



Version 1.1

Effective Date: January 2025

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1. Policy Statement

King Safety and Security Ltd ("the Company") is dedicated to creating an inclusive workplace that celebrates diversity, ensures equality, and promotes respect for all individuals. We believe in providing a professional and supportive environment that enables all employees, contractors, clients, and associates to thrive, regardless of their background or identity.

We are committed to fostering a culture of respect, fairness, and dignity, ensuring that all decisions related to recruitment, employment, training, and promotion are made based on merit, and in compliance with the Equality Act 2010.

The Company will not tolerate any form of discrimination, harassment, or victimisation based on an individual's protected characteristics, including:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

2. Scope

This policy applies to:

- All employees, contractors, operatives, agency staff, job applicants, and trainees.
- All Company operations, including recruitment, employment practices, client engagements, training, promotions, and service delivery.
- All interactions with clients, suppliers, and the public.
- Company events, meetings, and social functions.

3. Legal Framework

This policy complies with:

- Equality Act 2010
- Human Rights Act 1998
- Employment Rights Act 1996
- Health and Safety at Work Act 1974
- Other applicable local, national, and international legislation

The Company will continually assess its practices to ensure they align with legal requirements and industry best practices.

4. Our Commitments

We will:

- Promote and celebrate diversity in all its forms across the workforce and within the wider security industry.
- Ensure equal access to opportunities for all employees and job applicants, regardless of background or protected characteristic.
- Foster a workplace culture where everyone feels valued, respected, and included.
- Take prompt, fair, and effective action in response to any incidents of discrimination, harassment, or victimisation.
- Ensure that reasonable adjustments are made for employees with disabilities to provide equal access and support.
- Provide regular diversity and inclusion training for all employees.

5. Recruitment and Selection

Our recruitment and selection process is designed to attract and hire the best candidates based on merit and job fit, ensuring fairness and equality of opportunity for all. This includes:

- Ensuring that job advertisements are inclusive and free from discriminatory language.
- Using fair and objective criteria for shortlisting and selection.
- Providing interview accommodations where required.
- Collecting and monitoring recruitment data to identify and address any disparities in hiring practices.

6. Training and Development

We are committed to providing fair and equal access to training and development opportunities for all employees. The Company will:

- Provide ongoing professional development based on merit and individual potential.
- Implement leadership training programs that promote diversity and inclusion at all levels.
- Regularly review training content to ensure that it is inclusive and non-discriminatory.

- Encourage staff to develop new skills and progress in their careers, offering equal opportunities for all.

7. Harassment, Bullying, and Victimisation

The Company has a zero-tolerance policy towards harassment, bullying, and victimisation. This includes unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, or offensive environment. This policy covers:

- Discriminatory jokes, comments, or behaviours.
- Physical or verbal abuse.
- The creation of a hostile working environment.
- Victimisation for making a complaint or participating in an investigation.

All reports of harassment, bullying, or victimisation will be taken seriously and dealt with in line with our grievance and disciplinary procedures.

8. Reasonable Adjustments

The Company will make reasonable adjustments to accommodate employees with disabilities to ensure they can perform their roles effectively. Examples of reasonable adjustments include:

- Flexible working hours or remote working arrangements.
- Modified equipment or workstations.
- Adjusted job duties or tasks.
- Additional support for training and development.

9. Monitoring and Reporting

The Company will regularly monitor and review its practices to ensure the effectiveness of this policy. This includes:

- Collecting and analysing data on recruitment, promotions, and retention by protected characteristics.
- Conducting staff engagement surveys to assess the diversity climate within the Company.
- Reporting on diversity and inclusion progress annually to stakeholders.
- Encouraging employees to report any incidents of discrimination or harassment through confidential channels.

10. Reporting Concerns

We encourage any employee, contractor, or client who believes they have experienced or witnessed discrimination, harassment, or victimisation to report the matter promptly. Concerns can be raised through:

- Their line manager.
- The HR Department.
- The confidential grievance reporting process.

We are committed to ensuring that all concerns are addressed fairly and confidentially. Retaliation against individuals who report concerns is prohibited.

11. Disciplinary Action

Any breach of this policy, including incidents of discrimination, harassment, or failure to follow the Company's diversity and inclusion procedures, will be treated as a serious matter and may result in disciplinary action, up to and including termination of employment or contract.



Signed:

Matthew Beer

Director

Date: January 2025