Sentinel Group Security

Equality & Diversity Policy

1. Policy Statement

The aim of this policy is to communicate the commitment of Directors and Managers to the promotion of equality of opportunity within Sentinel Group Security Limited.

It is our policy to ensure that all job applicants and employees receive fair treatment regardless of their gender, sexual orientation, race, nationality, ethnic and national origin, disability, age, trade union membership, religious beliefs, work location and working hours. We do this by adhering to all equal opportunities legislation and ensuring that we are fair, objective, transparent and free from discrimination in all of our systems, processes, procedures, activities and decisions.

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees and others who work for us will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognize that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy will help all those who work for us to develop their potential and the talents and resources of the workforce will be utilised fully to maximise the efficiency of the organization.

2. To Whom Does the Policy Apply

Equal Opportunity policy applies to all those who work for (or apply to work for) Sentinel Group Security Limited:

- Job Applicants and Potential applicants
- Employees
- Contract workers
- Agency workers
- Trainee workers and students on work experience or placements
- Volunteer employees
- Former employees

3. Commitments

The Managing Director, as diversity champion has overall responsibility for ensuring the correct application and implementation of the policy.

All managers have a responsibility to:

- Ensure the non-discriminatory treatment of all job applicants and employees and promote equality of opportunity.
- Identify and remove discriminatory attitudes and practices within the organization.
- Raise the level of employee's awareness of the policy's existence.
- Deal fairly and speedily with any discriminatory issue raised in the course of employment.
- Support and contribute to the monitoring and review process.
- Be aware of the diverse needs of employee and support them appropriately.
- All employees have a responsibility to:
- Support this vision and continue to ensure that the principles of equal opportunities and diversity in the workplace are upheld.
- Treat colleagues and stakeholders with dignity and respect.
- Have due regard to equal opportunities in the work they do and decisions they make.
- Promote diversity in the workplace.

4. Legislative Basis

The acts listed below set out the legal basis of equal opportunities. They also provide for rights of appeal and sanctions to be invoked where discrimination is proved. The relevant acts are:

- Equality Act 2010
- Race Relations Act 1976 and 2000 as amended
- Disability Discrimination Act 1995
- Employment Equality (Age) Regulations 2006
- Part-time Workers (Prevention of less Favorable Treatment) Regulations 2000
- Equal Pay Act 1970
- Data Protection Act 1998
- Rehabilitation of Offenders Act 1994
- The Asylum and Immigration Act 1996

Zafar Choudhry

Chief Executive Officer
Sentinel Group Security Ltd.

Date: 1st February 2021