



Equality & Diversity Policy

Allied Protection is committed to building an organisation that makes full use of the talents, skills, experience and different cultural perspectives available in a multi-ethnic and diverse society. An organisation where people feel valued, respected and confident that they can achieve their potential, regardless of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief system, disability or age. We follow the recommendations of the Statutory Codes of Practice endorsed by the Equality and Human Rights Commission in all of our employment policies, procedures and practices, in order to ensure that:

No individual or group receives less favourable treatment than another on grounds of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief, system, disability or age.

No individual or group is victimised or harassed for taking action against any form of discrimination based upon race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief, system, disability or age.

No individual or group is instructed or coerced into discriminating against individuals or groups based upon their race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief, system, disability or age.

No individual or group is disadvantaged by conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on legitimate grounds.

Our organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive, or humiliating environment. Selection for employment, promotion, transfer, and training; and access to benefits, facilities and services, are fair, equitable, and based solely on merit. The policy applies to all aspects of employment here at Allied Protection, from recruitment and dismissal to former workers rights; and extends beyond staff interactions, to encompass the way in which our staff are expected to interact with the wider world.

For both legal and ethical reasons the Equality and Diversity Policy is accorded a high priority, and its day to day operation is overseen by one of the Company's four Directors: Jeremy Malét, Operations Services Director. Workers and their representatives are consulted about the policy, and about related action plans and strategies, and it can be accessed via our web site at www.alliedprotection.co.uk . All APL employees are introduced to the policy upon induction and refresher training takes place to heighten their awareness of its contents, their rights and responsibilities under it, and its implications for the way in which they are expected to carry out their duties. We seek to ensure that employees are left in no doubt as to what constitutes acceptable and unacceptable conduct under the policy.

Managers and workers in key decision making areas of the business are trained to appreciate the discriminatory effects that provisions, practices, requirements, conditions, and criteria can have on some groups, and the importance of being able to provide a rational and unbiased justification for all decisions which apply to them. Complaints about discrimination or harassment in the course of employment are taken seriously, and can result in disciplinary action or dismissal. Instructions on how to initiate a complaint are published on our web site, and the procedure is published in a form that is easily accessible.

Opportunities for employment, promotion, transfer and training are advertised widely, both internally and externally, and all applicants are welcomed, irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief system, disability or age. All workers are encouraged to develop their skills and qualifications and to take advantage of promotion and development opportunities in the organisation when they arise. The Selection criteria are entirely role related although when necessary we are committed to making reasonable changes to overcome physical and non-physical barriers that make it difficult or disabled employees to carry out their work, and for disabled customers to access our services. We take a flexible approach to working arrangements and consider requests for changes carefully and objectively. We are committed to accommodating such requests unless it would cause significant difficulties to the business or the employee.

Information on the ethnic and racial background, gender, disability, and age of workers and applicants for employment, promotion and training is collected and analysed, to monitor each stage of the recruitment process. The information is held in strict confidence, and is only be used to promote equality of opportunity. Information about the religion, belief systems and sexual orientation of employees may also be monitored. If the data shows that people from particular groups are under-represented in particular areas of the company, then lawful positive action, training and encouragement is considered to enhance their chances of successfully applying for vacancies in these areas. Grievances, disciplinary action, performance assessment and terminations of employment, for whatever reason, are also monitored by race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief, system, disability and age; and requirements, conditions, provisions, criteria, and practices are reviewed regularly, in the light of the results, and revised where they are found to unlawfully discriminate or potentially discriminate on any of the above grounds.

We are committed to drawing up an implementation plan detailing how our policy is implemented in practice and taken forward. All contracts between Allied Protection and third parties for the supply of goods, materials or services, will include a clause prohibiting unlawful discrimination or harassment by contractors, sub-contractors or their staff, and we will encourage contractors and potential contractors to promote equality of opportunity in their own employment practices. Clients will be made aware of the policy, and of their rights under it to fair and equal treatment, irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion, belief system, disability or age.

This policy has been endorsed by Managing Director our and has the full support of our Management and Board. It was approved 29th April 2010, following consultation with senior managers, workers, and their representatives. The effectiveness of the policy is monitored and a progress report is produced bi-annually. The next progress report is scheduled for 29th October 2011, and will posted on our web site 1st November alongside our Implementation Plan.