 Diploma for Team Leaders
- **8607** Level 5 Award, Certificate, Diploma in Leadership & Management
- **8322** Level 5 Award, Certificate in Leadership
- **8420** Level 5 Diploma for Leaders and Managers
- **8421** Level 5 Diploma for Operational Leaders and Managers

End registration and certification dates

*End registration date **December 2026**

*End Certification date **December 2029**

- Fast track approval
- Carry over of DCS
- No fee or QAP to complete
- No break in provision

Key change – qualification structure is not based on credit values (ROC) but the number of units:

- Open to UK and international for commercial delivery
- Not funded on QW at launch. Current funded framework provision to remain in place. Consultation will take place later this year.

**Other quals ending due to low registration Sept 2026.
Detail to follow in Quarterly updates**

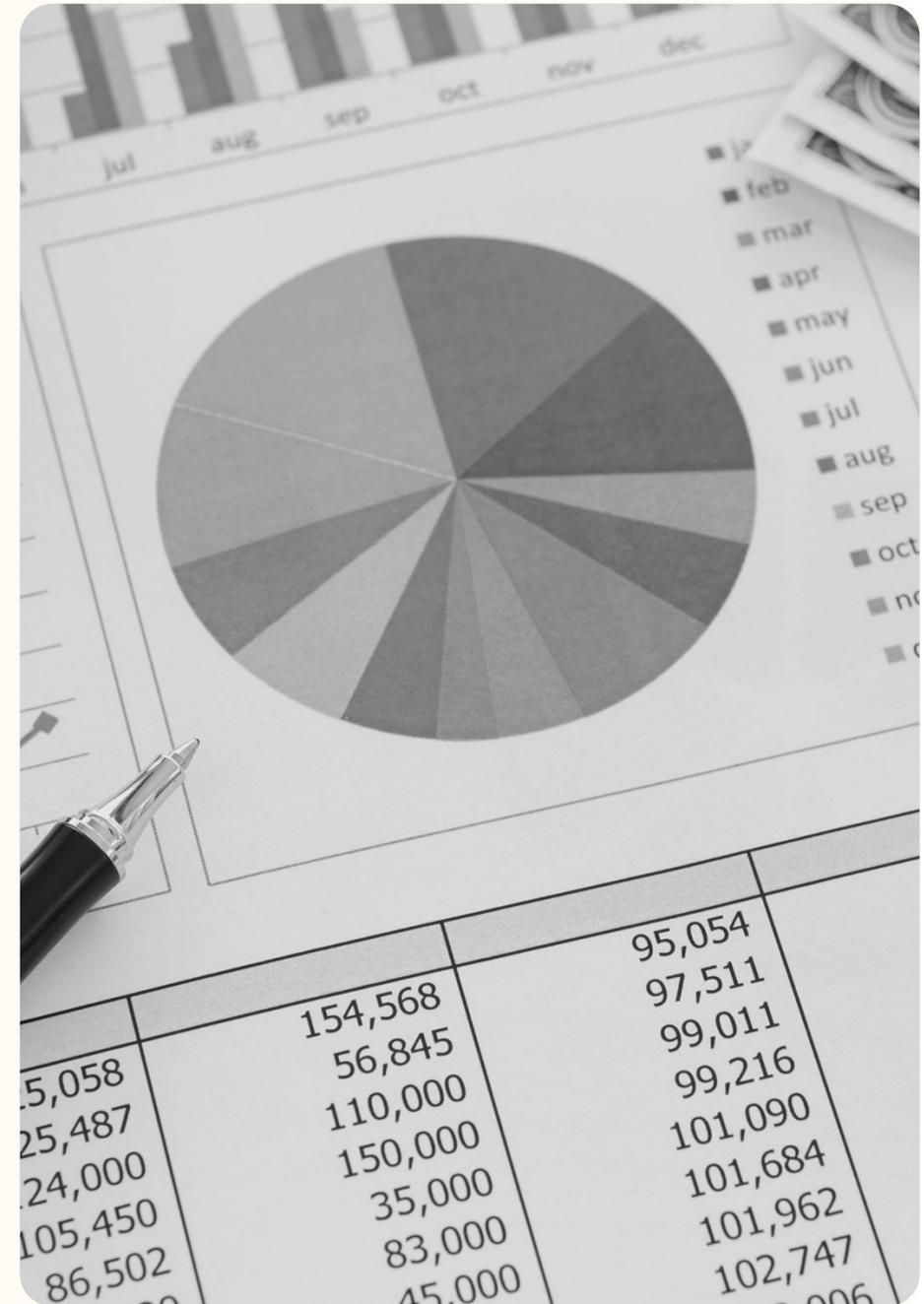
Qualifications continuing

Core Leadership & Management

- Level 4 **8605** Award, Certificate, Diploma in Leadership & Management
- Level 6 **8360** Award, Certificate, Diploma in Leadership & Management
- Level 7 **8618** Award, Certificate, Diploma, extended Diploma in Leadership & Management

Nations Frameworks

- Level 4 **8625-31 + 8622-41**
- Level 4 Dual Diploma **8799-04**
- Level 5 **8610-31 + 8623-41**
- Level 5 Dual Diploma **8800-04**



Which qualification will be right for your learners

New Leadership & Management portfolio

Leadership & Management Skills qualifications

January 2026

- Portfolio assessment
- Work-based evidence
- Suitable for commercial & apprenticeship delivery

Learner profile

In employment

In leadership / management role

Able to generate skills evidence from workplace

Available Levels 2, 3, & 5

Leadership & Management Knowledge qualifications

Spring 2026

Shorter, sharper delivery

Assignment-based assessment

Application of knowledge, non-work-based evidence

Learner profile

Might not be in employment or in role related to qualification

Will not be able to generate work-based evidence

Available Levels 3 & 5

New Qualification Codes & fees

New qualification codes & fees

Level 2 8722 in Developing Leadership & Team Skills

8722-11 Level 2 Award	£112
8722-21 Level 2 Certificate	£143
8722-31 Level 2 Diploma	£166

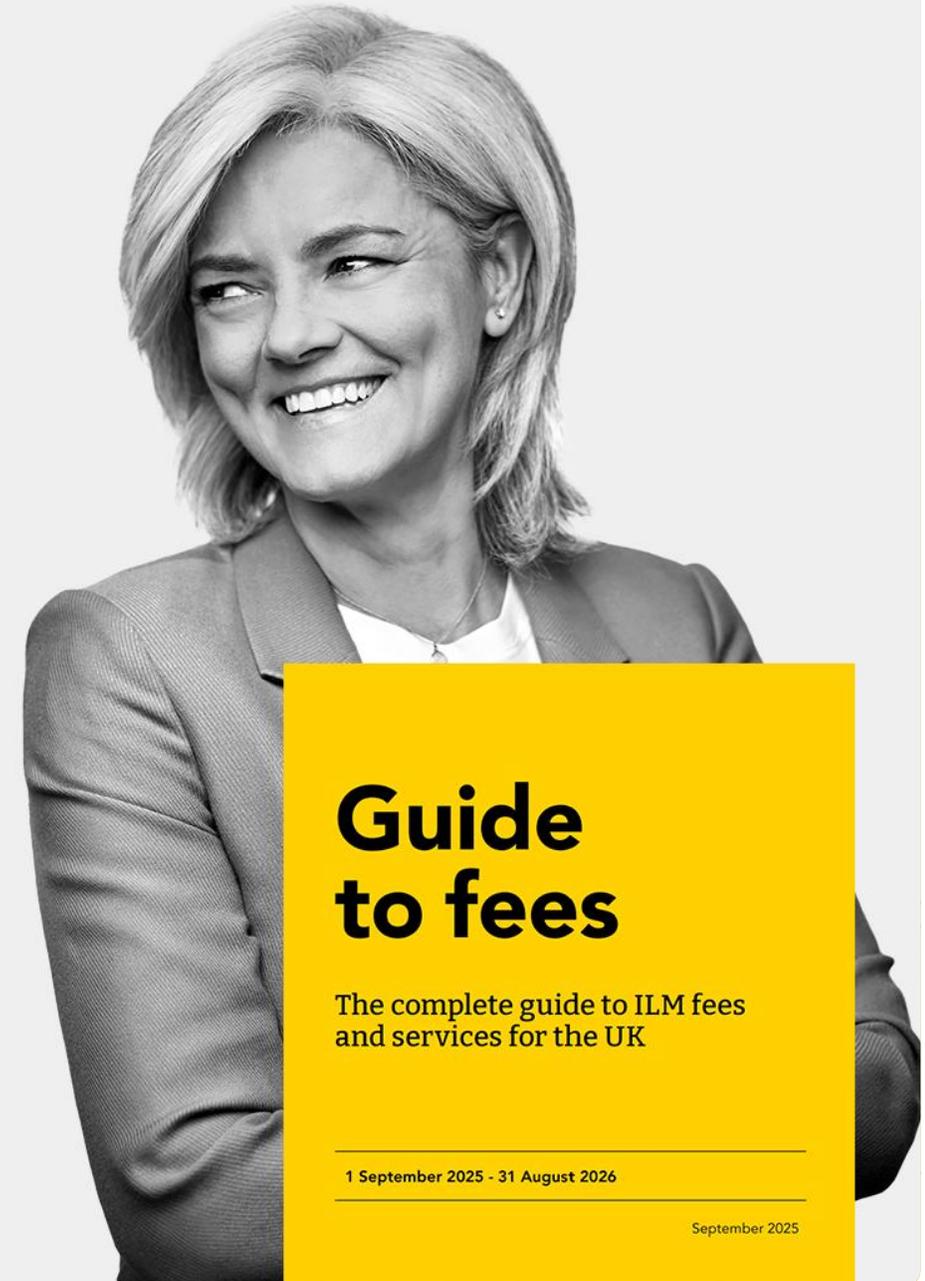
Level 3 8723 Leadership & Management Skills

8723-11 Level 3 Award	£115
8723-21 Level 3 Certificate	£161
8723-31 Level 3 Diploma	£220
8723-41 Level 3 Extended Diploma	£238

Level 5 8725 Leadership & Management Skills

8725-11 Level 5 Award	£142
8725-21 Level 5 Certificate	£192
8725-31 Level 5 Diploma	£255
8725-41 Level 5 Extended Diploma	£284

Unit and top-up routes will be available soon



Guide to fees

The complete guide to ILM fees and services for the UK

1 September 2025 - 31 August 2026

September 2025

New Qualifications

Level 2 - 8722

8722 - Level 2 Developing Leadership & Team Skills

Unit No	Unit title	GLH	Credit	Award	Certificate	Diploma
				M = 1 unit O = 1 unit	M = 1 units O = 7 units	M = 1 units O = 12 units
201	Personal and professional development as a senior team member	15	3	M	M	M
202	Supporting team performance	15	3	O	O	O
203	Responding to disagreements in the workplace	15	3	O	O	O
204	Supporting the motivation of a team	15	3	O	O	O
205	Equity, diversity and inclusion in the workplace	15	3	O	O	O
206	Supporting organisational improvements	15	3	O	O	O
207	Problem solving	15	3	O	O	O
208	Decision making using data	15	3	O	O	O
209	The organisation and its environment	15	3	O	O	O
210	Record keeping and information management in the workplace	15	3	O	O	O
211	Health, safety and wellbeing in the workplace	15	3	O	O	O
212	Effective communication	15	3	O	O	O
213	Communication tools and techniques in the workplace	15	3	O	O	O
214	Understanding stakeholders and meeting stakeholder needs	15	3	O	O	O
215	Providing support to external stakeholders	15	3	O	O	O

Mandatory

Optional



Level 2 8722 Award/Certificate/Diploma *Requirements*

To achieve the **Level 2 Award**, learners need to complete a minimum of 2 units. They must achieve **1 mandatory unit (201)** and at least **1 optional unit**.

To achieve the **Level 2 Certificate**, learners need to complete a minimum of 8 units. They must achieve **1 mandatory unit (201)** and at least **7 optional units**.

To achieve the **Level 2 Diploma**, learners need to complete a minimum of 13 units. They must achieve **1 mandatory unit (201)** and at least **12 optional units**.

New 8722 Level 2 Developing Leadership & Team Skills

What will these qualifications replace?

New qualification		
8722-11 Level 2 Award in Developing Leadership & Team Skills		
Replaces:	8000	Level 2 Award in Leadership and Team Skills
	8003	Level 2 Award in Effective Team Member Skills
8722-21 Level 2 Certificate in Developing Leadership & Team Skills		
Replaces:	8000	Level 2 Certificate in Leadership and Team Skills
	8002	Level 2 Certificate in Team Leading
	8003	Level 2 Certificate in Effective Team Member Skills
8722-31 Level 2 Diploma in Developing Leadership & Team Skills		
Replaces:	8620	Level 2 Diploma in Team Leading



New Qualifications

Level 3 - 8723

8723 - Level 3 Leadership & Management Skills

Unit No	Unit title	GLH	Credit	Award	Certificate	Diploma	Extended Diploma
				M = 1 unit O = 1 unit	M = 1 unit O = 3 units	M = 1 unit O = 6 units	M=17
301	Developing effective leadership skills	25	6	M	M	M	M
302	Managing personal and professional development	15	5	O	O	O	M
303	Managing the performance of others	15	6	O	O	O	M
304	Supporting wellbeing in the workplace	25	6	O	O	O	M
305	Effective recruitment	25	6	O	O	O	M
306	Developing project management skills	30	5	O	O	O	M
307	Managing and implementing change	20	5	O	O	O	M
308	Problem solving and decision making	25	5	O	O	O	M
309	The organisation and its environmental responsibilities	25	6	O	O	O	M
310	Analysing data to make decisions	25	4	O	O	O	M
311	Organisational finance	15	5	O	O	O	M
312	Effective communication	25	5	O	O	O	M
313	Planning and leading structured workplace communication	25	5	O	O	O	M
314	Supporting flexible working	25	4	O	O	O	M
315	Developing a high performing team	25	5	O	O	O	M
316	Legislation and compliance	25	5	O	O	O	M
317	Managing external stakeholder relationships	25	5	O	O	O	M

M= Mandatory

O= Optional



Level 3 8723 Award/Certificate/Diploma/Extended Diploma Requirements

To achieve the **Level 3 Award**, learners need to complete a minimum of 2 units. They must achieve **1 mandatory unit (301)** and at least **1 optional unit**.

To achieve the **Level 3 Certificate**, learners need to complete a minimum of 4 units. They must achieve **1 mandatory unit (301)** and at least **3 optional units**.

To achieve the **Level 3 Diploma**, learners need to complete a minimum of 7 units. They must achieve **1 mandatory unit (301)** and at least **6 optional units**.

To achieve the **Level 3 Extended Diploma**, learners must achieve all **17 mandatory units**

New 8723 Level 3 Leadership & Management Skills

New qualification		
8723-11 Level 3 Award in Leadership & Management Skills		
Replaces	8600	Level 3 Award in Leadership and Management
8723-21 Level 3 Certificate in Leadership & Management Skills		
Replaces	8600	Level 3 Certificate in Leadership and Management
8723-31 Level 3 Diploma in Leadership & Management Skills		
	8411	Level 3 Diploma for Team Leaders
Replaces	8600	Level 3 Diploma in Leadership and Management
	8410	Level 3 Diploma for Managers
Level 3 Award in Leadership & Management Knowledge*		
Replaces:	8600	Level 3 Award in Leadership and Management
Level 3 Certificate in Leadership & Management Knowledge*		
	8600	Level 3 Certificate in Leadership and Management
Replaces	8606	Level 3 Certificate in Principles of Leadership and Management

* Spring qualifications – working title



New Qualifications

Level 5 - 8725

8725 - Level 5 Operational Leadership & Management Skills

Unit No	Unit title	GLH	Credit	Award M = 1 unit O = 1 unit	Certificate M = 1 units O = Min of 3 units	Diploma M = 1 units O = Min of 8 units	Extended Diploma M = 21 units
501	Assessing own leadership performance	25	5	M	M	M	M
502	Managing own continuing personal and professional development	25	6	O	O	O	M
503	Managing people	25	6	O	O	O	M
504	Leading people and organisational culture	25	6	O	O	O	M
505	Coaching and mentoring in a leadership role	25	5	O	O	O	M
506	Promoting equity of opportunity, diversity and inclusion	25	10	O	O	O	M
507	Leading and managing wellbeing in the workplace	25	10	O	O	O	M
508	Managing operational workforce planning	25	10	O	O	O	O
509	Project management	25	6	O	O	O	M
510	Managing operational finance	25	6	O	O	O	O
511	Making a financial case	25	4	O	O	O	M
512	Optimising the use of technology	25	6	O	O	O	M
513	Managing business risk	25	5	O	O	O	M
514	Problem solving and decision making	15	5	O	O	O	M
515	Leading innovation and change	25	6	O	O	O	M
516	Managing resources	15	4	O	O	O	M
517	Business process engineering	25	5	O	O	O	M
518	Managing quality	15	3	O	O	O	O
519	Contributing to the delivery of organisational strategy	25	5	O	O	O	O
520	Operational planning and reporting	25	4	O	O	O	M
521	Organisational culture and ethics	25	4	O	O	O	M
522	Organisational sustainability	15	5	O	O	O	M
523	Data driven decision making	25	10	O	O	O	O
524	Developing and managing collaborative relationships	15	6	O	O	O	M
525	Managing stakeholder relationships	25	5	O	O	O	M
526	Working with partners	25	5	O	O	O	M
527	Developing products and services	25	6	O	O	O	O

M= Mandatory

O= Optional



Level 5 8725 Award/Certificate/Diploma/Extended Diploma Requirements

To achieve the **Level 5 Award**, learners must complete minimum of 2 units.
They must achieve at least 2 units, **1 mandatory unit (501)** and at least **1 optional unit**.

To achieve the **Level 5 Certificate**, learners must complete a minimum of 4 units.
They must achieve **1 mandatory unit (501)** unit and at least **3 optional units**.

To achieve the **Level 5 Diploma**, learners must complete a minimum of 9 units.
They must achieve **1 mandatory unit (501)** unit and at least **8 optional units**.

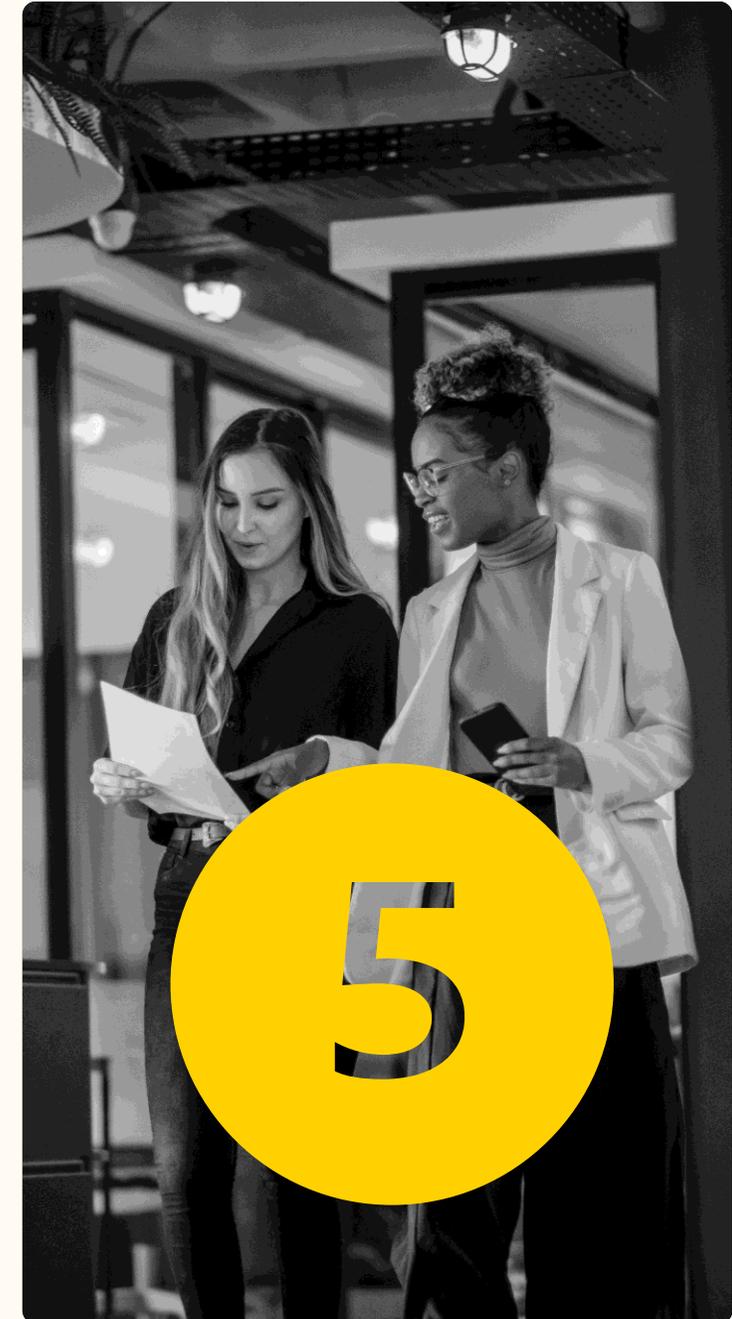
To achieve the **Level 5 Extended Diploma**, learners must achieve **21 mandatory units**

New 8725 Level 5 Operational Leadership & Management Skills

What will these qualifications replace?

New qualification		Replaces
Level 5 Award in Operational Leadership & Management Skills		
Replaces	8607	Level 5 Award in Leadership and Management
	8322	Level 5 Award in Leadership
Level 5 Certificate in Operational Leadership & Management Skills		
Replaces	8607	Level 5 Certificate in Leadership and Management
	8322	Level 5 Certificate in Leadership
Level 5 Diploma in Operational Leadership & Management Skills		
Replaces	8607	Level 5 Diploma in Leadership and Management
	8421	Level 5 Diploma for Operational Leaders and Managers
	8420	Level 5 Diploma for Leaders and Managers
Level 5 Award in Operational Leadership & Management Principles*		
Replaces	8607	Level 5 Award in Leadership and Management
	8322	Level 5 Award in Leadership
Level 5 Certificate in Operational Leadership & Management Principles*		
Replaces	8607	Level 5 Certificate in Leadership and Management
	8322	Level 5 Certificate in Leadership

* Spring qualifications working title



Poll Questions

ILM support *package*



ILM Support package

- **Handbooks & Q Cards** - Key qualification delivery information, content for all units.
- **Portfolio Packs** – Portfolio guidance and best practice, structured templates for showcasing achievements and progress.
- **Technical Advisor Support** – Expert guidance, query resolution, and tailored advice.
- **Regional Workshops** – Interactive sessions for hands-on learning, networking, and collaboration.
- **Digital Learning Resources** – Videos, e-learning modules, and interactive tools for flexible learning.
- **Learning Assistant** – E-portfolio platform with personalised support, reminders, and progress tracking.
- **Quarterly Webinars & Newsletters** – Regular updates, expert insights, and tips for continuous improvement.
- **Institute of Leadership Membership** – Access to exclusive resources, research, and networking opportunities.

Assessment approach
Portfolio of Evidence



Move to a Portfolio of Evidence

Assessment Approach & Benefits

Assessed via portfolio of evidence.

Purpose to provide a more flexible approach to assessment:

Benefits:

- Builds learner ownership and accountability
- Supports diverse learning styles & different environments
- Allows range of evidence types and assessment approaches
- Shows progress over time
- Allows authentic, work-based assessment in an AI-enabled world
- Offers strong validity (face, content, construct)
- Integrates learning with assessment
- Encourages creativity and problem-solving
- Aligns with ILM principles: Knowing • Doing • Being

Comprehensive Portfolio Pack to support evidence gathering and the creation of portfolios.

Types of Evidence

A rich mix of different types of evidence which might include

- Written assignments / assessments
- Performance reviews
- Project plans and documentation
- Reports
- Minutes of meetings
- Demonstrations
- Presentations
- Research projects
- Reflective Accounts / Logs / Journals
- PDF, EXCEL, Video Audio Files, PowerPoints (with notes visible)
- Witness testimonies
- Audio/Video Files



Holistic evidence gathering

What Holistic Evidence Looks Like

- **Single project/task** showing multiple skills or learning outcomes (across ACs and units).
- **Observation records** capturing a full activity end-to-end.
- **Reflective accounts** linking decisions, behaviours, and outcomes to criteria.
- **Media evidence** (video, audio, photos) showing the *process*, not just the result.
- **Work products** (emails, reports, plans, schedules) that naturally meet several requirements.
- **Professional discussions** demonstrating connected knowledge and understanding.

Holistic Evidence – Key Principles

- Use evidence from real, naturally occurring work activities.
- Select evidence that meets multiple criteria at once.
- Demonstrate competence through integrated, real-world practice.
- Ensure all evidence reflects genuine workplace performance.



City & Guilds Level 2 Award, Certificate, Diploma in Developing Leadership and Team Skills (8722-11/21/31)

Version 1.0 (January 2026)

Portfolio Pack

Guidance and recording forms

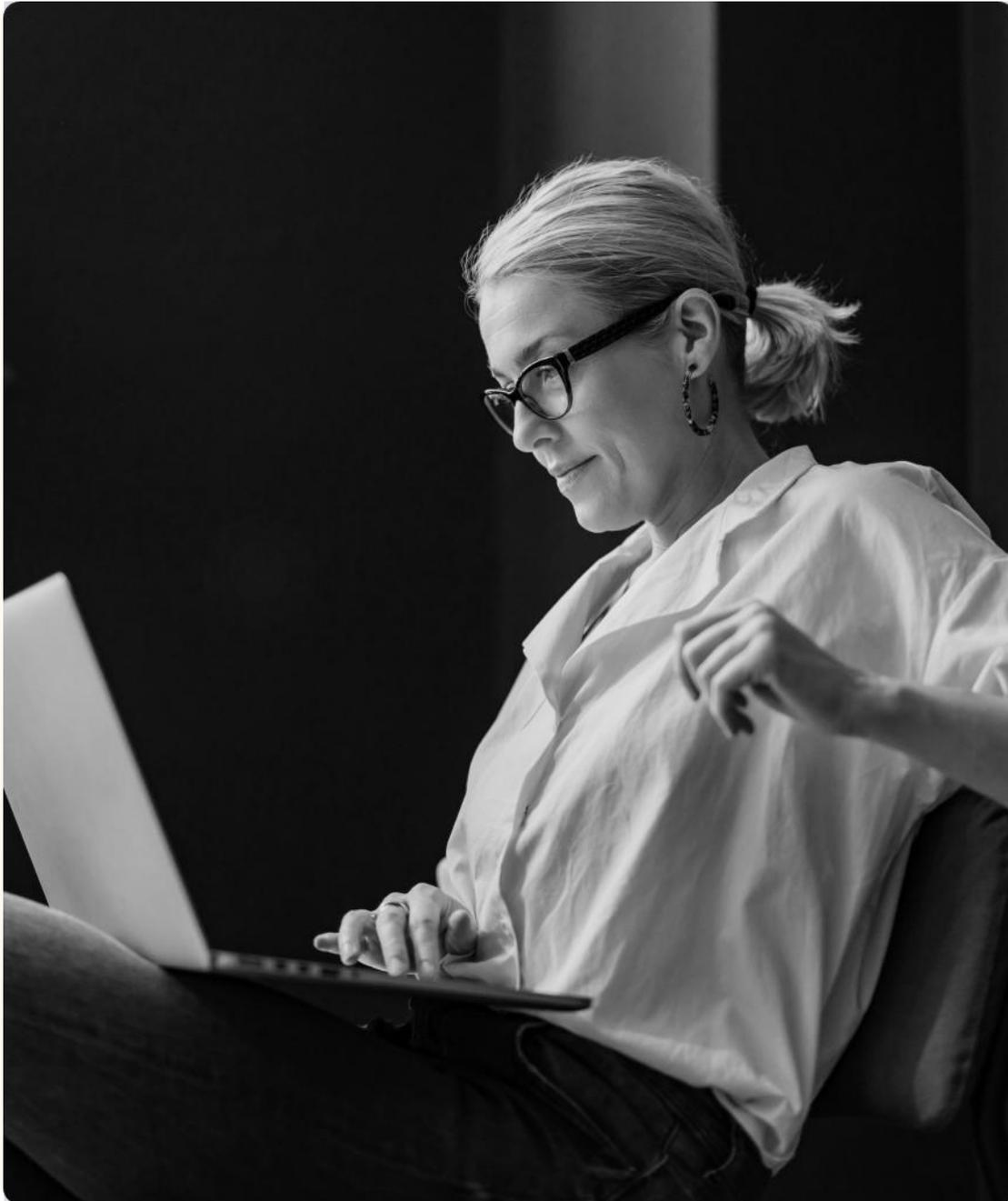
The Portfolio Pack

Examples of templates the pack will include

- Matrix
- Portfolio guidance
- Guidance on typical evidence
- Types of evidence
- Holistic evidence gathering/ integration of evidence across units (where possible)
- Authentic evidence gathering (plagiarism, AI etc.)
- Provision of templates (not mandated) to support learners, aid consistency and reduce centre burden, e.g. Self-reflection templates, PDP/PPDP templates and centres e.g. observation record form.

Occupational competence remains the same –see Part A Supporting Notes for Guidance

- [Level 2 qualification documents](#)
- [Level 3 qualification documents](#)
- [Level 5 qualification documents](#)



Recording Evidence:

Digital documents (digital folders, share-point, e-portfolio)

C&G e-portfolio Learning Assistant available for delivery
www.cityandguilds.com/eportfolios

Matrix mandated (template in guidance)

Providers may adapt or create own forms: **must be approved by EQA before use.**

Amendable (MS Word) versions of forms are available

Support Information is held on both ILM and City & Guilds websites

Resource *update*

E-Learning coming soon

What?

- Brand new flagship content designed for new qualifications and apprenticeships
- Learner-facing resources - can be used for independent/distance, hybrid, or classroom-based learners
- Interactive, modern feel
- Mobile-friendly
- Integrated formative assessments

Why?

- Developed based on learner and tutor feedback
- Learners can access on the go, 24/7
- Designed for maximum engagement to support retention and progress
- Can support portfolio creation



The Institute of Leadership

- Professional membership body
- Supporting leaders, managers, coaches and mentors, learners
- Host of robust E-learning resources, practical research, webinars, blogs, toolkits
- Unlock leadership potential
- Pathways to professional membership from studying



ILMs Membership partner

Who **can** have complimentary access:

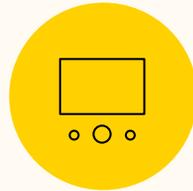
- All learners undertaking an ILM Qualification for 12 months
- All learners undertaking EPA in the Management Standards for the duration of their programme
- 2 or 3 years
- Tutors delivering an ILM qualification or apprenticeship – renewable on a rolling 12-month basis



Gaining Access to Resources: Membership resources and benefits for learners and tutors



Leadership resources



Webinars, podcasts,
blogs and videos



Worksheets



Research reports



Diagnostic tools



Career tools



Edge journal

Institute of Leadership access for all Tutors supporting ILM learners and apprentices

LEAD WITH IMPACT

Join the global community for leaders. Build confidence, gain recognition, and access the tools you need to accelerate your career.

MEMBERSHIP FOR INDIVIDUALS



The home of leadership excellence

For over 75 years we have been a professional membership body, shaping the future of leadership. For generations, we've helped members build better careers, brighter prospects, and valuable connections – all while gaining industry recognition. Representing a global community of managers, leaders, and organisations, we provide the tools, resources, and award-winning eLearning to support growth at every stage of the leadership journey.

Better connected, better informed, better prospects – our members report greater confidence, enhanced reputations, and accelerated career progression.

ABOUT US

Student Membership

- All student members **must be registered with an email address with ILM in Walled Garden** in order for them to receive the IoL membership activation email
- Email address field is mandated for apprentices registered in EPA Pro
- **Process change** – now **no** opportunity to self-activate, it must be from the email link sent by IoL
- All tutors supporting qualification routes entitled to complimentary tutor membership: [Login](#)
- Any problems, advise students tutor to contact **membership@leadership.global**

Approval process
Update

Approval process

- Fast track approval like for like – follow the link in the ILM website. DCS will be carried over from outgoing to new
- No Fee for Fast track approval
- Should be live in Walled Garden within 5 working days
- New qualifications as part of a suite require QAP approval for larger qualifications
- Depending on risk status, EQA will review at next sampling

- Existing approval of outgoing suite will stay live for registration until retirement – December 2026
- Fast track approval will also be available for upcoming Knowledge qualifications



Best practice roadshows

Roadshows: *Bringing our qualifications to you*

Wakefield Thursday 19th March

[Best Practice Portfolio Approaches for
ILM Skills Qualifications](#)

Other regional workshops to be confirmed



Face-to-Face events

Best Practice Portfolio Approaches

- **Valid evidence:** Naturally occurring evidence and appropriate use of simulation
- **Holistic assessment:** Integrating evidence across units while maintaining assessment integrity **Quality over quantity:** Clear, sufficient evidence accurately mapped to LOs/ACs
- **Authenticity:** Managing plagiarism, referencing, and ethical use of AI
- **Evidence methods:** Using professional discussions, reflections, observations, and workplace products effectively
- **Sampling readiness:** Preparing portfolios for IQA/EQA using evidence matrices and structured templates

*Consultation for new knowledge
qualifications
events*

Level 3 & 5 *Knowledge Qualifications*

- Launch Spring 2026
- Level 3 – target launch April
- Level 5 to follow

Level 3 Focus Groups

Thursday 29th January 16.00 – 17.00

[Level 3 Knowledge Qualifications Focus Group](#)

Tuesday 3rd February 16.00 – 17.00

[Level 3 Knowledge Qualifications Focus Group Meeting](#)

Sign-up via link or contact Julie

Julie.rowlett@cityandguilds.com



Upcoming ILM Quarterly Customer *updates for 2026*

Date: **Monday 9th February**

Time: **12:00 – 13:15**

[Registration](#)

Date: **Thursday 23rd April**

Time: **09.00 – 10:15**

Booking link to follow

Date: **Thursday 7th July**

Time: **09.00 – 10:15**

Booking link to follow

Date: **Thursday 14th October**

Time: **09.00 – 10:15**

Booking link to follow

Recordings of all past webinars, customer updates and slides can be found on the website.

[ILM Event Recordings](#)

[Keeping you informed with our customer webinars and updates](#)

[| ILM Events](#)



Coaching and mentoring Special Interest Group

- Runs approximately every 8 weeks
- Informal coming together of ILM C&M customers
- No structured agenda
- An opportunity to share best practice, challenges etc
- Learn from others in the group

Contact julie.rowlett@cityandguilds.com
to find out more.

C&M SIG 2026 dates for your diary

Tuesday Feb 17th 09.00 – 10.00

February SIG

Monday 13th April 12.00 – 13.00

April SIG

Tuesday 30th June 16.00 – 17.00

June SIG

Friday 11th September 09.00 – 10.00

September SIG

Monday 9 November 12.00 – 13.00

November SIG

Leadership and Management Special Interest Group

- Same format at C&M SIG:
- Complete the links to join which can also be found on the ILM events page

Contact julie.rowlett@cityandguilds.com
to find out more.

Leadership & Management SIG dates

Monday 23rd March 16.00 – 17.00
March SIG

Friday 8th May 09.00 – 10.00
May SIG

Friday 3rd July 09.00 – 10.00
July SIG

Thursday 24th September 16.00 – 17.00
September SIG

Monday 23rd November 12.00 – 13.00
November SIG

Talk to us..

***Keep in touch via
our updates and
channels***



Sign up to receive
funding and
leadership and
management
updates



@ilmuk1



@ILM_UK



We would like to say...

Thank you

About ILM

ILM, part of City & Guilds, is the UK's leading provider of practical leadership, management, and coaching qualifications. Spanning Levels 2 to 7 and awarded by The City and Guilds of London Institute, ILM's specialist suite supports learners at every career stage. ILM also offers expert assessment, learning content, and accreditation services.

We believe great leaders can come from anywhere. That's why ILM focuses on developing real-world, work-based skills - empowering individuals to lead with confidence and impact. By helping people unlock their potential, ILM enables organisations to build confident, capable managers who drive performance, engagement, and long-term success.

No 1 Newlands Court
Attwood Road
Burntwood
WS7 3GF

customer@i-l-m.com

01543 266 867

ILM (i-l-m.com)

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