



MPW Security Solutions Ltd

EQUALITY & DIVERSITY POLICY

Organisation	MPW Security Solutions Ltd	Date:	28.04.2021
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	<p>MPW Security Solutions Limited Company Registration No: 8998230 24 hr Contact Line: +44 (0) 1753 668243 Email: info@mpwsecuritysolutions.co.uk</p>		



EQUALITY AND DIVERSITY POLICY

Vision

MPW Security Solutions Ltd is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The Company recognizes the real business benefits of having a diverse community of staff and to this end, is working towards building and maintaining an environment which values diversity.

Policy Statement

MPW Security Solutions Ltd believes in the principles of social justice, acknowledges that discrimination affects people in complex ways and is committed to challenge all forms of inequality. To this end, the Company will aim to ensure that:

- Individuals are treated fairly, with dignity and respect regardless of their age, marital status, disability, race, faith, gender, language, social/ economical background, homosexual, bisexual or heterosexual and any other inappropriate distinction;
- It promotes an inclusive and supportive environment for all personnel;

Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities the Company will have due regard to:

- Promoting equality of opportunity, across all the areas of the organization
- Promoting good relations between people of a diverse background
- Eliminating unlawful discrimination

This policy is guided by the following principles, that:

- All personnel, sub-contractors and learners should enjoy a safe environment free from discrimination and harassment/bullying
- All personnel and learners should have equal access to quality services that are made available by MPW Security Solutions Ltd
- All personnel and learners should have equal access to opportunities for personal, professional or academic development and career, progression and promotion opportunities wherever possible.

The Managing Director is responsible for ensuring the strategic development, implementation and review of the Equality and Diversity Policy and progress on the implementation across the organization.

The Managing Director is responsible for ensuring that procedures relating to personnel recruitment, selection, career development discipline and grievance are carried out in accordance with the Equality and Diversity Policy.

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Senior Managers are responsible for:

- Fostering a culture in which compliance with this policy is regarded as integral to the work of the area and in which equality and diversity issues are actively promoted;
- Ensuring all personnel are encouraged, supported and enabled to reach their full potential
- Identifying appropriate personnel development for themselves and their staff to meet the needs of their respective areas

Breach of the Policy

MPW Security Solutions Ltd will take seriously any instances of non-adherence to the Equality and Diversity policy by personnel. Any instances of non-adherence will be investigated and where appropriate will be considered under the relevant disciplinary policy.

Relevant Legislation

MPW Security Solutions Ltd has implemented its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2003

The Employment Equality (Sexual Orientation) (religion or Belief) (Amendment) Regulations 2007

Human Rights Act 1998

Equality Act 2010

Race Relations (Amendment) Act 2000

Race Relations Act 1976 (Amendment) Regulations 2008

The Sex Discrimination Act 1975 (Amendment) Regulations 2008

Equal Pay Act 2010 and (Equal Pay Audits) Regulations 2014

Caroline Taylor
Director

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