

Diversity and Inclusion Policy

Spycon Security Ltd

Our Commitment

Spycon Security Ltd is committed to promoting equality, diversity, and inclusion throughout our workforce and eliminating all forms of unlawful discrimination.

Our goal is to ensure that our team reflects the diversity of the communities we serve, that every employee feels respected, valued, and empowered to perform at their best, and that we deliver our services free from discrimination to customers and the public.

Purpose of this Policy

This policy aims to:

1. **Promote Equality, Fairness, and Respect** for all employees, whether temporary, part-time, or full-time.
2. **Prevent Unlawful Discrimination** based on the **protected characteristics** under the **Equality Act 2010**:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including colour, nationality, ethnic or national origin)
 - Religion or belief
 - Sex
 - Sexual orientation
3. **Oppose and Avoid All Forms of Discrimination** in all aspects of employment, including:
 - Pay and benefits
 - Terms and conditions of employment
 - Recruitment and promotion
 - Training and development
 - Grievances and disciplinary action
 - Dismissal and redundancy
 - Leave for parents and flexible working requests

Our Commitments

We pledge to:

1. **Encourage Equality, Diversity, and Inclusion** as good business practice that enhances performance and innovation.
2. **Provide a Workplace Free from Bullying, Harassment, and Victimisation**, where dignity and respect are core values.
3. **Train Managers and Employees** on their rights and responsibilities under this policy, including the prevention of discrimination and harassment.
4. **Take All Complaints Seriously** and address them promptly through our grievance and disciplinary procedures.
 - Misconduct related to bullying, harassment, or discrimination will be dealt with appropriately.
 - Serious cases may result in dismissal for gross misconduct.
 - Harassment may also constitute a criminal offence under the **Protection from Harassment Act 1997**.
5. **Provide Equal Access to Opportunities** for training, career progression, and professional development.
6. **Make Decisions Based on Merit** unless an exception is legally justified.
7. **Regularly Review** employment practices to ensure fairness and compliance with legal requirements.
8. **Monitor Workforce Diversity** and evaluate how well this policy is working in practice, taking action where necessary.

Agreement and Review

This policy is fully supported by senior management and will be reviewed annually to ensure it remains effective and compliant with current legislation.

Employees are encouraged to raise concerns or complaints with their line manager in the first instance, in line with our **Grievance Procedure**. Using internal procedures does not affect the right to take a claim to an Employment Tribunal within the statutory timeframe.

Approved by:

Signed: 

Name: Zain Saqib

Position: Managing Director

Date: 1st Jan 2025

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