

ILM Level 4

Award in Managing Equality and Diversity in an Organisation



Who is this qualification for?

This qualification is for managers with responsibility for promoting equality and diversity. Learners will gain a solid foundation in understanding the law and influencing internal policies to champion equality and diversity in the teams they manage.

Benefits for individuals

- A thorough grounding in diversity and equality legislation
- Deal confidently with cases of harassment, bullying or victimisation
- Monitor and assess equality and diversity policies and practices
- Action planning for business diversity.

Benefits for employers

- Managers who understand legislation, internal policies and best practice
- Actively promote equality and diversity in your organisation
- Formal training to give staff the skills and knowledge to identify, manage and resolve instances of bullying, harassment and discrimination.

There are two main areas on which this qualification focuses – understanding the law, company policies and what these mean in practice, and being able to influence the way your company implements these. A broad range of issues impacting equality and diversity are covered, including dress codes, workplace bullying, and personal beliefs and attitudes. It will also give learners the practical skills to measure, monitor and build diversity in their area of responsibility.

Progression

Successful completion of this qualification will provide progression opportunities to other qualifications such as:

- ILM Level 4 Award, Certificate or Diploma in Leadership and Management.

Qualification overview

Qualification title	Credit value	Total qualification time	Structure
Level 4 Award in Managing Equality and Diversity QAN: 600/5838/9	4 credits	40 hours	<ul style="list-style-type: none"> ● One hour induction ● At least one hour tutorial support ● One mandatory unit*

*Refer to table below for unit details

Rules of combination

- One mandatory unit (total credit value of 4)

Overview of units

Reference	Unit title	Level	CV*	GLH**
8757-402	Managing Equality and Diversity in Own Area	4	4	12

*Credit value **Guided learning hours

Contact ILM

The ILM Customer Service Team is dedicated to providing the very best in customer care. If you need guidance on any aspect of leadership and management development, whether at an individual or organisational level, contact ILM.

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All ILM qualifications are awarded by the City and Guilds of London Institute, which was founded in 1878 and is incorporated by Royal Charter.

Learning resources

There is a range of materials available to support ILM qualifications through our online portal, Walled Garden, and the ILM website. Contact us to find out more.

Institute of Leadership & Management membership

All ILM learners receive a minimum of 12 months membership of the Institute of Leadership & Management, bringing access to a wealth of resources to support their leadership development.

Our ethos

Our qualifications combine innovative design with a strong focus on workplace performance. We believe this delivers well-rounded managers with a proven ability to perform to the required standards.