

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	n/a
Site URL	Last reviewed date
https://career-manager.theiet.org	June 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 [??] 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.

Interactive functionality

Automated monitoring is not currently in place for this site.

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