

# LMI Policies

## Communications Policy

*It is the policy of Leadership Management Ireland to communicate effectively with our participants, their manager/mentor, staff and all others with a current or potential interest in our work. We believe that communication must be inclusive of diversity and must be two-way. We commit to provide accurate information about our programmes and services and to seek constructive feedback to make our programmes and services as relevant and useful as possible.*

## Equality Policy

*It is the policy of Leadership Management Ireland to treat all participants equally without regard to sex, marital status, age, colour, creed, ethnic origin or disability. We recognise that legislation alone cannot ensure equality and therefore rely on the contribution, commitment and attitude of all staff in ensuring the overall effectiveness of the policy.*

## Staff Recruitment and Development Policy

*It is the Policy of Leadership Management Ireland to match staff members to appropriate roles and to ensure that they clearly understand their job specifications. We believe that staff should receive effective induction training and ongoing development.*

## Access, Transfer and Progression Policy

*It is the Policy of Leadership Management Ireland to provide participants with clear information about our programmes and associated services and in particular to ensure that they understand the entry requirements and the options and requirements in relation to progression towards further awards.*

## Programme Development, Delivery and Review Policy

*It is the Policy of Leadership Management Ireland to provide programmes that are relevant to participants' needs and to the needs of the sponsoring employers. We believe that all participants should complete programmes and that the progress of learners should be monitored after each module.*

## Fair and Consistent Assessment of Participants Policy

*It is the Policy of Leadership Management Ireland to provide consistent and fair assessment of participants and to feed the assessments back to them at regular intervals. We commit to ensuring that participants meet and exceed National Standards.*

## Self-Evaluation of Programmes and Services

*It is the Policy of Leadership Management Ireland to critically self-evaluate performance based on information and feedback from a range of sources, to make recommendations for improvement. We commit to evaluate each programme based on feedback from participants and their employers.*