



Equality & Diversity Policy

1.0 Introduction

Avon Valley Security is fully committed to promoting equality, diversity, and inclusion across all areas of our business. We are dedicated to ensuring that all employees, applicants, clients, suppliers, and members of the public are treated fairly, with dignity and respect.

We recognise and value the differences that a diverse workforce and client base bring and aim to create an inclusive environment free from discrimination, harassment, and victimisation. This policy supports our obligations under the Equality Act 2010 and other applicable legislation.

2.0 Scope

This policy applies to:

- All employees (permanent, temporary, full-time, part-time).
- Job applicants and candidates.
- Clients, suppliers, and contractors.
- Members of the public who come into contact with Avon Valley Security.

3.0 Our Commitments

Avon Valley Security commits to:

- Treating all individuals equally, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- Promoting equality of opportunity in recruitment, training, development, and promotion.
- Creating a working environment that values diversity and is free from unlawful discrimination, bullying, and harassment.
- Ensuring employment practices are objective, non-discriminatory, and based on merit.

4.0 Responsibilities

4.1 Management

Senior management is responsible for ensuring this policy is implemented effectively and that:

- All employees understand their responsibilities.
- Appropriate training is provided.

- Complaints of discrimination, harassment, or victimisation are dealt with promptly, fairly, and sensitively.

4.2 Employees

Every employee has a responsibility to:

- Comply with this policy.
- Treat colleagues, clients, and members of the public with dignity and respect.
- Report any suspected discrimination, harassment, or victimisation.

5.0 Recruitment & Selection

We are committed to fair recruitment practices that:

- Attract a wide pool of applicants.
- Use objective and job-related selection criteria.
- Do not discriminate at any stage of the recruitment process.

All employees involved in recruitment will be trained on equality and diversity best practices.

6.0 Training & Development

All employees will be provided with:

- Equality and diversity awareness training.
- Ongoing support to ensure they understand their responsibilities under this policy.

Additional training will be provided to managers and supervisors to support fair and lawful decision-making.

7.0 Dealing with Discrimination, Harassment, and Victimisation

Discrimination, harassment, or victimisation will not be tolerated. Any employee found to be acting in breach of this policy may face disciplinary action, up to and including dismissal.

Any incidents should be reported immediately to a line manager or senior manager. Complaints will be handled sensitively, fairly, and confidentially.



8.0 Monitoring and Review

We will regularly review:

- Our employment practices.
- Workforce composition.
- The effectiveness of this policy.

This policy will be reviewed at least annually or sooner if there are changes to legislation or company operations.