



Equal Opportunities at Nottingham Security Limited

EQUAL OPPORTUNITY POLICY STATEMENT

The equal opportunities policy of Nottingham Security Limited is that in the recruitment, selection, promotion, education, training and assessment of individuals, organisations and students, and in the recruitment, selection, promotion, education, training, appraisal, development and promotion of staff, the only consideration must be that the individual meets, or is likely to meet the requirements of the personal or business development of the post.

The requirements being met, no one [individual or body corporate] or employee will be discriminated against on the basis of their sex, sexual orientation, race, colour, ethnic origin, nationality (within current legislation), disability, marital status, caring or parental responsibilities, age, or beliefs on matters such as religion and politics.

Nottingham Security Limited is committed to provide a developing, learning, working and social environment in which the rights and dignity of all its members are respected, and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying.

This Policy means that everyone, all employees or other connected or concerned with Nottingham Security Limited have the right to work and study in an environment free from discrimination, prejudice and all forms of harassment or bullying.

Nottingham Security Limited is committed to an ongoing programme of action to ensure that its policies are implemented and monitored at an organisational and individual level.

NSL 11/03 Jan 24



Nottingham Security Ltd
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Registered Office: 2973258



WHAT IS MEANT BY "EQUAL OPPORTUNITY" ?

Factors such as sex, marital status, ethnic origin, race, religion, colour, nationality, and disability should not be taken into account for the purposes of:

- STAFF ~ Recruitment, appointment, training, appraisal, promotion, discipline etc.
- STUDENTS and/or others ~ Application to and acceptance of development or to a course of study, and assessment of academic performance

Selection for a course of study or for a job will be made solely on merit

WHAT ACTION HAS BEEN TAKEN SO FAR?

- Establishment of Corporate Equality Objectives
- Equality Action Planning with all departments participating by 2005
- Establishment of aspirational corporate workforce equality targets
- Race Equality Policy and Action Plan
- Improved Parental Leave
- Establishment of Guidelines on combating racial and sexual harassment
- Establishment of Guidelines on employee selection, promotion and/or development
- Establishment of a mentoring scheme for students from ethnic minorities to help bridge the transition between social centres and the working environment
- Revision of recruitment procedures
- Establishment of an Equal Opportunities training program

FURTHER INFORMATION

If you are interested in finding out more about any aspect of equal opportunities at Nottingham Security Limited you can contact: Mark Burton ~ Manager

Equal Opportunities Co-ordinator Mr R. Roberts Managing Director

Approved by Nottingham Security Ltd Management: 11/11/2023

Approved by the Head Office 11/11/2023

Next Review Date: 11/11/2024

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