

Item / Source	Link	Description
10,000 Black Interns Programme	<a href="https://www.10000blackinterns.com/offer-an-internship">https://www.10000blackinterns.com/offer-an-internship</a>	Registration page for 10,000 Black interns programme
Accor Hotel Group	<a href="https://group.accor.com/en/careers/our-culture-of-inclusion/our-commitment">https://group.accor.com/en/careers/our-culture-of-inclusion/our-commitment</a>	Information on Accor's Diversity and Inclusion Commitments
ACAS	<a href="https://www.acas.org.uk/improving-equality-diversity-and-inclusion">https://www.acas.org.uk/improving-equality-diversity-and-inclusion</a>	Improving equality, diversity and inclusion in your workplace
ACAS	<a href="https://www.combined.nhs.uk/wp-content/uploads/attachments/Acas_managers_guide_to_equality_assessments.pdf">https://www.combined.nhs.uk/wp-content/uploads/attachments/Acas_managers_guide_to_equality_assessments.pdf</a>	Acas manager's guide to equality impact assessments
ACAS (2022)	<a href="https://www.acas.org.uk/reasonable-adjustments">https://www.acas.org.uk/reasonable-adjustments</a>	Reasonable adjustments at work
ACAS (2021)	<a href="https://www.acas.org.uk/handling-a-bullying-harassment-discrimination-complaint">https://www.acas.org.uk/handling-a-bullying-harassment-discrimination-complaint</a>	Handling a bullying, harassment or discrimination complaint at work
ACAS (2020)	<a href="https://www.acas.org.uk/discrimination-and-the-law">https://www.acas.org.uk/discrimination-and-the-law</a>	Discrimination at work – Equality Act 2010
ACAS (2022)	<a href="https://www.acas.org.uk/equality-policy-template">https://www.acas.org.uk/equality-policy-template</a>	Equality, diversity and inclusion policy template
Asian Disability Network	<a href="https://www.asiandisabilitynetwork.com/">https://www.asiandisabilitynetwork.com/</a>	Asian Disability Network website
Asian Leadership Collective	<a href="https://asianleadership.co.uk/">https://asianleadership.co.uk/</a>	Asian Leadership Collective website
Asian People's Disability Alliance	<a href="https://apda.org.uk/">https://apda.org.uk/</a>	Asian People's Disability Alliance website
Aurora Foxes Hospitality & Catering College	<a href="https://www.theauroragroup.co.uk/sen-special-needs-schools/educational-training-hotel-somerset/employability-hub">https://www.theauroragroup.co.uk/sen-special-needs-schools/educational-training-hotel-somerset/employability-hub</a>	Employability Hub

Balance the Board (formerly Plan B Mentoring)	<a href="http://www.planbmentoring.com/">http://www.planbmentoring.com/</a>	Balance the Board website
BBC (2021)	<a href="https://www.bbc.co.uk/news/business-56654660">https://www.bbc.co.uk/news/business-56654660</a>	Workers with Down's syndrome: 'We feel safe'
BBPA	<a href="https://beerandpub.com/campaigns/hospitality-works/">https://beerandpub.com/campaigns/hospitality-works/</a>	BBPA Policies and Campaigns
Be Inclusive Hospitality	<a href="https://bihospitality.co.uk/">https://bihospitality.co.uk/</a>	Be Inclusive Hospitality's website
Be Inclusive Hospitality	<a href="https://bihospitality.co.uk/become-a-member/">https://bihospitality.co.uk/become-a-member/</a>	Become a member
Be Inclusive Hospitality (2022)	<a href="https://bihospitality.co.uk/download-the-inside-hospitality-report-2022/">https://bihospitality.co.uk/download-the-inside-hospitality-report-2022/</a>	Inside Hospitality 2022 report
Belonging Space (2020)	<a href="https://belonging.works/2020/01/10/2318/">https://belonging.works/2020/01/10/2318/</a>	The Power of belonging – and the pain of loneliness – in the workplace: Belonging Space research
British Beer and Pub Association	<a href="https://beerandpub.com/associate-members/">https://beerandpub.com/associate-members/</a>	Associate Membership
BYP Network	<a href="https://byp.network/partnerships/">https://byp.network/partnerships/</a>	BYP Network corporate partner page
BYP Network	<a href="https://careers.byp-network.com/">https://careers.byp-network.com/</a>	BYP Network careers page
CareerScope	<a href="https://careerscope.uk.net/">https://careerscope.uk.net/</a>	CareerScope's website
CareerScope	<a href="https://careerscope.uk.net/mentors-and-ambassadors/">https://careerscope.uk.net/mentors-and-ambassadors/</a>	Mentorship and skills support to build confidence and knowledge
CareerScope	<a href="https://careerscope.uk.net/skillup-stepup/">https://careerscope.uk.net/skillup-stepup/</a>	The Springboard Charity's partnership with 'Skill Up, Step Up'
CareerScope	<a href="https://careerscope.uk.net/teachers-and-career-advisers/">https://careerscope.uk.net/teachers-and-career-advisers/</a>	Career support resources

Caterer.com	<a href="https://www.caterer.com/recruiter-advice/a-practical-way-to-make-your-diversity-equity-and-inclusion-strategy-a-reality">https://www.caterer.com/recruiter-advice/a-practical-way-to-make-your-diversity-equity-and-inclusion-strategy-a-reality</a>	A practical way to make your diversity, equity and inclusion strategy a reality: Equality Boost
Caterer.com	<a href="https://www.caterer.com/advice/hotel-industry-embraces-flexible-working">https://www.caterer.com/advice/hotel-industry-embraces-flexible-working</a>	How the hotel industry is embracing flexible working
Caterer.com	<a href="https://www.caterer.com/advice/flexible-working-options">https://www.caterer.com/advice/flexible-working-options</a>	Flexible working options
Centre for Ageing Better	<a href="https://ageing-better.org.uk/sites/default/files/2021-04/Ads-for-All-Ages.pdf">https://ageing-better.org.uk/sites/default/files/2021-04/Ads-for-All-Ages.pdf</a>	Guide re debiasing job advertisements in relation to age
Centre for London (2021)	<a href="https://www.centreforlondon.org/wp-content/uploads/2021/01/Centre-for-London_College-of-Food_Report.pdf">https://www.centreforlondon.org/wp-content/uploads/2021/01/Centre-for-London_College-of-Food_Report.pdf</a>	Recipe for change: the case for a London College of Food
Chef Academy London	<a href="https://www.chefacademyoflondon.com/en/">https://www.chefacademyoflondon.com/en/</a>	Chef Academy London website
Chefs In Schools	<a href="https://chefsinschools.org.uk/school-chef-qualification/">https://chefsinschools.org.uk/school-chef-qualification/</a>	School Chef Qualification
Choose Hospitality	<a href="https://www.choosehospitality.co.uk/competitions/">https://www.choosehospitality.co.uk/competitions/</a>	Competitions aimed at young professionals interested in working in the industry.
CIPD	<a href="https://www.cipd.co.uk/">https://www.cipd.co.uk/</a>	CIPD's website
CIPD (2021)	<a href="https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/anti-racism-strategy">https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/anti-racism-strategy</a>	Developing an anti-racism strategy
CIPD (2022)	<a href="https://www.cipd.co.uk/Images/understanding-older-workers-report_tcm18-107672.pdf">https://www.cipd.co.uk/Images/understanding-older-workers-report_tcm18-107672.pdf</a>	Age profile in Hospitality sector
CIPD (2022)	<a href="https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/employee-resource-group-black-ethnic-minorities#gref">https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/employee-resource-group-black-ethnic-minorities#gref</a>	How to set up an ERG for Black and ethnic minority employees
CIPD (2022)	<a href="https://www.cipd.co.uk/knowledge/culture/well-being/health-well-being-work">https://www.cipd.co.uk/knowledge/culture/well-being/health-well-being-work</a>	Health and Wellbeing at work

CIPD (2022)	<a href="https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/sourcing-diverse-suppliers">https://www.cipd.co.uk/knowledge/fundamentals/relations/diversity/sourcing-diverse-suppliers</a>	How to Source Diverse Suppliers
CIPS (2021)	<a href="https://www.cips.org/supply-management/analysis/2021/august/how-can-procurement-lead-on-equality-diversity-and-inclusion/">https://www.cips.org/supply-management/analysis/2021/august/how-can-procurement-lead-on-equality-diversity-and-inclusion/</a>	How can procurement lead on equality, diversity and inclusion?
Compass Group UK & Ireland (2022)	<a href="https://www.compass-group.co.uk/media/news/compass-group-uk-ireland-win-institute-of-hospitality-award-for-ed&amp;i/">https://www.compass-group.co.uk/media/news/compass-group-uk-ireland-win-institute-of-hospitality-award-for-ed&amp;i/</a>	Compass Group UK & Ireland win Institute of Hospitality Award for ED&I
Contract Catering Magazine (2022)	<a href="https://contractcateringmagazine.co.uk/story.php?s=2022-05-05-ukhospitality-opening-up-the-industry">https://contractcateringmagazine.co.uk/story.php?s=2022-05-05-ukhospitality-opening-up-the-industry</a>	UKHospitality: Opening Up The Industry
CV Library (2019)	<a href="https://www.cv-library.co.uk/career-advice/start/transferable-skills-working-in-hospitality/">https://www.cv-library.co.uk/career-advice/start/transferable-skills-working-in-hospitality/</a>	9 transferable skills you gain from working in Hospitality
D&D London (2022)	<a href="https://www.danddlondon.com/wp-content/uploads/2022/04/Modern-Slavery-Policy-Statement-March-2022.pdf">https://www.danddlondon.com/wp-content/uploads/2022/04/Modern-Slavery-Policy-Statement-March-2022.pdf</a>	Modern Slavery Policy Statement 2022
Dans Le Noir London	<a href="https://london.danslenoir.com/">https://london.danslenoir.com/</a>	Dans Le Noir London website
Davidson Morris	<a href="https://www.davidsonmorris.com/positive-discrimination/#:~:text=a%20protected%20characteristic.-,What%20is%20the%20difference%20between%20positive%20action%20and%20positive%20discrimination%3F,-Positive%20action%20is">https://www.davidsonmorris.com/positive-discrimination/#:~:text=a%20protected%20characteristic.-,What%20is%20the%20difference%20between%20positive%20action%20and%20positive%20discrimination%3F,-Positive%20action%20is</a>	Difference between positive action and positive discrimination
Department for Business, Energy & Industrial Strategy (2021)	<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1003059/1200-APS-CCS0621819592-002-BEIS-Accessible2.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1003059/1200-APS-CCS0621819592-002-BEIS-Accessible2.pdf</a>	Hospitality Strategy: Reopening, Recovery, Resilience
Department for Business, Energy & Industrial Strategy (2021)	<a href="https://www.gov.uk/government/news/new-hospitality-council-to-guide-the-sectors-recovery">https://www.gov.uk/government/news/new-hospitality-council-to-guide-the-sectors-recovery</a>	New Hospitality Council to guide the sector's recovery

Department of Public Expenditure and Reform	<a href="https://www.ops.gov.ie/app/uploads/2020/07/Vision-Statement-Commitments-and-Maturity-Model-for-Public-Service-Organisations.pdf">https://www.ops.gov.ie/app/uploads/2020/07/Vision-Statement-Commitments-and-Maturity-Model-for-Public-Service-Organisations.pdf</a>	Maturity matrix example
Diageo	<a href="https://www.diageo.com/en/esg/champion-inclusion-and-diversity">https://www.diageo.com/en/esg/champion-inclusion-and-diversity</a>	Diageo ESG: Champion Inclusion and Diversity
Disability Rights UK	<a href="https://www.disabilityrightsuk.org/">https://www.disabilityrightsuk.org/</a>	Disability Rights UK website
Diversityq	<a href="https://diversityq.com/what-are-gen-z-looking-for-in-their-future-workplace/">https://diversityq.com/what-are-gen-z-looking-for-in-their-future-workplace/</a>	What are Gen Z looking for in their future workplace?
Electric Mayonnaise	<a href="https://www.electricmayonnaise.co.uk/">https://www.electricmayonnaise.co.uk/</a>	Accredited training programme for people who are out of work
Elevate	<a href="https://www.elevateme.co/">https://www.elevateme.co/</a>	Free mentoring programme aimed at those working in the Events industry
EmployAbility	<a href="https://www.employ-ability.org.uk/">https://www.employ-ability.org.uk/</a>	EmployAbility helps organisations build inclusive workplaces and empowers talented neurodivergent and disabled graduates to enter and progress in the workforce
Employer News (2022)	<a href="https://employernews.co.uk/news/inaugural-black-talent-awards-backed-by-merlin-entertainments-and-edf-wants-to-champion-relatable-professional-role-models-to-tackle-employment-discrimination/">https://employernews.co.uk/news/inaugural-black-talent-awards-backed-by-merlin-entertainments-and-edf-wants-to-champion-relatable-professional-role-models-to-tackle-employment-discrimination/</a>	Inaugural Black Talent Awards backed by Merlin Entertainments
Equal Measures UK	<a href="https://www.equalmeasuresuk.org/">https://www.equalmeasuresuk.org/</a>	Equal Measures website including education & mentorship programme and community days
Equal Measures UK	<a href="https://www.equalmeasuresuk.org/resources/project-five-sgjmz">https://www.equalmeasuresuk.org/resources/project-five-sgjmz</a>	EDI policy example
Equality and Human Rights Commission	<a href="https://www.equalityhumanrights.com/en/publication-download/managing-pregnancy-and-maternity-work-conversation-guide-employers">https://www.equalityhumanrights.com/en/publication-download/managing-pregnancy-and-maternity-work-conversation-guide-employers</a>	Managing pregnancy and maternity at work: a conversation guide for employers

Equality and Human Rights Commission	<a href="https://www.equalityhumanrights.com/en/advice-and-guidance/employers-what-positive-action-workplace">https://www.equalityhumanrights.com/en/advice-and-guidance/employers-what-positive-action-workplace</a>	What is positive action in the workplace?
Equality and Human Rights Commission	<a href="https://www.equalityhumanrights.com/en/advice-and-guidance/what-equal-pay">https://www.equalityhumanrights.com/en/advice-and-guidance/what-equal-pay</a>	What is Equal Pay?
Equality and Human Rights Commission	<a href="https://www.equalityhumanrights.com/en/advice-and-guidance/equality-law-hotels-restaurants-caf%C3%A9s-and-pubs">https://www.equalityhumanrights.com/en/advice-and-guidance/equality-law-hotels-restaurants-caf%C3%A9s-and-pubs</a>	Equality law for hotels, restaurants, cafés and pubs
Equality and Human Rights Commission (2021)	<a href="https://www.equalityhumanrights.com/en/equality-act/protected-characteristics">https://www.equalityhumanrights.com/en/equality-act/protected-characteristics</a>	The Equality act and protected characteristics
Evenbreak	<a href="https://www.evenbreak.co.uk/en">https://www.evenbreak.co.uk/en</a>	Evenbreak website
Evening Standard	<a href="https://www.standard.co.uk/business/shadow-boards-how-young-executives-are-running-corporates-a4318861.html">https://www.standard.co.uk/business/shadow-boards-how-young-executives-are-running-corporates-a4318861.html</a>	Article about Shadow Boards, including information about Accor's shadow board
Exceptional Individuals	<a href="https://exceptionalindividuals.com/employers/neurodiverse-recruitment-uk/">https://exceptionalindividuals.com/employers/neurodiverse-recruitment-uk/</a>	Neurodiverse Recruitment Agency
Federation of Small Businesses	<a href="https://www.fsb.org.uk/campaign-listing.html">https://www.fsb.org.uk/campaign-listing.html</a>	Federation of Small Businesses website
FindCourses.co.uk	<a href="https://www.findcourses.co.uk/training/school-of-business-london/ibt-level-5-diploma-in-tourism-and-hospitality-management-1732886">https://www.findcourses.co.uk/training/school-of-business-london/ibt-level-5-diploma-in-tourism-and-hospitality-management-1732886</a>	Hospitality courses
Flow Hospitality	<a href="https://www.flowhospitalitytraining.co.uk/learning-resources/restaurant">https://www.flowhospitalitytraining.co.uk/learning-resources/restaurant</a>	Training and resources for Hospitality professionals
FMJ (2022)	<a href="https://www.fmj.co.uk/ioh-gets-funding-for-edi-to-help-support-the-hospitality-sector/">https://www.fmj.co.uk/ioh-gets-funding-for-edi-to-help-support-the-hospitality-sector/</a>	The IoH secured funding to employ a head of EDI; more than 80% of organisations in the sector have no representation from ethnic minority backgrounds on their Board.
Foxes Hotel	<a href="https://foxeshotel.co.uk/">https://foxeshotel.co.uk/</a>	Foxes Hotel: Inclusive Hospitality website

Gary Fox	<a href="https://www.garyfox.co/business-model-templates/">https://www.garyfox.co/business-model-templates/</a>	Business model templates
Glion	<a href="https://www.glion.edu/">https://www.glion.edu/</a>	Glion website
Gov.UK	<a href="https://www.gov.uk/discrimination-your-rights">https://www.gov.uk/discrimination-your-rights</a>	Protected characteristics
Gov.UK	<a href="https://www.gov.uk/government/news/government-launches-pay-transparency-pilot-to-break-down-barriers-for-women">https://www.gov.uk/government/news/government-launches-pay-transparency-pilot-to-break-down-barriers-for-women</a>	Pay transparency pilot
Gov.UK	<a href="https://disabilityconfident.campaign.gov.uk/">https://disabilityconfident.campaign.gov.uk/</a>	Disability Confident Scheme
Gov.UK	<a href="https://www.gov.uk/access-to-work">https://www.gov.uk/access-to-work</a>	Access to Work Scheme
Gov.UK (2019)	<a href="https://www.gov.uk/government/publications/doing-a-basic-accessibility-check-if-you-cant-do-a-detailed-one/doing-a-basic-accessibility-check-if-you-cant-do-a-detailed-one">https://www.gov.uk/government/publications/doing-a-basic-accessibility-check-if-you-cant-do-a-detailed-one/doing-a-basic-accessibility-check-if-you-cant-do-a-detailed-one</a>	Doing a basic accessibility check
Gov.UK (2021)	<a href="https://www.gov.uk/guidance/publish-an-annual-modern-slavery-statement#who-needs-to-publish-a-statement">https://www.gov.uk/guidance/publish-an-annual-modern-slavery-statement#who-needs-to-publish-a-statement</a>	Guidance on publishing an annual modern slavery statement
Gov.UK (2021)	<a href="https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide">https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide</a>	Slavery and human trafficking in supply chains: guidance for businesses
Great Place to Work (2022)	<a href="https://www.greatplacetowork.co.uk/awards/women/uks-best-workplaces-for-women-2022/">https://www.greatplacetowork.co.uk/awards/women/uks-best-workplaces-for-women-2022/</a>	UK's Best Workplaces for Women 2022
Great Place to Work (2020)	<a href="https://www.greatplacetowork.com/resources/blog/what-are-employee-resource-groups-ergs">https://www.greatplacetowork.com/resources/blog/what-are-employee-resource-groups-ergs</a>	What are employee resource groups?
Greater London Authority	<a href="https://www.london.gov.uk/">https://www.london.gov.uk/</a>	The Greater London Authority's website
Greater London Authority	<a href="https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/workforce-integration-network-win">https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/workforce-integration-network-win</a>	Workforce Integration Network

Greater London Authority	<a href="https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/workforce-integration-network-win/workforce-data-equality-guide">https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/workforce-integration-network-win/workforce-data-equality-guide</a>	Workforce Data Equality Guide
Greene King	<a href="https://www.greeneking.co.uk/our-company/everyday-inclusion/">https://www.greeneking.co.uk/our-company/everyday-inclusion/</a>	'Everyday Inclusion': EDI strategy.
Greene King (2021)	<a href="https://www.greeneking.co.uk/newsroom/latest-news/greene-king-to-support-young-people-with-learning-difficulties-into-employment/">https://www.greeneking.co.uk/newsroom/latest-news/greene-king-to-support-young-people-with-learning-difficulties-into-employment/</a>	Greene King to support young people with learning difficulties into employment
Harri	<a href="https://harri.com/">https://harri.com/</a>	Employee Experience Platform & job board
Harvard Business Review (2019)	<a href="https://hbr.org/2019/06/why-you-should-create-a-shadow-board-of-younger-employees">https://hbr.org/2019/06/why-you-should-create-a-shadow-board-of-younger-employees</a>	Why You Should Create a "Shadow Board" of Younger Employees
Healthy Hospo	<a href="https://healthyhospo.com/about-us">https://healthyhospo.com/about-us</a>	A not-for-profit organisation providing training, workshops and strategic support in order to drive a happier hospitality sector
Hilton (2019)	<a href="https://www.hilton.com/en/corporate/wp-content/uploads/2019/11/20190225_External-Diversity-Brochure.pdf">https://www.hilton.com/en/corporate/wp-content/uploads/2019/11/20190225_External-Diversity-Brochure.pdf</a>	Diversity&Inclusion at Hilton - external EDI brochure
HIT	<a href="https://hittraining.co.uk/all-our-hospitality-apprenticeships">https://hittraining.co.uk/all-our-hospitality-apprenticeships</a>	Apprenticeships and support for managers to mentor an apprentice
Hosco (2021)	<a href="https://employers.hosco.com/blog/coaching-and-mentoring-in-the-hospitality-industry-where-to-begin">https://employers.hosco.com/blog/coaching-and-mentoring-in-the-hospitality-industry-where-to-begin</a>	Coaching And Mentoring In The Hospitality Industry – Where To Begin?
Hosco (2022)	<a href="https://employers.hosco.com/blog/7-step-guide-to-managing-neurodiverse-employees-in-hospitality">https://employers.hosco.com/blog/7-step-guide-to-managing-neurodiverse-employees-in-hospitality</a>	7-Step Guide To Managing Neurodiverse Employees in Hospitality
Hospitalify	<a href="https://www.hospitalify.com/?gclid=Cj0KCQiAm5ycBhCXARIsAPldzoWOiW1d1bgOluhinlgKhb1AtIQx-3MORY6J-uhAiaRiAmnyQ1jnxKMaAnUsEALw_wcB">https://www.hospitalify.com/?gclid=Cj0KCQiAm5ycBhCXARIsAPldzoWOiW1d1bgOluhinlgKhb1AtIQx-3MORY6J-uhAiaRiAmnyQ1jnxKMaAnUsEALw_wcB</a>	Hospitality courses
Hospitality & Catering News	<a href="https://www.hospitalityandcateringnews.com/2021/09/sodexo-re-accredited-a-">https://www.hospitalityandcateringnews.com/2021/09/sodexo-re-accredited-a-</a>	Sodexo re-accredited a Disability Confident



(2021)	<a href="#">disability-confident-leader/</a>	Leader
Hospitality Action	<a href="https://www.hospitalityaction.org.uk/eap/">https://www.hospitalityaction.org.uk/eap/</a>	Hospitality Action: Employee Assistance Programme
Hospitality Insights (2021)	<a href="https://www.hospitalityinsights.com/content/uk-government-appoints-disability-ambassador-for-hospitality-sector">https://www.hospitalityinsights.com/content/uk-government-appoints-disability-ambassador-for-hospitality-sector</a>	UK government appoints disability ambassador for hospitality sector
Hospitality Net (2021)	<a href="https://www.hospitalitynet.org/news/4102624.html">https://www.hospitalitynet.org/news/4102624.html</a>	Global hospitality leaders launch coalition to accelerate gender equality at highest industry levels
Hospitality Rising	<a href="https://hospitalityrising.org/">https://hospitalityrising.org/</a>	Hospitality Rising digital campaign to attract young people to work in the sector
Hotel Chocolat	<a href="https://www.hotelchocolat.com/uk/engaged-ethics/our-people/diversity-and-inclusion.html">https://www.hotelchocolat.com/uk/engaged-ethics/our-people/diversity-and-inclusion.html</a>	Hotel Chocolat: Diversity and Inclusion
Hotel Chocolat on The App Store	<a href="https://apps.apple.com/gb/app/hc-the-pod/id1518997681">https://apps.apple.com/gb/app/hc-the-pod/id1518997681</a>	The Pod: Hotel Chocolat app
Hotel School	<a href="https://www.hotelschool.org.uk/">https://www.hotelschool.org.uk/</a>	Teaches Hospitality skills and support to homeless and vulnerable people.
Hotels (2017)	<a href="https://hotelsmag.com/news/accor-shadow-board-more-function-less-theory/">https://hotelsmag.com/news/accor-shadow-board-more-function-less-theory/</a>	Accor shadow board [referenced by Hotels]
Hyatt (2021)	<a href="https://about.hyatt.com/content/dam/hyatt/woc/2021DEIRReport.pdf">https://about.hyatt.com/content/dam/hyatt/woc/2021DEIRReport.pdf</a>	Advancing Our Purpose of Care: Diversity, Equity and Inclusion at Hyatt; 2021 report
iHasco (2022)	<a href="https://www.ihasco.co.uk/blog/entry/2767/mental-ill-health-in-hospitality">https://www.ihasco.co.uk/blog/entry/2767/mental-ill-health-in-hospitality</a>	Mental ill health in Hospitality
IHG (2022)	<a href="https://www.ihgplc.com/en/news-and-media/news-releases/2022/ihg-hotels-and-resorts-partners-with-uk-black-pride-in-support">https://www.ihgplc.com/en/news-and-media/news-releases/2022/ihg-hotels-and-resorts-partners-with-uk-black-pride-in-support</a>	IHG Hotels & Resorts partners with UK Black Pride in support of ethnically diverse LGBTQI+

		communities
Inclusive Employers (2022)	<a href="https://www.inclusiveemployers.co.uk/blog/mcdonalds-sponsors-national-inclusion-week-2022/?utm_source=t.co&amp;utm_medium=referral&amp;utm_campaign=10052022_McDonaldsNIW">https://www.inclusiveemployers.co.uk/blog/mcdonalds-sponsors-national-inclusion-week-2022/?utm_source=t.co&amp;utm_medium=referral&amp;utm_campaign=10052022_McDonaldsNIW</a>	McDonald's sponsors National Inclusion Week 2022
Inclusive Jobs	<a href="https://www.inclusivejobs.co.uk/">https://www.inclusivejobs.co.uk/</a>	Inclusive Jobs website
Indeed	<a href="https://www.indeed.com/hire/c/info/individual-development-plan-examples?hl=en&amp;co=us#4:~:text=and%20your%20company%3F-Development%20plan%20templates,-You%20can%20use">https://www.indeed.com/hire/c/info/individual-development-plan-examples?hl=en&amp;co=us#4:~:text=and%20your%20company%3F-Development%20plan%20templates,-You%20can%20use</a>	Individual Development Plan (With Template and Example)
Indeed (2022)	<a href="https://uk.indeed.com/career-advice/career-development/internal-recruitment#:~:text=1.-,Establish%20policies,-The%20first%20step">https://uk.indeed.com/career-advice/career-development/internal-recruitment#:~:text=1.-,Establish%20policies,-The%20first%20step</a>	Internal recruitment: definition, benefits and tips
Integrity Next	<a href="https://www.integritynext.com/">https://www.integritynext.com/</a>	Integrity Next: a sustainability technology platform that equips you with an ESG risk-management system
INvolve (2022)	<a href="https://www.involvepeople.org/the-ethnicity-pay-gap-guidance-for-reporting-2022/">https://www.involvepeople.org/the-ethnicity-pay-gap-guidance-for-reporting-2022/</a>	The Ethnicity Pay Gap Guidance for Reporting 2022
IMD - International Institute for Management Development	<a href="https://www.imd.org/research-knowledge/articles/a-strategic-response-to-digital-disruption-the-case-of-accorhotels/">https://www.imd.org/research-knowledge/articles/a-strategic-response-to-digital-disruption-the-case-of-accorhotels/</a>	In the field with Accorhotels; How can an industry incumbent respond strategically to challenges from digital disruptors?
Issuu (2022)	<a href="https://issuu.com/selectedhotels/docs/hg_intern_mentorship_program">https://issuu.com/selectedhotels/docs/hg_intern_mentorship_program</a>	The HoteliersGuild Intern & Mentorship Program
Kaleida International	<a href="https://www.kaleida.co/">https://www.kaleida.co/</a>	Fully-inclusive B2B Marketplace connecting Buyers to Suppliers, and Diverse Suppliers

Kelly's Cause	<a href="https://www.kellyscause.com/">https://www.kellyscause.com/</a>	Mental Health First Aid training and mental health support for Hospitality workers
Le Cordon Bleu London	<a href="https://www.cordonbleu.edu/london/home/en">https://www.cordonbleu.edu/london/home/en</a>	Le Cordon Bleu London website
Learnlight (2020)	<a href="https://www.learnlight.com/en/articles/benefits-cross-cultural-training/">https://www.learnlight.com/en/articles/benefits-cross-cultural-training/</a>	The benefits of cross-cultural, cultural awareness and cultural competency training
Leiths Cookery School	<a href="https://leiths.com/">https://leiths.com/</a>	Leiths Cookery School website
LGBT Jobs	<a href="https://lgbtjobs.co.uk/">https://lgbtjobs.co.uk/</a>	LGBT+ inclusive employers
Make Venues	<a href="https://www.makevenues.co.uk/news/all-venue-news/disability-confident-and-inclusive">https://www.makevenues.co.uk/news/all-venue-news/disability-confident-and-inclusive</a>	Make Venues: Disability Confident and Inclusive
Marriott International	<a href="https://www.marriott-ld.com/takecare">https://www.marriott-ld.com/takecare</a>	TakeCare Programme
Marriott International (2022)	<a href="https://www.marriott.com/content/dam/marriott-digital/digitallegal-micorp-cec/en_us/micorp_diversity-and-inclusion/limited/document/assets-usage-rights/pdt-DEI-Key-Milestones-930242770908627.pdf">https://www.marriott.com/content/dam/marriott-digital/digitallegal-micorp-cec/en_us/micorp_diversity-and-inclusion/limited/document/assets-usage-rights/pdt-DEI-Key-Milestones-930242770908627.pdf</a>	Global Diversity, Equity and Inclusion Fact Sheet
Marstons Pubs	<a href="https://www.marstonspubs.co.uk/responsibility/diversity-inclusion/">https://www.marstonspubs.co.uk/responsibility/diversity-inclusion/</a>	Marstons Pubs Diversity and Inclusion
Master Innholders	<a href="https://masterinnholders.co.uk/mentoring/">https://masterinnholders.co.uk/mentoring/</a>	Mentoring programme for young leaders seeking career progression in Hospitality.
Me, Myself in Mind	<a href="https://www.memyselfinmind.com/">https://www.memyselfinmind.com/</a>	Me, Myself in Mind provide therapy, workshops and group facilitation for those working in the sector, seeking to promote an understanding of stress-reduction techniques and self-awareness
Mum	<a href="https://workwithmum.com/">https://workwithmum.com/</a>	Research job board with the goal to introduce exceptional talent.

National Autistic Society	<a href="https://www.autism.org.uk/">https://www.autism.org.uk/</a>	The National Autistic Society's website
National Autistic Society	<a href="https://www.autism.org.uk/what-we-do/employment/hb-cares-programme">https://www.autism.org.uk/what-we-do/employment/hb-cares-programme</a>	HB Cares Hospitality Guidance
National Autistic Society (2017)	<a href="https://www.autism.org.uk/advice-and-guidance/professional-practice/autism-friendly-apprenticeships">https://www.autism.org.uk/advice-and-guidance/professional-practice/autism-friendly-apprenticeships</a>	Autism-friendly apprenticeships
NHS Leadership Academy	<a href="https://www.leadershipacademy.nhs.uk/programmes/">https://www.leadershipacademy.nhs.uk/programmes/</a>	NHS Leadership development programmes
On The Beach	<a href="https://www.onthebeach.co.uk/our-diversity-and-inclusion-pledge">https://www.onthebeach.co.uk/our-diversity-and-inclusion-pledge</a>	Diversity and Inclusion pledge
Open Study College	<a href="https://www.openstudycollege.com/courses/hotel-hospitality-diploma">https://www.openstudycollege.com/courses/hotel-hospitality-diploma</a>	Hotel and Hospitality Level 4 and 5 course
Otolo	<a href="https://www.myotolo.com/">https://www.myotolo.com/</a>	Free mentoring programme open to anyone working in the Hospitality industry
Kyriakidou, O. and Gore, J. (2005)	<a href="https://doi.org/10.1108/14635770510600320">https://doi.org/10.1108/14635770510600320</a>	Kyriakidou, O. and Gore, J. (2005), "Learning by example: Benchmarking organizational culture in hospitality, tourism and leisure SMEs", Benchmarking: An International Journal, Vol. 12 No. 3, pp. 192-206.
People 1st	<a href="https://people1st.co.uk/apprenticeships/standards-assessment-plans/hospitality-apprenticeship-standards/">https://people1st.co.uk/apprenticeships/standards-assessment-plans/hospitality-apprenticeship-standards/</a>	Hospitality apprenticeship standards
People 1st	<a href="https://www.people1st.co.uk/products-solutions/other-solutions/career-mapping-tool/">https://www.people1st.co.uk/products-solutions/other-solutions/career-mapping-tool/</a>	Career mapping tool
People 1st	<a href="https://www.people1st.co.uk/apprenticeships/standards-assessment-plans/hospitality-apprenticeship-standards/">https://www.people1st.co.uk/apprenticeships/standards-assessment-plans/hospitality-apprenticeship-standards/</a>	apprenticeship standards and guidance for employers
People 1st	<a href="https://www.people1st.co.uk/news/hospitality-apprenticeships-endless-opportunities/">https://www.people1st.co.uk/news/hospitality-apprenticeships-endless-opportunities/</a>	Hospitality apprenticeships: Endless opportunities

People 1st	<a href="https://www.people1st.co.uk/getattachment/UK-services/Hospitality-accreditation/Code-of-conduct/Our-Hospitality-Commitment.pdf/?lang=en-GB">https://www.people1st.co.uk/getattachment/UK-services/Hospitality-accreditation/Code-of-conduct/Our-Hospitality-Commitment.pdf/?lang=en-GB</a>	Hospitality commitment
Persian Hospitality Network	<a href="https://www.persianhospitalitynetwork.co.uk/">https://www.persianhospitalitynetwork.co.uk/</a>	Persian Hospitality Network website
Pilot Light	<a href="https://www.pilotlightcampaign.com/">https://www.pilotlightcampaign.com/</a>	A campaign committed to raising awareness of mental health issues and support in the hospitality sector
Podium	<a href="https://www.podiumbytap.com/what-we-do">https://www.podiumbytap.com/what-we-do</a>	Podium website: an online marketplace that connects skilled people with a disability or impairment directly with ambitious employers on a freelance basis and vice versa
PPR (2022)	<a href="https://www.ppronline.co.uk/blog/2022/05/internal-recruitment-what-is-it-and-how-can-you-introduce-it-to-your-business?source=google.com">https://www.ppronline.co.uk/blog/2022/05/internal-recruitment-what-is-it-and-how-can-you-introduce-it-to-your-business?source=google.com</a>	Internal recruitment: what is it and how can you introduce it to your business?
Precedent Group	<a href="https://precedentgroup.co.uk/">https://precedentgroup.co.uk/</a>	Precedent Group website: diverse and inclusive talent acquisition, executive search and management consultancy
Pret	<a href="https://www.pretjobs.co.uk/early-careers/the-pret-apprenticeship">https://www.pretjobs.co.uk/early-careers/the-pret-apprenticeship</a>	Details of Pret's apprenticeship scheme
Pret	<a href="https://www.pretjobs.co.uk/early-careers/parent-information">https://www.pretjobs.co.uk/early-careers/parent-information</a>	Parent information re careers
Prince's Trust	<a href="https://www.princes-trust.org.uk/help-for-young-people/get-job">https://www.princes-trust.org.uk/help-for-young-people/get-job</a>	Support for young people wanting to gain experience, skills, training and confidence
Prince's Trust	<a href="https://www.princes-trust.org.uk/support-our-work/how-your-business-can-help/retail-consumer">https://www.princes-trust.org.uk/support-our-work/how-your-business-can-help/retail-consumer</a>	The Trust's partnership with the retail, leisure and hospitality sectors to create life-changing outcomes and employment opportunities for young

		people.
qLegal	<a href="https://www.qmul.ac.uk/qlegal/resources/">https://www.qmul.ac.uk/qlegal/resources/</a>	qLegal (Queen Mary University of London) provides free legal advice, workshops and resources to start-ups and entrepreneurs
Radisson (2022)	<a href="https://media.radissonhotels.net/image/responsible-business--corporate-use-only/miscellaneous/16256-142211-m24116531.pdf">https://media.radissonhotels.net/image/responsible-business--corporate-use-only/miscellaneous/16256-142211-m24116531.pdf</a>	Radisson Hotel Group slavery and human trafficking statement 2022
Rare Recruitment	<a href="https://contextualrecruitment.co.uk/">https://contextualrecruitment.co.uk/</a>	Contextual Recruitment System
Rate My Placement	<a href="https://www.ratemyplacement.co.uk/hospitality-leisure-travel-tourism">https://www.ratemyplacement.co.uk/hospitality-leisure-travel-tourism</a>	Website to find internships, placements and insight jobs in the industry
Reed.co.uk	<a href="https://www.reed.co.uk/recruiter-advice/whats-next-for-salary-transparency-in-the-uk/">https://www.reed.co.uk/recruiter-advice/whats-next-for-salary-transparency-in-the-uk/</a>	Article on pay transparency
Resolution Foundation (2020)	<a href="https://www.resolutionfoundation.org/app/uploads/2020/12/Ethnic-minorities-in-the-hospitality-sector.pdf">https://www.resolutionfoundation.org/app/uploads/2020/12/Ethnic-minorities-in-the-hospitality-sector.pdf</a>	Ethnic Minorities in the hospitality sector
Rest Less	<a href="https://restless.co.uk/">https://restless.co.uk/</a>	Rest Less website
Restorative Justice council	<a href="https://restorativejustice.org.uk/what-restorative-justice">https://restorativejustice.org.uk/what-restorative-justice</a>	Definition and description of restorative justice
Royal Academy of Culinary Arts	<a href="https://www.royalacademyofculinaryarts.org.uk/what-we-do/adopt-a-school/">https://www.royalacademyofculinaryarts.org.uk/what-we-do/adopt-a-school/</a>	Adopt a School Trust
Royal Lancaster London (2021)	<a href="https://www.royallancaster.com/about/the-hoteliers-charter/">https://www.royallancaster.com/about/the-hoteliers-charter/</a>	The Hotelier's Charter
The Savoy Educational Trust	<a href="https://issuu.com/leisuremedia/docs/year_end_report_and_accounts_2022">https://issuu.com/leisuremedia/docs/year_end_report_and_accounts_2022</a>	Savoy Educational Trust Annual Report & Accounts 2021-2022

Secretary of State for Work and Pensions (2021)	<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1006098/National-Disability-Strategy_web-accessible-pdf.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1006098/National-Disability-Strategy_web-accessible-pdf.pdf</a>	National Disability Strategy
SHRM	<a href="https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/accommodating-religion,-belief-and-spirituality-in-the-workplace.aspx">https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/accommodating-religion,-belief-and-spirituality-in-the-workplace.aspx</a>	Navigating Religious Beliefs in the Workplace
Social Bite	<a href="https://www.social-bite.co.uk/who-we-are/">https://www.social-bite.co.uk/who-we-are/</a>	Social Bite is a charity and social business committed to supporting homeless people into accommodation and work
Sodexo (2021)	<a href="https://uk.sodexo.com/social-impact/people/culture-origins.html">https://uk.sodexo.com/social-impact/people/culture-origins.html</a>	Commitment to INvolve pay reporting mandate
Springboard	<a href="https://springboard.uk.net/">https://springboard.uk.net/</a>	Springboard's website
Springboard	<a href="https://springboard.uk.net/our-programmes/">https://springboard.uk.net/our-programmes/</a>	Free courses
St Mungo's (2020)	<a href="https://www.mungos.org/app/uploads/2020/09/SM_Research_Report_AW_28.09.20.pdf">https://www.mungos.org/app/uploads/2020/09/SM_Research_Report_AW_28.09.20.pdf</a>	Transient Hospitality work and financial instability
Supplier.io	<a href="https://www.supplier.io/blog/a-quick-guide-to-building-a-supplier-diversity-policy">https://www.supplier.io/blog/a-quick-guide-to-building-a-supplier-diversity-policy</a>	A guide to building a supplier diversity policy
The Balance (2021)	<a href="https://www.thebalancemoney.com/public-speaking-skills-with-examples-2059697">https://www.thebalancemoney.com/public-speaking-skills-with-examples-2059697</a>	Important Public Speaking Skills for Workplace Success
The Brain Charity	<a href="https://www.thebraincharity.org.uk/other-ways-to-support-the-brain-charity/neurodiversity-training/?gclid=CjwKCAiAv9ucBhBXEiwA6N8nYMm56zj2K5O_XluewJmJlgtxoU28SAFhaTnwXLtPkJPXvrXaktLPyRoCXA4QAvD_BwE">https://www.thebraincharity.org.uk/other-ways-to-support-the-brain-charity/neurodiversity-training/?gclid=CjwKCAiAv9ucBhBXEiwA6N8nYMm56zj2K5O_XluewJmJlgtxoU28SAFhaTnwXLtPkJPXvrXaktLPyRoCXA4QAvD_BwE</a>	Workplace neurodiversity training from The Brain Charity
The British Association for Supported Employment (BASE)	<a href="https://www.base-uk.org/information-jobseekers">https://www.base-uk.org/information-jobseekers</a>	Information for jobseekers

The Burnt Chef project	<a href="https://www.theburntchefproject.com/">https://www.theburntchefproject.com/</a>	The Burnt Chef Project website
The Caterer (2020)	<a href="https://www.thecaterer.com/news/bar-owner-deano-moncrieffe-equal-measures-anti-racism-campaign">https://www.thecaterer.com/news/bar-owner-deano-moncrieffe-equal-measures-anti-racism-campaign</a>	Bar owner calls for hospitality to take part in Equal Measures anti-racism campaign
The Caterer (2022)	<a href="https://www.thecaterer.com/news/hospitality-gender-pay-gap-2020-2021">https://www.thecaterer.com/news/hospitality-gender-pay-gap-2020-2021</a>	Hospitality sectors gender pay gap increases
The Diversity Dashboard	<a href="https://diversitydashboard.co.uk/">https://diversitydashboard.co.uk/</a>	The Diversity Dashboard website; a job board for diverse talent
The Drinks Business (2021)	<a href="https://www.thedrinksbusiness.com/2021/08/latest-gdp-figures-highlight-the-importance-of-hospitality-in-aiding-economic-recovery/">https://www.thedrinksbusiness.com/2021/08/latest-gdp-figures-highlight-the-importance-of-hospitality-in-aiding-economic-recovery/</a>	Latest GDP figures highlight the importance of hospitality in aiding economic recovery
The Equal Group	<a href="https://www.theequalgroup.com/">https://www.theequalgroup.com/</a>	The Equal Group's website
The Equal Group	<a href="https://www.theequalgroup.com/resources/2022-edi-calendar">https://www.theequalgroup.com/resources/2022-edi-calendar</a>	EDI Calendar
The Goring Hotel	<a href="https://www.thegoring.com/">https://www.thegoring.com/</a>	The Goring Hotel's website
The Guardian (2023)	<a href="https://www.theguardian.com/food/2023/jan/20/extreme-suffering-central-to-culture-of-elite-kitchens-study?CMP=Share_iOSApp_Other">https://www.theguardian.com/food/2023/jan/20/extreme-suffering-central-to-culture-of-elite-kitchens-study?CMP=Share_iOSApp_Other</a>	'Extreme suffering' central to culture of elite kitchens – study
The Inspiring Leaders Network	<a href="https://theinspiringleadersnetwork.co.uk/programmes/shadow-board/">https://theinspiringleadersnetwork.co.uk/programmes/shadow-board/</a>	The Shadow Board Programme (leadership development programme by The Inspiring Leaders Network)
The Passage	<a href="https://www.london.gov.uk/what-we-do/volunteering/search/the-passage">https://www.london.gov.uk/what-we-do/volunteering/search/the-passage</a>	The Passage's aims / mission / values
The Race at Work Charter	<a href="https://www.bitc.org.uk/race-at-work-charter-signatories/">https://www.bitc.org.uk/race-at-work-charter-signatories/</a>	List of signatories



The Race at Work Charter (2021)	<a href="https://www.bitc.org.uk/race/#raceatworkcharter">https://www.bitc.org.uk/race/#raceatworkcharter</a>	The Race At Work Charter asks businesses to make a public commitment to improving equality of opportunity in the workplace.
The Recruitment Industry Disability Initiative	<a href="https://ridi.org.uk/">https://ridi.org.uk/</a>	The Recruitment Industry Disability Initiative website
The University of Essex	<a href="https://www.essex.ac.uk/departments/edge-hotel-school/industry-partnerships">https://www.essex.ac.uk/departments/edge-hotel-school/industry-partnerships</a>	Partnership with Edge Hotel School to deliver industry-led education.
The Washington Post (2022)	<a href="https://www.washingtonpost.com/food/2022/04/06/ramadan-restaurant-workers-fast/">https://www.washingtonpost.com/food/2022/04/06/ramadan-restaurant-workers-fast/</a>	During Ramadan, fasting restaurant workers juggle food and faith
Travelodge (2019)	<a href="https://www.travelodge.co.uk/press-centre/press-releases/Travelodge-launches-new-recruitment-programme-help-unemployed-mums-dads">https://www.travelodge.co.uk/press-centre/press-releases/Travelodge-launches-new-recruitment-programme-help-unemployed-mums-dads</a>	Travelodge launches new recruitment programme to help unemployed mums & dads return to work
TUC (2022)	<a href="https://www.tuc.org.uk/research-analysis/reports/jobs-monitor-impact-pandemic-bme-employment">https://www.tuc.org.uk/research-analysis/reports/jobs-monitor-impact-pandemic-bme-employment</a>	The impact of the pandemic on BME employment
UK Commission For Employment and Skills	<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/545250/Progression_Brochure_A5_Jul_16_vFINAL.pdf#page=8">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/545250/Progression_Brochure_A5_Jul_16_vFINAL.pdf#page=8</a>	Climbing the ladder - progression pathways in retail and hospitality
UKHospitality	<a href="https://www.ukhospitality.org.uk/page/DiversityInclusion">https://www.ukhospitality.org.uk/page/DiversityInclusion</a>	UKHospitality's website page re diversity and inclusion
UKHospitality	<a href="https://cdn.ymaws.com/www.ukhospitality.org.uk/resource/resmgr/reports/htsb/hospitality_guide_for_recru.pdf">https://cdn.ymaws.com/www.ukhospitality.org.uk/resource/resmgr/reports/htsb/hospitality_guide_for_recru.pdf</a>	Hospitality Guide for Recruiting Workers Aged 50+
UKHospitality	<a href="https://www.ukhospitality.org.uk/events/event_list.asp">https://www.ukhospitality.org.uk/events/event_list.asp</a>	Events Calendar
UKHospitality (2021)	<a href="https://cdn.ymaws.com/www.ukhospitality.org.uk/resource/resmgr/membership/supplier_own_material/kam_hospitality_as_a_career.pdf">https://cdn.ymaws.com/www.ukhospitality.org.uk/resource/resmgr/membership/supplier_own_material/kam_hospitality_as_a_career.pdf</a>	The current perception of Hospitality as a career choice

UKHospitality (2021)	<a href="https://cdn.ymaws.com/www.ukhospitality.org.uk/resource/resmgr/education_land_scape_guide.pdf">https://cdn.ymaws.com/www.ukhospitality.org.uk/resource/resmgr/education_land_scape_guide.pdf</a>	UKHospitality guide to the education landscape
University of East London	<a href="https://uel.ac.uk/study/subjects/hospitality-events-tourism">https://uel.ac.uk/study/subjects/hospitality-events-tourism</a>	University with various hospitality related courses and opportunities to partner / mentor students etc
Umbrella Training	<a href="https://www.umbrellatraining.co.uk/hospitality">https://www.umbrellatraining.co.uk/hospitality</a>	Apprenticeship schemes available in the hospitality sector.
Umbrella Training	<a href="https://www.umbrellatraining.co.uk/benefits-of-an-apprenticeship">https://www.umbrellatraining.co.uk/benefits-of-an-apprenticeship</a>	Benefits of an apprenticeship
Valuable 500	<a href="https://www.thevaluable500.com/about/manifesto">https://www.thevaluable500.com/about/manifesto</a>	Valuable 500 Commitment
Warner Hotels	<a href="https://jobs.warnerhotels.co.uk/home">https://jobs.warnerhotels.co.uk/home</a>	Warner Hotels Careers page
We are TERN	<a href="https://wearetern.org/entrepreneurs/">https://wearetern.org/entrepreneurs/</a>	An organisation supporting refugee led businesses and entrepreneurs
Well Grounded	<a href="https://wellgroundedjobs.co.uk/">https://wellgroundedjobs.co.uk/</a>	Programmes involving training, mentoring, and qualifications.
Whitbread	<a href="https://www.whitbread.co.uk/sustainability/opportunity/we-value-difference-at-whitbread/">https://www.whitbread.co.uk/sustainability/opportunity/we-value-difference-at-whitbread/</a>	Diversity and Inclusion at Whitbread
WiHTL	<a href="https://www.wihtl.com/">https://www.wihtl.com/</a> <a href="https://www.wihtl.com/home">https://www.wihtl.com/home</a>	WiHTL (Women in Hospitality, Travel and Leisure) website
WiHTL	<a href="https://www.wihtl.com/research">https://www.wihtl.com/research</a>	WiHTL research
WiHTL	<a href="https://www.wihtl.com/diversity-in-htl-charter">https://www.wihtl.com/diversity-in-htl-charter</a>	Diversity in Hospitality, Travel and Leisure (HTL) Charter
WiHTL	<a href="https://www.wihtl.com/programmes">https://www.wihtl.com/programmes</a>	Leadership Development Programmes

WiHTL (2020)	<a href="https://www.wihtl.com/collaboration#h.xo30f2nrhx6u">https://www.wihtl.com/collaboration#h.xo30f2nrhx6u</a>	Code of Conduct for Executive Search and Recruitment firms
WiHTL (2021)	<a href="https://www.gov.uk/government/news/new-hospitality-council-to-guide-the-sectors-recovery">https://www.gov.uk/government/news/new-hospitality-council-to-guide-the-sectors-recovery</a>	Closing the gender pay gap in hospitality
WiHTL and DiR (2022)	<a href="https://www.boutiquehotelier.com/employee-voice-survey-with/">https://www.boutiquehotelier.com/employee-voice-survey-with/</a>	Need for organisations to make EDI a fundamental part of their corporate strategy and culture.
WiHTL and The MBS Group (2021)	<a href="https://www.thembsgroup.co.uk/wp-content/uploads/2021/12/Women-to-Watch-and-Role-Models-for-Inclusion-in-HTL-2021-5.pdf">https://www.thembsgroup.co.uk/wp-content/uploads/2021/12/Women-to-Watch-and-Role-Models-for-Inclusion-in-HTL-2021-5.pdf</a>	Women to Watch and Role Models for Inclusion in Hospitality, Travel & Leisure Index
WiHTL, PwC and The MBS Group (2020)	<a href="https://www.pwc.co.uk/hospitality-leisure/women-in-hospitality-and-leisure/assets/women-in-hospitality-and-leisure-2020.pdf">https://www.pwc.co.uk/hospitality-leisure/women-in-hospitality-and-leisure/assets/women-in-hospitality-and-leisure-2020.pdf</a>	The 2020 WiHTL Annual Report: From Intention to Action:  Diversity in Hospitality, Travel & Leisure
Women in Travel CIC	<a href="https://www.womenintravelcic.com/">https://www.womenintravelcic.com/</a>	Women in Travel CIC website
Work Advance	<a href="https://workadvance.co.uk/">https://workadvance.co.uk/</a>	Work Advance website
Wset School London	<a href="https://www.wsetglobal.com/wset-school-london/wset-courses/wset-level-4-diploma-in-wines/">https://www.wsetglobal.com/wset-school-london/wset-courses/wset-level-4-diploma-in-wines/</a>	WSET Level 4 Diploma in Wines