

EQUAL OPPORTUNITIES POLICY STATEMENT

We fully support the principles of Equal Opportunities. We strive to ensure that all candidates for the Wine and Spirit Education Trust qualifications, Barossa Wine School, and Bacchus Academy courses are treated fairly, and on an equal basis.

Equal Opportunities are assured by:

- The selection, recruitment, and training of those working for us.
- Ensuring the format and content of all syllabi, examinations and other learning materials meet the awarding body requirements and do not discriminate against anyone.
- Anonymous assessment of examination candidates whenever possible.
- Promoting practices and procedures that give equal opportunities to everyone.
- The variation of any conventional rules and regulations for the conduct of examinations that might inhibit the performance of candidates with specific needs provided that the assessments' standard, quality, and integrity are not compromised.
- The consideration of all aspects of this policy at an early stage in the development of new schemes or qualifications.
- Working as appropriate with relevant organisations and agencies to develop measures to identify and prevent inequality of opportunity.
- Making every effort to ensure that there is equality of opportunity in its 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 pre-downloaded does not contain language or images which may be regarded as offensive or stereotypical and reflects the diversity of contemporary society.

References and Definitions

Race Relations Act 1976: This makes discrimination on the grounds of race, colour, nationality (including citizenship), and ethnic or national origin unlawful. The law covers people from all racial groups, including white people.

Sex Discrimination Act 1975: This document relates to discrimination on grounds of sex or marriage and applies to men and women.

Disability Discrimination Act 1995: This document relates to discrimination against disabled people. This is, when someone treats a disabled person less favourably than someone else, without justification, for a reason related to their disability.

Discrimination also occurs if, without justification, a 'reasonable adjustment' is not made. The Act applies to all those who provide goods, facilities, and services to the public. The employment provisions of the Act apply to employers with 15 or more employees.