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SPECIALITY SECURITY INVESTIGATION GROUP

EQUALITY & DIVERSITY POLICY

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SPECIALITY SECURITY INVESTIGATION GROUP

1. Introduction

This policy is designed to promote and uphold the principles of equality, diversity, fairness, and inclusion within our employment practices, service design and delivery, procurement, and partnership collaborations. It aligns with Speciality Security Investigation Group Limited (hereafter referred to as ‘the Company’) obligations under the Equality Act 2010.

The Company is committed to ensuring that unlawful discrimination, harassment, and victimisation have no place in our workplace. We aim to foster equality of opportunity, mutual understanding, and positive relations within our organisation and the wider community.

We aspire for the Company to be a fair, sustainable, ambitious, enjoyable, and creative environment for everyone. We will continue to work with others to achieve better outcomes for our customers through innovation and collaboration. An Action Plan will be developed to address any instances of discrimination within the Company and to promote greater inclusion in our employment practices, service delivery, procurement, and partnership work.

We seek to create an equal society that acknowledges and respects the needs of diverse cultures, backgrounds, situations, and goals, while dismantling barriers that hinder individuals from achieving their potential.

The Company is legally required to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Promote equality of opportunity.
- Foster good relations within and between our communities, contributing to stronger community relations.



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2. Scope

This policy applies to:

- Employees, including part-time, full-time, and temporary staff, and all job applicants.
- Service users, including individuals seeking access to services, tenants, carers, the public, and anyone affected by the Company's service delivery.
- Contractors and subcontractors.
- Volunteers.
- Partnership arrangements.

We will not discriminate unfairly against individuals for reasons covered under the Equality Act 2010 (protected characteristics). Unless specific exceptions apply under the Equality Act 2010, all individuals will be treated with equal respect, courtesy, and fairness, irrespective of:

- Age.
- Disability (and carer status).
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

3. Our Commitment

We are dedicated to promoting equality by:

- Recognising, valuing, and respecting diversity.
- Ensuring that our services are accessible and tailored to the needs of our community.
- Implementing effective recruitment, employment, and promotion practices to ensure everyone is supported and valued as an individual.
- Awarding contracts to appropriate and suitable suppliers of services.
- Consulting with communities and groups affected when developing policies.
- Offering diversity training opportunities for employees, in line with ongoing monitoring and the delivery plan. This will include providing managers and staff with relevant information, training, and guidance.
- Creating a working environment free from bullying, harassment, victimisation, and unlawful discrimination, where dignity and respect are promoted, and where the contributions and differences of all employees are recognised.

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- Taking complaints of bullying, harassment, victimisation, and unlawful discrimination seriously, whether the incident involves employees, customers, suppliers, visitors, the public, or any others in the course of our work activities.
- Ensuring equal access to complaints and other procedures, with reasonable adjustments made to accommodate individuals where necessary.
- Conducting regular equality monitoring and evaluation to inform the Company's service development.
- Encouraging the use of the staff Whistleblowing Policy to reduce the fear of reporting issues.
- Adopting the working definition of anti-Semitism, in line with the International Holocaust Remembrance Alliance (IHRA), and integrating a commitment to opposing anti-Semitism into relevant processes, practices, and toolkits, particularly in service delivery.
- Continuing to support community groups through the Grants process.
- Building on good practices and ensuring accessibility for all community leaders.

We will take all necessary measures to avoid unlawful discrimination.

4. Roles and Responsibilities

In a democratic society, we operate within a legal framework that upholds individual liberty, rights, and responsibilities. Everyone has the right to be treated fairly, with dignity and respect, and to embrace diversity. Achieving this requires each of us to take responsibility for our actions and behaviours. While we acknowledge that unlawful discrimination may still occur, this is not consistent with the Company's values and priorities. Staff should actively challenge discrimination, either directly or through the appropriate customer or staff complaints process.



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5. Principles

In all our activities, we will:

- Consider equality and diversity, and adhere to the principles of the Equality Act, when reviewing or developing new strategies, policies, services, and functions, to ensure the provision of excellent services, flexible and fair working practices, and fair award of contracts, grants, and services.
- Comply with the public sector equality duty under Section 149 of the Equality Act 2010.
- Engage and involve both internal and external groups and individuals in our decision-making processes.
- Address complaints of discrimination, harassment, or victimisation promptly and sensitively.
- Seize opportunities to advance equality of opportunity and foster good relations within and between communities.

In delivering our services, we will:

- Assess the needs of our current and potential service users, ensuring fair access to our services. This includes making reasonable adjustments for disabled people to enable full use of our services and identifying areas with low service uptake.
- Provide appropriate support services.
- Offer access points for reporting hate crimes.
- Facilitate communication and relationship-building between communities to promote resilience.

6. Support to Implement and Monitor the Policy

The Company has established various policies and practices across all areas of our work, all of which are guided by this Equality and Diversity Policy and promote respectful behaviour. All are supported by appropriate training, briefing sessions, and guidance provided by relevant services.

Mandatory equality and diversity e-learning modules are available through the Health and Safety team, and advice and guidance can be sought from Human Resources. Equality and diversity training will be monitored as part of the training and development section of the Action Plan.

Key policies related to employment, service delivery, community engagement, commissioning, and procurement are specifically designed to:

- Promote equality of opportunity.