

Equality and Diversity Policy

Name of organisation: GCA+D ltd.

Aims of this policy

GCA+D recognises and values people's differences and will assist them to use their talents to reach their full potential.

The organisation will do all it can to ensure it recruits, trains and promotes people based on qualifications, experience and abilities for all roles within the organisation.

This policy is designed to ensure that GCA+D complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

GCA+D is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Scope of the policy

The policy applies to all stages of employment including recruitment and selection, promotion and training.

Policy Statement

As an organisation, we value the variety of different views, outlooks and approaches that a diverse workforce bring. This assists us to provide improved services and increase our understanding of our service users/clients.

We will do all we can to ensure no one will receive less favourable treatment or is to be disadvantaged by requirements or conditions, which cannot be shown to be justifiable.