

EQUALITY, DIVERSITY AND INCLUSION POLICY

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1. PURPOSE

1.1 2012 Security Ltd is committed to fair treatment, equality of opportunity, inclusion and dignity in employment and service delivery. Decisions will be based on legitimate role, performance, competence, safety and business requirements rather than unlawful discrimination.

2. PROTECTED CHARACTERISTICS

2.1 The Equality Act 2010 protects against unlawful discrimination because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation. The Company may also choose to protect people from unfair treatment for other personal or social characteristics where this is consistent with law and legitimate business requirements.

3. EMPLOYMENT

- Recruitment, vetting, training, pay, allocation of work, promotion and termination decisions will be made fairly and on relevant criteria.
- Reasonable adjustments will be considered for disabled applicants and workers.
- Pregnancy, maternity and other statutory family rights will be respected.
- Equality monitoring information, where collected, will be handled securely and not used unlawfully in individual decisions.

4. SERVICE DELIVERY

4.1 Security services must be delivered respectfully and without unlawful discrimination. Staff must follow lawful client instructions but must not carry out a discriminatory instruction simply because a client requested it.

5. HARASSMENT AND VICTIMISATION

5.1 Harassment, sexual harassment, bullying and victimisation are addressed under the Anti-Harassment, Bullying and Sexual Harassment Policy. Retaliation against a person who raises or supports a genuine equality concern is prohibited.

6. REPORTING AND RESPONSIBILITIES

6.1 Concerns may be raised with a manager, HR or a Director. Serious wrongdoing or a conflicted reporting route may be escalated under the Whistleblowing and Reporting Concerns Policy. Managers must act promptly and seek HR advice where appropriate.

7. TRAINING AND REVIEW

7.1 Equality and inclusion awareness will form part of induction and management training proportionate to role. Policies, data and complaints may be reviewed for adverse patterns and reasonable corrective action.

8. REFERENCES

- Equality Act 2010
- Acas equality and discrimination guidance
- Anti-Harassment, Bullying and Sexual Harassment Policy
- Recruitment & Selection Policy
- Whistleblowing and Reporting Concerns Policy

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