



December 2018

Human Resources

EQUALITY AND DIVERSITY POLICY

Contents	Page
Introduction	3
Aims and Objectives	3
Responsibilities	5
Further information	5

I. Introduction

- 1.1 GS Plus Ltd/GSS Ltd. is committed to promoting equality of opportunity, good community relations and to tackling all forms of discrimination in the Company through the Company's roles as service provider and employer.
- 1.2 We will work with our partners in the private, public and community sectors to achieve our objectives. We believe that the diversity of our workforce is one of our greatest assets and should be celebrated and valued.
- 1.3 Our commitment is also embedded in our management values which emphasise the value we place on our diverse workforce. Equality considerations are a fundamental aspect of our reviews and help to ensure they are mainstreamed into all our services. This policy will also help us to meet the equality objectives included in our business plans.
- 1.4 The Company is committed to integrating equality policy into mainstream service planning and budgetary allocation.
- 1.5 This policy will be reviewed regularly and amended as necessary to reflect any changes in legislation, codes of practice or special issues of local concern. The policy will be published on the Company's website and will be made available to all employees.

2. Aims and Objectives

- 2.1 The Company aims to:
 - eliminate unlawful direct, indirect discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010.
 - advance equality of opportunity between people who share a protected characteristic* and those who do not.
 - foster good relations between people who share a protected characteristic* and those who do not.

* age, disability, race, gender, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, and marriage and civil partnership.

- 2.2 The Company will identify the actions and resources required to meet the objectives in this policy.
- 2.3 The Company's objectives are:

- tackle all forms of hate, crime and harassment and promote safety and security in the workplace.
- improve community relations and promote diversity through events, publicity, educational programmes and other initiatives.
- work with partners in the community, voluntary, public and business sectors to achieve the policy aims.
- ensure that equality considerations are integrated into all relevant areas of mainstream service planning, management and delivery.
- improve Company's awareness and understanding of the needs of different groups of clients through effective consultation, liaison and involvement and provide training and information for our staff to ensure they are aware of the policy and able to apply it when carrying out the duties.
- continually review existing services to assess their impact on the groups covered by the policy
- carry out equality impact assessments on all relevant key decisions.
- ensure that Company services are accessible and delivered appropriately and sensitively in order to facilitate equality of treatment.
- ensure that the Company's jobs are accessible to people from all sections of the community and also ensure that staff are treated equitably in all areas of employment including career development, pay, training and promotion.

2.4 The policy applies widely and is about respecting diversity throughout the Company. However, the legal protections also apply in respect of age, disability, race, gender, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership (employment only).

2.5 The policy applies at all levels of the Company's activities including corporate, service area, department / business unit and individual.

3. Responsibilities

3.1 The Company's Board has overall responsibility for the policy and ensuring that adequate resources are provided for its implementation.

- 3.2 The senior management team has the responsibility for overseeing implementation of the policy and monitoring progress to ensure that all aspects of their service comply with the policy.
- 3.3 All employees are required to ensure fairness towards colleagues, service users and other members of the community in carrying out their duties. All staff should help to promote the policy in all aspects of service delivery and work towards the elimination of discrimination.
- 3.4 All employees have a duty to report instances of discrimination to their manager / supervisor at the earliest opportunity so that appropriate action can be taken to remedy the situation.
- 3.5 The Company requires that those who provide services on its behalf ensure that their service provision and employment practices are consistent with the policy.
- 3.6 Applicants for posts in the Company will be made aware of the policy and it will form part of the induction programme for new recruits.

4. Further Information

- 4.1 For further information on this policy, please contact Human Resources.