



## Equality & Diversity Summary Statement

*Ensuring fair treatment • valuing diversity • removing barriers to equality of opportunity*

Security Management South West Limited is committed to equality throughout all its activities both as an employer, a provider of services and its engagement with all sectors within society. The company fully supports the concept of widening participation and are committed to providing learning opportunities for all people within the community so that they can attain the necessary skills to become effective members of the workforce.

The Company is committed to providing equality of opportunity and tackling discrimination, harassment and intimidation, and disadvantage. We are also committed to achieving the highest standards in service delivery, decision-making, and employment practice.

Equality of opportunity for all sections of the community and workforce is an integral part of this commitment. The company will not tolerate the less favourable treatment of anyone on the grounds of their gender, age, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, responsibility for dependents, trans-gender or religious and/or other beliefs, or any other reason which cannot be shown to be justified. In driving forward our policy, we will: -

Seek to ensure that our workforce reflects the diverse communities we serve and that every employee is treated fairly.

Take action to eradicate discrimination and inequality when delivering services, when employing others to deliver services on our behalf and when providing funding to others to provide services.

Fulfil our obligations by adopting legal, national, and local guidelines that seek to ensure equality of opportunity, eradicate discrimination, and promote good relations between all the communities we work alongside.

Evaluate the impact of our policies, services, and functions on communities and make changes to them where they impact unfairly or adversely on any group/s.

Make equalities a part of everyday working practice and train our employees to carry out this policy.

Set challenging equality objectives and targets in relation to employment, service delivery and the carrying out of our functions.

Make any necessary changes to our working practices, our buildings and our publicly available information so that the company and its services are accessible to all people.

Work with others to stamp out harassment and intimidation.

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Use our influence and purchasing power to help make equality a reality for all and to eliminate prejudice, discrimination and disadvantage.

Consult with people from local diverse communities to help shape the services we deliver and our policies and practices.

Consider the needs of our communities in the methods we use for communicating with learners, employees, customers, and other service providers.

Signed by  
Director

Dated...26.01.2015

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