

Diversity and equality Policy

APP is committed to upholding the principles of diversity and equality in all areas of its work, seeking to ensure that all candidates and any stakeholders are treated fairly and equally at all times.

This policy applies to all APP staff and to any individual acting on behalf of the APP. Our APPs' own diversity and equality policy complements the provisions set out by WSET Awards in its Diversity and equality policy.

APP assures equality of opportunity for candidates by:

- Promoting open access to WSET qualifications (having regard to the legal minimum age for the retail purchase of alcohol and assessment competence standards);
- 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;
- Collating and monitoring data on candidate age, gender, ethnicity and access arrangements, which are reportable in a non-attributable format; providing feedback to WSET Awards on diversity issues
- Reviewing this policy regularly to ensure it continues to meet legislative (<http://www.diversitewallonie.be/outils/legislation>) and organisational requirements and is fit for purpose.

Candidates who believe they may have been unfairly discriminated against by our APP should raise this with us in the first instance.

This policy must be made available to candidates upon request.

For any question about diversity and equality, please refer to the sites of <http://www.diversitewallonie.be/> or Unia: <https://www.unia.be/fr/contacter-unia>