



1ST SECURITY SOLUTIONS LTD

"...Good People, well trained, with a desire to succeed..."



1 Regent Terrace, South Parade, Doncaster, DN1 2EE
Tel: 08081 080525 Fax: 01302 360622
www.1stsecuritysolutions.co.uk

1st HR 61 Equality and Diversity Policy

Introduction

1st Security Solutions Ltd is committed to promoting a supportive and inclusive culture for all of our employees, Clients, and Trainees attending Courses. We aim to ensure that no job applicant, employee, Client or Trainees experiences less favourable treatment on the grounds of race, colour, nationality, religion, ethnic or national origin, age, gender reassignment or parental/marital status, sexual orientation or disability. By integrating individual strengths, we will maximise efficiency and creativity, and deliver greater customer service.

Aims

1st Security Solutions Ltd will work to ensure that employees or Trainees are:

- Treated fairly and without discrimination during their employment, commencing with the recruitment process and have access to promotions when available based on merit.
- Fairly appraised and rewarded for personal contributions to the organisation, taking into account internal and external comparisons and affordability.
- Able to work in a healthy and safe environment free from hazards.
- Able to access opportunities for training and development to develop to their full potential.
- Supported in balancing work and home life commitments and have requests considered objectively.
- Treated with dignity and respect in a fair and consistent manner in an environment where inappropriate behaviour is not acceptable.

Roles and responsibilities

1st Security Solutions Ltd is committed to promoting equality for all. If a Trainee feels they have been subject to discrimination in the course of their training, which is in direct conflict with our commitment to equality of opportunity, they should raise this with a Director.

All Trainees have a responsibility to treat others with dignity and respect. If any Trainee is found to have acted in a deliberately discriminatory manner, appropriate disciplinary procedures will apply.

1st HR 61-a / Oct 14

Management that encourages service
Business process that implements service
Training that improves service
Feedback systems that enhance service



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All Trainees will be informed that an equality and diversity policy is in operation and are bound to comply with its requirements. This policy will also be drawn to the attention of funding agencies, stakeholders and job applicants through appropriate communication channels.

It is expected that when staff are representing 1st Security Solutions Ltd in an external capacity and as part of their role, that they will endeavour to ensure that equality and diversity principles and practices are adhered to.

Monitoring and Evaluation

1st Security Solutions Ltd will regularly evaluate its services and the effectiveness of its equality and diversity policy.

Review of this Policy

1st Security Solutions Ltd commitment to equality and diversity is an active one. This document will be amended on a regular basis as part of this active commitment.

1st Security Solutions Ltd will seek to keep up-to-date with new developments in Equality and Diversity practice and actively seek information on this issue.

Tony Sheppeck
Managing Director
Oct 14

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