

GSS - Diversity Policy

GSS is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination of any kind in the workplace. Our aim is to ensure that all employees, learners, applicants, customers and clients are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in all we do whether as a learner, customer within GSS's employment or visitor and to not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

GSS has a deep commitment to Diversity of our subcontractors and suppliers. One example of this is the establishment of our Supplier Diversity Policy supported through the Directors and Management of GSS. As part of this policy, we actively seek out suppliers who are Small/ and or disadvantaged-owned Businesses that can add value to our supply chain and provide us with an opportunity to increase our value and diversity to our learners, customers and clients.

Alongside this we are committed to supporting and encouraging the development of small, certified minority, BAME companies or individuals registered with Disabilities as we feel this creates a true reflection of our demographics and society as a whole and benefits the entire community through a diverse workforce. GSS Directors fully support this plan and expect all employees, and subcontractors to embrace this also.

Our success is measured by our ability to create an Equal and Diverse work force whether it be through our own employees or of those sub-contracted to us. Supplier Diversity is good business for GSS it strengthens our customer base and supports the economic base of the communities we serve. Our success depends on our ability to reduce costs, provide better service to our customers and develop new products and services. We recognize that diverse suppliers play a key role in helping us achieve these goals.

All sub-contractors and staff will be expected to adhere to our policy regarding Diversity and Equal opportunities and GSS will ensure it takes responsibility of ensuring that all existing and potential suppliers are aware of the relevant legislative and regulatory context through planned communication. In addition to this GSS will also ensure that the employment practice of potential and existing suppliers is flowed down to sub-contractors to comply with the relevant sections of legislation such as:

- Asylum and Immigration
- Disability Discrimination
- Employment Equality & rights
- Equal Pay and Human Rights
- Part-time Workers Regulations
- Race Relations
- Sex Discrimination
- Working Time Directive

(this list is not exhaustive)

All Sub-contractors working with GSS and our learners, customers and clients are asked to complete our Equal Opportunities Statement and are also asked to confirm their acceptance of this statement and adherence to our Diversity standards and working practices to pursue non-discrimination, equal treatment, transparency and fairness in work.

Communication

A copy of this Diversity Policy is made accessible to all employees via the web and intranet sites and is given to all employees during their Induction with GSS. All staff, including newly appointed ones must be made aware of this Policy and the responsibilities of both GSS and the individual in achieving Diversity, inclusivity and equal opportunity objectives.

All updates and amendments to this policy must be disseminated to all staff and sureties of their understanding of any changes with this must be sought. This policy is in conjunction with GSS's policy on: Equal Opportunities

Review

We commit ourselves to undertaking a formal review of the Policy at least once every two years and usually yearly and to communicate changes organisation wide.

Responsibility for this lies with the Head of Equal Opportunity and Diversity Lead – **Emma Glasscock**.

A handwritten signature in black ink, appearing to read 'Sonia Benjamin'.

Signed by Sonia Benjamin
Director
15th July 2020 v7