



## EQUALITY, DIVERSITY and INCLUSION POLICY

### STATEMENT

GCDCS is committed to encouraging equality, diversity and inclusion 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 by ensuring as far as is possible, equality, fairness and respect for all in our activities and communications.

### GCDCS aims to:

- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of: 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
- Be aware of conduct and behaviours as outlined in Protection from Harassment Act 1997: 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, diversity and inclusion 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
- Take seriously any complaint which may breach the Equality and Diversity rights of others; a Grievance Policy is in place as a process should there be any such complaint

### Reviews / dates: