

Diversity and Equality Policy

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| Policy Name | Diversity and Equality Policy |
| Approved By | Adam Collet |
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1. Purpose and Scope

- a. School of Wine is committed to upholding the principles of diversity and equality in all areas of its work seeking to ensure that candidates and other stakeholders are treated fairly and equally at all times.
- b. This policy applies to all staff and to any individual for School of Wine

2. Procedure

- a. We assure equality of opportunity for candidates by:
 - i. Promoting open access to WSET qualifications (having regard to the legal minimum age for the retail purchase of alcohol and assessment competence standards);
 - ii. Ensuring that the format and content of all specifications, exams and other WSET materials do not discriminate unlawfully against anyone on the grounds of disability, age, marriage and civil partnership, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation (having regard to the legal minimum age for the retail purchase of alcohol and assessment competence standards);
 - iii. Allowing candidates with special educational needs, disabilities or temporary injuries to access WSET assessments without changing the demands of the assessment in line with our Reasonable Adjustment and Special Consideration policies;
 - iv. Ensuring that this policy is taken into account during the development of new qualifications and other School of Wine Educator projects;
 - v. Collating and monitoring data on candidate age, gender, ethnicity and access arrangements, which are reportable in a non-attributable format;
 - vi. Working with relevant organisations as appropriate to develop measures to identify and prevent inequality of opportunity; and
 - vii. Reviewing this policy regularly to ensure it continues to meet legislative and organisational requirements and is fit for purpose

3. Outcomes

- a. School of Wine will offer a fun, relaxed and inviting environment to people of all ages, races, creeds and backgrounds