



Our policy.

The purpose of this policy is to provide equality to all, irrespective of their;

- Age
- Disability
- Gender
- Marital status/civil partnership
- Pregnancy and maternity
- Race/ethnicity
- Religion or belief
- Sexual orientation/gender assignment.

Shield Security Services is opposed all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally and will not be discriminated against on any of the above grounds.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Scope

This policy applies to all those who work for (and apply to work for) Shield Security Services and those who are in receipt of the services of Shield Security Services.

Our Commitments

Shield Security Services is committed to:

1. Eliminating discrimination and encouraging diversity
2. Advancing equality of opportunity for **all** people.
3. Provide a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment and any other conduct that is prohibited by or under the Equality Act will be tolerated.
4. Foster good relations between people and a harmonious environment where all persons are treated with respect.

Shield will prevent occurrences of breaches of our equality and diversity policy such as direct and indirect discrimination and victimisation are breaches will be regarded as misconduct and could lead to disciplinary proceedings.

This policy is fully supported by senior management and has been agreed following consultation with employee representatives. The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.

<i>First issued: 08/2017</i>	POLICY 01 – EQUALITY AND DIVERSITY
<i>Last approved: 08/2022</i>	Version 6
<i>Approved by: David Frank</i>	

Implementation

To ensure we meet our duties and policy objectives Shield Security will;

1. Monitor and review this policy annually.
2. Ensure our employment practices are fair and work actively with the workforce, clients, suppliers and external service providers to ensure there is no direct or indirect discrimination.
3. Create an environment of respect and value.
4. We will integrate local practices/procedures into our Assignment Instructions which comply with current legislation as directed by our clients.
5. Offer relevant training to enable employees to reach their full potential
6. Providing a method of communication for anyone who believes that they have been treated inequitably.
7. Strengthen and support our policy commitments through our Equality Action Plan, which is monitored within our quality management system.

The law

This policy will be implemented within the framework of the relevant legislation, which includes The Equality Act 2010 and its associated Codes of Practice.

Linked policies

This policy links to our employment policies and procedures including: Preventing Harassment; Discipline and Grievance; Training and Development; Safeguarding; and Recruitment and Selection Policies.