Accessibility Statement for IET websites

This is an accessibility statement from the Institution of Engineering and Technology (The IET). This statement covers the following site(s):

Site name	Most recent automated testing score
Career Manager	88.9
Site URL	Last reviewed date
https://career-manager.theiet.org	August 2025

This statement and its format were created using the W3C Accessibility Statement Generator Tool. See also: https://www.gov.uk/government/publications/sample-accessibility-statement/sample-accessibility-statement-for-a-fictional-public-sector-website.

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Measures to support accessibility

The IET wants as many people as possible to be able to use its websites. In this site you should be able to:

- change colours, contrast levels and fonts

- zoom in up to 200% without the text spilling off the screen

- navigate most of the website using just a keyboard

- navigate most of the website using speech recognition software

- listen to most of the website using a screen reader (including the most recent versions of JAWS, NVDA and VoiceOver)

We also aim to make text as easy as possible to understand, although some of our content is necessarily of a technical nature.

The IET aims to ensure accessibility of its websites by:

- including accessibility in our internal policies

- integrating accessibility into our procurement practices

- having clear accessibility goals and accountabilities

- continuously monitoring our sites for accessibility conformance

AbilityNet provides advice on making your device easier to use if you have a disability.

Technical specifications

Accessibility of IET websites relies on the following technologies to work with the web browser, and any assistive technologies or plugins, installed on your computer:

- HTML

- WAI-ARIA

- CSS

- SVG

- JavaScript

These technologies are relied upon for conformance with our stated accessibility standards.

Compatibility with browsers and assistive technology

Our sites are designed to be compatible with the following technologies:

- Current and recent versions of Chrome, Edge, Firefox and Safari browsers on Windows, MacOS, Android and iOS operating systems.

Conformance status

This website is designed to comply with the technical standard for websites and mobile apps, EN 301 549, v.3.2.1. This closely follows level "AA" of the Web Content Accessibility Guidelines (WCAG) version 2.2.

This website is partially compliant with [technical standard EN 301 549 v.3.2.1](#) and the [Web Content Accessibility Guidelines (WCAG) 2.1 Level AA](#). See 'Limitations and alternatives' for more details.

WAI-ARIA markup is used in most components.

Automated monitoring of conformance with accessibility standards, including WCAG 2.2, currently records a score of 88.9 for this site; details can be found in the below.

Assessment approach

The IET assesses the accessibility these sites using the following approaches:

- self-evaluation (manual audits, automated monitoring)
- external evaluation (engaging external agencies to review specific sites)

Limitations and alternatives

Despite our ongoing efforts to ensure accessibility of our sites, there are some limitations. Below is a description of known issues, and potential solutions. This list is unlikely to be exhaustive; please contact us (see details above) if you observe an accessibility issue not described here.

Issues

The following issues have been reported by our automated monitoring tool and need addressing.

Issues	Conformance	Success criteria	Abilities affected
Empty headings	A	1.3.1: Info and Relationships	Vision
Links are not clearly identifiable	A	1.4.1: Use of Colour	Cognition, Colour perception, Vision
Role with implied hidden content has keyboard focus	A	4.1.2: Name, Role, Value	Vision
Role not inside the required context	A	1.3.1: Info and Relationships	Vision
Container element is empty	A	1.3.1: Info and Relationships	Vision
Colour contrast does not meet	AA	1.4.3: Contrast (Minimum)"	Colour perception, Vision

minimum requirement			
Text not included in an ARIA landmark	WAI-ARIA authoring practices	WAI-ARIA authoring practices	Vision
ARIA attribute unsupported or prohibited	WAI-ARIA authoring practices	WAI-ARIA authoring practices	Vision
ARIA attribute does not exist	WAI-ARIA authoring practices	WAI-ARIA authoring practices	Vision
Page region missing an accessible name	WAI-ARIA authoring practices	WAI-ARIA authoring practices	Vision
Page sections with the same name do not serve the same purpose	WAI-ARIA authoring practices	WAI-ARIA authoring practices	
Skip to main content link is missing	Accessibility best practices	Accessibility best practices	Mobility, Vision
Content missing after heading	Accessibility best practices	Accessibility best practices	Cognition
Headings are not structured	Accessibility best practices	Accessibility best practices	Cognition, Vision
Page does not start with a level 1 heading	Accessibility best practices	Accessibility best practices	Vision

Interactive functionality

These specific issues have been identified by manual assessment and are likely to manifest issues identified above.

Skip to main content link is not provided on every page
This feature allows anyone using a keyboard to navigate the site to skip past the main navigation, rather than having to tab through each element on every page visited. This will be made available in all pages in future releases.

Keyboard focus indicator is missing (some pages)
Visible focus is not shown for some elements (e.g. some in-page navigation, such as sidebars and tabs). This is important for sighted users who cannot use a mouse.

Keyboard navigation and input does not work reliably
There are problems in multiple pages with the labelling of form fields and other elements. Examples include:

- Professional profile – Form labels do not always match controls, which may cause problems for screen-reader users in identifying specific form fields (e.g. for date fields, the input field should have an id matching the field label).

- Some buttons and tabs (e.g. activities and goals in CPD) are difficult to use with keyboard-only input (no visible focus on tabs).

Decorative images
Decorative images should have null alt text so that they are not announced by screen readers (e.g. in "Submit your CPD declaration").

High density of text on some pages
These can be difficult to read for some users, including those with some neurodivergent conditions. There are issues with the presentation of the self-assessment tools in the Professional Registration & Fellowship section.

Inappropriate tabbed interface semantics (e.g. Homepage)
There are static elements that are marked up semantically as a tabbed interface, but they do not function as tabs, making their purpose unclear to screen reader users.

Links do not move the screen reader cursor
On some pages (for example, "Professional Profile") there are interactive elements that scroll the page visually to a section of content or load a new section of content on the page. However, they do not move the cursor to the corresponding section. As a result, the elements do not immediately appear to have an effect when activated with a screen reader.

Informative icon is not exposed to assistive technology
Checkmark icons that indicate visually which sections of an application have been completed do not have alternative text.

Interactive table does not have appropriate semantics
The interactive table for self-assessment against CEng and other frameworks is not marked up semantically, and the interactive element for each cell does not have a role or accessible name. The functionality of the elements and the relationship between them is therefore not clear for screen reader users.

Errors are not described with text
There are input fields (e.g. dates) with error states that prevent form submission, but where the error is not described in text.

Formal approval of this accessibility statement

This Accessibility Statement is approved by:

Stewart Love
Head of Digital Services
The IET

Feedback and formal complaints

We're working continuously to improve the accessibility of our sites. If you find any problems not listed on this page or think we're not meeting accessibility requirements, please let us know:

- Phone: +44 (0)1438 313311
- Email: webmaster@theiet.org
- Post: The IET, Futures Place, Six Hills Way, Stevenage SG1 2UA

Appendix 1 – Detailed breakdown of compliance score

Conformance	Issue name	Issue score
A	Links are not clearly identifiable	0/100
A	Table header cell is missing a header role	100/100
A	Table cell missing context	100/100
A	Page missing a title	100/100
A	Image missing a text alternative	100/100
A	Page language has not been identified	100/100
A	Page language not recognised	100/100
A	Page language tags don't match	100/100
A	Form field missing a label	100/100
A	Page refreshes or redirects without warning (within 20 hours)"	100/100
A	Link missing a text alternative	100/100
A	Button missing a text alternative	100/100
A	Inline frame missing a text alternative	100/100
A	Visible label and accessible name do not match	100/100
A	Multiple inline frames with the same text alternative	100/100
A	Required ARIA attribute is missing	100/100
A	Hidden element has focusable content	100/100
A	Video missing captions	100/100
A	Image button missing a text alternative	100/100
A	Audio missing a transcript	100/100
A	Video without audio missing an accessible alternative	100/100
A	Video with audio missing an accessible alternative	100/100
A	Image file name is not an appropriate text alternative	100/100

A	Role not inside the required context	68.37/100
A	Vector image missing a text alternative	100/100
A	Table headers aren't referenced correctly	100/100
A	No data cells assigned to table header	100/100
A	Audio plays automatically and can't be switched off	100/100
A	Field input error is not announced in full	100/100
A	Object missing a text alternative	100/100
A	Empty headings	82.19/100
A	Role with implied hidden content has keyboard focus	64.49/100
A	Decorative image is exposed to assistive technologies	100/100
A	Container element is empty	81.08/100
A	Links in the same context with the same text alternative	100/100
A	Scrollable element is not keyboard accessible	100/100
A	Menu item missing a text alternative	100/100
A	All roles are invalid	100/100
AA	Keyboard focus indicator is missing	100/100
AA	Content language not recognised	100/100
AA	Autocomplete does not work as intended	100/100
AA	Video missing an audio-description	100/100
AA	Page orientation is locked	100/100
AA	Page zoom is restricted	100/100
AA	Colour contrast does not meet minimum requirement	34.77/100
AA	Letter spacing does not meet minimum requirement	100/100
AA	Text is clipped when resized	100/100

AA	Word spacing does not meet minimum requirement	100/100
AA	Line height does not meet minimum requirement	100/100
AA	Interactive element does not meet minimum size nor spacing	100/100
AAA	Links on the same page with the same text alternative	100/100
AAA	Colour contrast does not meet enhanced requirement	20.76/100
AAA	Uneven spacing in text	100/100
AAA	Line height is below minimum value	0/100
AAA	Font size is fixed	100/100
AAA	Line height is fixed	100/100
AAA	Page refreshes or redirects without warning	100/100
AAA	Interactive element does not meet enhanced size	6.85/100
WAI-ARIA authoring practices	ARIA attribute unsupported or prohibited	29.69/100
WAI-ARIA authoring practices	Invalid state or property	100/100
WAI-ARIA authoring practices	ARIA attribute does not exist	85.64/100
WAI-ARIA authoring practices	Page region missing an accessible name	0/100
WAI-ARIA authoring practices	Page sections with the same name do not serve the same purpose	0/100
WAI-ARIA authoring practices	Text not included in an ARIA landmark	57.15/100
Accessibility best practices	HTML element is deprecated or obsolete	100/100
Accessibility best practices	Skip to main content link is missing	0/100
Accessibility best practices	Content missing after heading	82.09/100
Accessibility best practices	Improper use of preformatted text element	100/100
Accessibility best practices	Some roles are invalid	100/100
Accessibility best practices	Headings are not structured	70.22/100

Accessibility best practices	Page missing headings	100/100
Accessibility best practices	Grouped form controls missing an accessible name	100/100
Accessibility best practices	Page does not start with a level 1 heading	69.9/100
Accessibility best practices	Text in all caps	100/100
Accessibility best practices	Font size is too small	100/100
Accessibility best practices	Overuse of italics	100/100
Accessibility best practices	Presentational element is exposed to assistive technologies	100/100