



Gressenhall Community Enterprise Ltd

Diversity and Inclusion Policy

Policy Owner: Gressenhall Community Enterprise

Policy approved by: GCE Management Committee: Alex Begg, Leigh Howard, Andy Bush, Doreen Aitken, Josie Richards, Rosie Begg, Nick Saunders

Date Policy approved: 12 July 2023

Reviewed : 16 February 2026

Next review Date: July 2027



Gressenhall Community Enterprise Equal Opportunities Statement

Gressenhall Community Enterprise (GCE) recognizes that under the Equality Act 2010 (<https://www.gov.uk/guidance/equality-act-2010-guidance>) a written document is required to avoid discriminating against people. GCE will demonstrate our intention to create a safe and inclusive culture for our members and service users.

All applicants must have an equal opportunity to be selected for roles (both paid and volunteer posts), to be trained, and to have employment ended fairly. GCE acknowledges that, in line with discrimination law, an employer must not discriminate based on the following protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. From the outset GCE is mindful of creating non discriminatory practice. As a community group GCE may be more susceptible to unintentionally excluding disadvantaged groups in what is a comparatively homogenous rural population. To this end it will be important to solicit opinion and input regarding inclusivity from our members.