

Students of Gray Mackenzie & Partners APP

At Gray Mackenzie & Partners, we are committed to fostering an inclusive, respectful, and welcoming environment for all our students. In line with WSET's values, we ensure that everyone involved in our courses feels valued and is treated fairly, regardless of their background or personal circumstances. Gray Mackenzie & Partners, in alignment with WSET, regularly reviews this policy to ensure it continues to reflect current laws, standards, and best practices.

This policy applies to all students, instructors, staff, and any individual involved in the delivery of WSET qualifications at our APP. Email to deepak@admmi.ae.

Our commitment to you:

- **Equal Access:** We support equal and fair access to all WSET qualifications offered through our APP. Entry is open to all eligible candidates, subject to local laws, including age restrictions related to alcohol, and assessment standards.
- **Non-Discriminatory Content:** All course materials, exams, and specifications are designed to be inclusive and non-discriminatory. No individual will be treated unfairly based on age, gender, race, religion or belief, disability, sexual orientation, pregnancy or maternity, marital status, or any other protected characteristic.
- **Support for Individual Needs:** If you have special educational needs, a disability, or a temporary injury, you may be eligible for support or reasonable adjustments during assessments, without altering the exam standards. Please speak to us early so we can guide you through the process in accordance with WSET's Reasonable Adjustment and Special Consideration Policies.
- **Feedback and Improvement:** We welcome feedback from our students about diversity and inclusion, and we use this to help improve our services. We also work closely with WSET and other organizations to identify and remove any barriers to equal opportunity.
- **Data Monitoring:** We may collect anonymous data on age, gender, ethnicity, and any support arrangements to help monitor our inclusivity practices.

If You Have a Concern:

- If you feel you have experienced unfair treatment or discrimination during your studies with us, we encourage you to raise it directly with us first so we can resolve the issue quickly and fairly.

- If your concern involves behaviour that you believe goes against the WSET Code of Conduct and cannot be resolved through us, you can report it directly to WSET at: **governance@wsetglobal.com**.