

## United Guarding Services Ltd Equal Opportunities Policy



### **OBJECTIVES**

To ensure that the talents and resources of employees are utilised to the full and that no job applicant or employee receives less favourable treatment on the grounds of gender, age, marital or civil partnership, social class, race, ethnic origin, religious belief, sexual orientation, pregnancy or maternity, gender reassignment or disability or is disadvantaged by conditions or requirements, which cannot be shown to be relevant to performance.

### **POLICY**

To this end the Company will:

Fulfil its social responsibility towards its employees and the communities in which it operates. Recognise its legal obligations under the Equal Pay Act 1970 (Equal Value Amendment 1984), Rehabilitation of Offenders Act 1974, Sex Discrimination Act 1975 (Gender Reassignment Regulations 1999), Race Relations Act 1976, Disability Discrimination Act 1995, The Protection from Harassment Act 1997, Race Relations (Amendment) Act 2000, Race Relations Act 1976 (Amendment) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Religion or Belief) Regulations 2003, Disability Discrimination Act 2005, Employment Equality (Age) Regulations 2006, Equality Act 2010

Review periodically its selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities, which are appropriate to the job.

Seek to give all employees equal opportunity and encouragement to progress within the Organisation by implementing a positive action programme.

Distribute and publicise this policy statement throughout the Company and elsewhere as is from time to time appropriate.

Provide facilities for any employee who believes that inequitable treatment has been applied to him or her within the scope of this policy to raise the matter through the appropriate grievance procedure.

Provide within the action programme, to all employees, training which may improve their prospects within the Company and which will enhance employees understanding of the need for an equal opportunity programme.

### **RESPONSIBILITIES**

All employees have a responsibility to accept their personal involvement in the practical application of this policy but specific responsibility falls upon managers, supervisors and staff professionally involved in recruitment, employee administration and training.

The Code of Practice relating to this Policy can be provided on request.

**WE ARE AN EQUAL OPPORTUNITY EMPLOYER**

**Michael Collyer | Managing Director**