

Mixology Group Ltd & Mixology School Ltd – Equality, Diversity & Inclusion Policy (2026/27)

A) Policy Statement

Mixology Group Ltd and Mixology School Ltd (“we”, “us”, “our”) are committed to providing an inclusive, respectful, and equitable environment for all staff, learners, WSET students, contractors, and partners. We recognise that discrimination and inequality still exist in society, and we actively work to ensure that our organisation does not contribute to these barriers.

We believe that every person has the right to:

- be treated with dignity and respect
- access education, training, and services without discrimination
- participate fully and equally in all aspects of our organisation

We promote equality of opportunity across all areas of our work, including WSET course delivery, training programmes, events, consultancy, and employment.

B) Our Commitment to Equality, Diversity & Inclusion

We are committed to ensuring that no person receives less favourable treatment or experiences discrimination, harassment, or victimisation on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, ethnicity, nationality, or cultural background
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background
- Caring responsibilities
- Physical attributes

- Ex-offender status (as defined by the Rehabilitation of Offenders Act 1974)
- Lack of formal qualifications where not required
- Any other characteristic protected by law

This policy applies to:

- Staff and directors
- Freelance trainers and contractors
- WSET students
- Learners on any Mixology Group or Mixology School programme
- Volunteers and work-experience students
- Clients and partners

C) WSET-Specific Equality Requirements

As a WSET Approved Programme Provider (APP), we follow the equality expectations set out in the **WSET APP Handbook** and **Policy Guidance**. This includes:

- Ensuring **fair and unbiased access** to WSET qualifications for all students
- Providing clear information about **Reasonable Adjustments** and **Special Considerations**
- Treating all WSET students with professionalism and respect
- Ensuring that no student is disadvantaged due to disability, differing ability, or personal circumstances
- Ensuring that all staff involved in WSET delivery understand and uphold WSET's values

We provide students with access to our Reasonable Adjustments and Special Consideration policies before enrolment, as required by WSET.

D) Implementation & Responsibilities

Directors

Zoe Cunliffe and Myles Cunliffe are jointly responsible for ensuring this policy is implemented effectively across both companies.

All Staff, Trainers & Contractors

Everyone working with us must:

- Treat others with dignity and respect

- Promote an inclusive learning and working environment
- Avoid discriminatory behaviour or language
- Report any concerns or incidents to a Director

We will:

- Communicate this policy to all staff, learners, and WSET students
- Ensure recruitment, training, and promotion decisions are fair and non-discriminatory
- Provide training where appropriate
- Ensure WSET educators and exam personnel understand their equality obligations
- Make reasonable adjustments to support learners with disabilities or differing needs
- Ensure all policies are accessible and written in clear, student-friendly language

E) Standards of Behaviour

We expect all staff, students, and visitors to behave professionally and respectfully at all times.

Unacceptable behaviour includes:

- Threats or intimidation
- Physical violence
- Shouting, swearing, or verbal abuse
- Persistent rudeness or exclusion
- Offensive jokes or name-calling
- Displaying or sharing discriminatory or inappropriate material
- Harassment, bullying, or victimisation

Such behaviour may result in disciplinary action, removal from a course, or—where relevant—reporting to WSET under their Malpractice & Misconduct policies.

F) Complaints of Discrimination

We take all complaints of discrimination seriously.

- Staff complaints will be handled under our internal grievance or disciplinary procedures.

- Student complaints will follow our **Complaints Policy**, which includes escalation to WSET if internal resolution is not successful.
- All complaints will be investigated promptly, fairly, and confidentially.
- We will record and monitor complaints to identify patterns or areas for improvement.

G) Legal Framework

This policy is based on the following legislation:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Employment Equal Treatment Framework Directive 2000**
- **Work and Families Act 2006**
- **Rehabilitation of Offenders Act 1974**

We aim to go beyond the legal minimum and foster a culture of genuine inclusion.

H) Recruitment & Selection

We ensure that:

- Recruitment decisions are based solely on merit
- Job descriptions and person specifications reflect actual requirements
- Interview questions are non-discriminatory
- Shortlisting and interviewing are conducted fairly and consistently
- Applicants are treated equally regardless of background or protected characteristic

I) Monitoring & Review

We will:

- Review this policy annually
- Monitor recruitment, training, and progression to ensure fairness
- Review any equality-related complaints or incidents
- Update the policy in line with changes to legislation or WSET requirements

Approved: 29/04/2026 Review Date: 29/04/2027