



ILM Ethics Policy

V September 2013

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Document Change History

As part of an ILM branding review the appearance of this policy was amended in May 2016. The content of this policy shall be subject to a three year review cycle or as necessary as outlined under continuous improvement.

Changes to specific sections of the document made in September 2013 are listed below:

Scope

Page No	Change
4	Addition of Scope

Continuous Improvement

Page No	Change
6	Addition of continuous improvement

Scope

ILM is the UK's leading provider of leadership, management and coaching qualifications, and a City & Guilds Group Business. ILM offers a specialist suite of qualifications ranging from Level 2 to Level 7, which are awarded by The City and Guilds of London Institute. ILM also specialise in assessment, learning content, and the accreditation of high quality training in the fields of leadership, management and coaching.

This policy applies to prospective and existing ILM Centres and ILM Providers

This Policy is written in compliance with Condition A1 of the Ofqual General Conditions of Recognition published in November 2012 and in context with our mission to be an internationally recognised authority in defining, promoting and helping people and organizations to meet the highest standards in leadership and management and their development.

This policy supersedes and replaces the ILM Ethics Policy Version June 2011.

ILM's Commitment

ILM aspires to work to the highest ethical standards in every aspect of its operations, to promote organisational effectiveness and social and economic prosperity through better organisational leadership and management. We are committed to:

- Treating people as we'd like to be treated - fairly, equally, with courtesy and respect, welcoming diversity and challenging inappropriate behaviour in others
- Being open and honest in dealing with other people and organisations, avoiding any conflicts of interest, whilst protecting personal privacy and Commercial confidence
- Minimising any negative impact on the physical environment and encouraging a more sustainable way of operating
- Adhering to the spirit as well as the letter of laws and regulations in all areas of activity
- Keeping our own behaviour and performance under review, to ensure we adhere to these principles.

Above all, we will strive to do good and avoid doing harm.

Continuous Improvement

The ILM Quality and Regulatory Group monitor this policy and any associated feedback and ensure that the ILM Standard is maintained to ensure our qualifications and programmes are accessible to all whilst maintaining quality in implementation. We will investigate thoroughly should it be brought to our attention, an allegation of an act or omission on our part that contradicts our Ethics policy.

This policy shall be the subject of a three year review cycle or as necessary.

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