

# **Equal Opportunities Policy**

## **Policy Statement**

Wine and Spirit Inc, as an Approved Program Provider (APP) for WSET® Awards, fully supports the principles of Equal Opportunities. We strive to ensure that all candidates for the WSET® qualifications are treated fairly and on an equal basis.

## **Responsibilities**

**Equal Opportunities are assured by Wine and Spirit Inc (as an APP for WSET® Awards) via the following commitments:**

- the selection, recruitment and training of teaching and administrative staff;
- the requirement of all staff involved in any aspect of WSET® course delivery arrangements at Wine and Spirit Inc to comply with this policy;
- ensuring that the format and content of all syllabi, examinations and other materials meet the awarding body requirements and do not discriminate against anyone;
- (with the support of the WSET®): ensuring there are no barriers to entry to the WSET® units and qualifications for disabled people, women or men, or people from different racial groups, other than those directly related to the integrity of the units or qualifications. The nature of any barriers will be stated and the inclusion of the requirements that create the barrier justified only and explicitly in terms of the integrity of the unit or the qualification. Details of how the effect of any barriers will be mitigated will be recorded, including using access arrangements or including Reasonable Adjustments;
- anonymous assessment of examination candidates wherever possible;
- promoting practices and procedures in that give equal opportunities to everyone;
- the variation of any conventional rules and regulations for the conduct of examinations which might inhibit the performance of candidates with specific needs, provided that the standard, quality and integrity of the assessment is not compromised;
- the consideration of all aspects of this policy from the earliest stages in our operation as an APP for WSET® Awards;
- working as appropriate with the WSET® to develop measures to identify and prevent inequality of opportunity for candidate;
- making every effort to ensure that there is equality of opportunity in the assessment process, regardless of the candidate's gender, age, racial origin, religious persuasion, sexual orientation or disability;

- ensuring, to the best of our ability, that any documentation produced does not contain language or images which may be regarded as offensive or stereotypical, and reflects the diversity of contemporary society;

## References and Definitions

This policy requires Wine and Spirit Inc to comply with the following relevant Australian laws:

**Racial Discrimination Act, 1975 (Australia)** - aims to ensure that people of all backgrounds are treated equally and have the same opportunities. The Act also makes discrimination against people on the basis of their race, colour, descent or national or ethnic origin unlawful.

**Sex Discrimination Act, 1984 (Australia)** - protects people from unfair treatment on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding. It also protects workers with family responsibilities and makes sexual harassment against the law.

**Disability Discrimination Act, 1992 (Australia)** - provides protection for everyone in Australia against discrimination based on disability. Disability discrimination happens when people with a disability are treated less fairly than people without a disability. Disability discrimination also occurs when people are treated less fairly because they are relatives, friends, carers, co-workers or associates of a person with a disability.

**Age Discrimination Act, 2004 (Australia)** - protects individuals across Australia from discrimination on the basis of age in many areas of public life, including employment, education, accommodation and the provision of goods and services.

### The Human Rights Commission Act, 1986 (Australia)

In addition, the WSET®, as a UK based organization, also makes reference to the following UK legislation:

- The Rehabilitation of Offenders Act 1974;
- The Sex Discrimination Act 1975;
- The NHS Community Care Act 1990;
- The Disability Discrimination Act 1995;
- The Asylum and Immigration Act 1996;
- The Human Rights Act 1998;
- The Sex Discrimination (Gender Realignment) Regulations 1999;
- The Employment Equality (Religion or Belief) Regulation 2003
- The Employment Equality (Sexual Orientation) Regulation 2003;
- The Equal Pay Act 1970 (Amendment) Regulations 2003;
- The Race Relations Act 1976, The Race Relations (Amendment) Act 2000, and Amendment Regulations 2003;

- The Gender Recognition Act 2004;
- The Employment Equality (Sex Discrimination) Regulations 2005;
- The Employment Equality (Age) Regulation 2006;
- The Equality Act 2006; and
- The Equality Act (Sexual Orientation) Regulation 2007;
- The Equality Bill 2010.

## **Further Information**

Candidates may also refer the WSET®'s own Equal Opportunity Policy as published in the APP Handbook – this is available to candidates on request.

Candidates who believe they have been discriminated against should contact Wine and Spirit Inc (as the APP) for further advice.