

EQUALITY, DIVERSITY & INCLUSION POLICY

Lloyds Security Services Ltd (the Organisation) is committed to equal opportunities for all.

We encourage a working environment where everyone can contribute as fully as possible without fear of being treated unfairly or being discriminated against.

We aim to get rid of all forms of discrimination that exist, including positive discrimination, involved within the work place and venues in which our staff are based, and to raise awareness within Lloyds Security Services Ltd and sites at which we work.

We will try, wherever possible, to create a welcoming environment for everyone who is employed by Lloyds Security Services Ltd and also to any party whom use Lloyds Security Services Ltd personnel or services.

This policy aims to provide equal opportunity for everyone (**Equality & Diversity Act 2010**). This document contains our policies to prevent staff being disadvantaged on the ground of the following:

1. Ability or disability
2. Marital status
3. Age
4. Gender, sexism and transgender
5. Nationality and language
6. Physical appearance
7. HIV status
8. Religious belief
9. Sexuality
10. Any other reason of the same kind

We are committed to this policy of equal opportunity so no staff will be treated less well than any other. We believe discrimination, direct or indirect, is not acceptable and as a business we will not tolerate it. Discrimination can deny staff the opportunity to fulfil their potential and this is damaging, not only for the individual, but also to the business as a whole.

Ability or disability

We understand that people with special requirements, impairments, learning difficulties, mental illness and disabilities are entitled to equal opportunities during their time as staff of Lloyds Security Services Ltd.

These groups are particularly open to indirect discrimination through the facilities available in everyday life and the way that they can be treated, but they also face individual and institutional discrimination throughout their lives. We are committed to positive action so that disabled people have the same opportunity as non-disabled people.

Through a continuing campaign of equality, we will ensure that discrimination from fellow staff against individuals and groups because of their ability or disability will not be tolerated and we will regard it as a serious offence, through which the staff committing the act of discrimination will face disciplinary action.

Age

We recognise that age discrimination occurs when someone is treated less favourably than others in similar circumstances because of their age. We believe that staff are entitled to equal and fair treatment regardless of their age.

We are committed to creating an environment where ageism is not acceptable. Through a continuing campaign of equality, we will ensure that discrimination against individuals and groups because of their age will not be tolerated and we will regard it as a serious offence, which again will lead to disciplinary action against the offending staff.

Gender, Sexism and Transgender

Gender

We recognise that both men and women can experience disadvantage and discrimination because of their gender. Prejudiced attitudes, behaviours and values can limit a person's activities, preferences, choices and aims. Some people may feel that they must conform to a gender role that may inhibit their achievement. We believe that all staff are

entitled to equal and fair treatment regardless of their gender. We are committed to creating an environment where gender bias is not acceptable. Through a continuing campaign of equality, we will ensure that discrimination against individuals and groups because of their gender will not be tolerated and we will regard it as a serious offence, once again leading to disciplinary action against the offending individuals.

Sexism

We recognise that within a sexist society men may be advantaged because of their gender rather than their abilities. Sexism is very complicated and affects attitudes, values, behaviour and expectations. It can restrict the life experiences of both men and women, and while males appear to benefit from sexism, they can also suffer because of societal stereotypes about what are acceptable emotions and behaviours for males. We are united in the fight against sexism and will not accept it in any form. We will regard sexism as a serious disciplinary offence.

Transgender

We recognise the rights of transsexuals as members and staff of the Lloyds Security Services Ltd. Through this policy, we are intent on providing equal rights for transsexual staff. Through a continuing campaign of equality, we will ensure that discrimination against an individual because of transgender issues and discrimination against an individual during gender reassignment (sex change) will not be tolerated and we will regard it as a serious disciplinary offence. We believe discrimination, direct or indirect, is not acceptable and as a business we will not tolerate it. Discrimination can deny staff the opportunity to fulfil their potential and this is damaging, not only for the individual, but also to the business as a whole.

HIV status

We recognise HIV/AIDS as a disability, as does the British Council for Disabled People. We are concerned about the discrimination that people with HIV can face and we are committed to making sure that our services and employment opportunities do not discriminate on the grounds of HIV status. We recognise that some groups have been traditionally discriminated against because of HIV/AIDS and that these groups have experienced higher levels of prejudice and discrimination. We do not ask our staff to declare their HIV status. Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their HIV status will not be tolerated and we will regard it as a serious disciplinary offence.

Marital status

We believe that no one should suffer discrimination because of his or her marital status. Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their marital status will not be tolerated and we will regard it as a serious disciplinary offence.

Nationality and Language

Nationality

We believe that discrimination against an individual or group based on their nationality is a form of racism and it will not be accepted under our equal opportunities policy. Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their nationality will not be tolerated and we will regard it as a serious disciplinary offence.

Language

We recognise that minority groups can be discriminated against because they speak a different first language. We aim to protect anyone who is disadvantaged because of their language and are opposed to discrimination against individuals or groups who use a different first language.

Physical Appearance

We recognise that many people are discriminated against because of their physical appearance. We believe that someone's physical appearance should not affect his or her right to equal opportunity. Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their physical appearance will not be tolerated and we will regard it as a serious disciplinary offence.

Racial Origin

We realise that ethnic groups meet intolerance and racism due to their skin colour, creed, accent or nationality. We recognise that racism is a complicated web of prejudiced attitudes, values and behaviours and that it can take many differing forms. Racist attitudes, linked with authority and power, can badly affect the life chances of people from racial or ethnic minorities. We aim to fight structural racism, where racism is fixed firmly with society, institutional racism, where institutions have procedures or practices which, intentionally or otherwise, discriminate against groups of people, and individual racism, where the action of individuals continues the pattern of discrimination, as well as combating any other forms that racism may take.

Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their racial origin will not be tolerated and we will regard it as a serious disciplinary offence.

Religious Belief

We recognise the rights of all religious groups to have equal rights under our equal opportunities policy. Discrimination on the grounds of religious belief is unacceptable and we will not tolerate it. However, we will not accept the reinforcement of beliefs that conflict with our equal opportunities policy. We will, where possible, recognise religious holidays and festivals and will, in association with our clients provide any support that individuals or groups may need. Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their religious beliefs will not be tolerated and we will regard it as a serious disciplinary offence.

Sexuality

We realise that people may occasionally face discrimination on the basis of their sexuality. We recognise the need for specific policies regarding lesbian, gay and bisexual staff. "Homophobia" is a complicated pattern of prejudices, values, stereotyping and discrimination that devalues lesbian, gay and bisexual people. We aim to combat homophobia and will not stand for anyone discriminating on these grounds. Through a continuing campaign of equality, we will ensure that discrimination against individuals or groups because of their sexuality will not be tolerated and we will regard it as a serious disciplinary offence.

Complaints procedure

It is our intention to solve complaints in a positive manner. If you have a complaint about discrimination or any matter relating to our equal opportunities policy, please contact our Human Resources department through your line manager.

Putting policy into practice

Principally the responsibility of putting the policy into practice falls on the management team at Lloyds Security Services Ltd. All Lloyds Security Services Ltd staff are also responsible for putting the policy contained within this document into practice we remind all staff that they must adhere to the policy in their work and that any breach of this policy will result in disciplinary action.

Conclusion

Formulating this policy has not been prompted by any allegations of unfairness or inequality being practiced by the organisation or its staff. This equal opportunities policy keeps to the law at all times. We recognise that many forms of discrimination exist within society and that this policy does not include everything. The main aim of this policy is to fight all forms of discrimination whether they are mentioned within this policy or not.

Hamid Mahmood
Managing Director
Lloyds Security Services Ltd