

United Guarding Services Ltd Managing Diversity Policy



United Guarding Services Ltd is committed to valuing and promoting diversity in all areas of recruitment, employment, training and promotion. The Company will work towards an environment that is based on meritocracy and inclusiveness, where all employees can develop their full potential, irrespective of their race, gender, marital status, age, disability, religious belief political opinion or sexual orientation.

United Guarding Services Ltd makes it our responsibility to value diversity in society and in our workforce as a means of broadening the Companies talent base, achieving the highest level of performance and enabling all employees to reach their full potential. The Company monitors the application of the Managing Diversity Policy, and works towards eliminating any discriminatory practices which may be limiting the company's ability to achieve its objectives, thereby maintaining our reputation as a fair and responsible employer in the eyes of the company's employees, customers and the public.

Managing Diversity is a more effective way of dealing with equal opportunities issues. It emphasises the business and personal benefits that accrue from valuing the differences between people, rather than just complying with the law. Organisations that grasp the additional business opportunities generated by managing diversity effectively are far more likely to enjoy sustained competitive advantage than those who do not.

Accountability for the Managing Diversity Policy lies with the Companies Directors. However, responsibility for implementing the Managing Diversity Policy lies with the various management grades within the Company. Ultimately, a successful Managing Diversity Policy requires the genuine commitment of all employees.

The Managing Diversity Policy provides a framework and creates a minimum standard for the Company. It is for the Company to decide its own priorities and strategies for implementing the Policy. Once a year management will review the implementation of the Managing Diversity Policy.

For further information or if you have any queries regarding this policy, please do not hesitate to contact the Directors on 020 8211 9444.

Michael Collyer | Managing Director