

EQUALITY and DIVERSITY POLICY

STATEMENT

GCDCS is committed to encouraging equality and diversity in all activities and interactions with all members, associates, stakeholders and the general public.

The aim is to be truly representative of all sections of society and for everyone to feel respected.

This Policy's purpose is to:

- Ensure as far as is possible, equality, fairness and respect for all in our activities and communications
- Raise awareness of Equality Act 2010 and protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- Raise awareness of Protection from Harassment Act 1997 which includes: unwanted phone calls, letters, emails or visits; abuse and bullying on line; stalking; verbal abuse and threats and criminal damage
- Oppose and avoid all forms of unlawful discriminations as outlined above

GCDCS commits to:

- Encourage equality and diversity as being *good practice* and *good business sense*
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination; promoting dignity and respect for all; and where the individual differences and contributions of members are recognised and valued
- Taking seriously, any complaints which may breach the Equality and diversity rights of others; a Grievance Policy is in place as process towards any such complaint

Reviews / dates: