



SINHA
SECURITY SERVICES LIMITED

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PHONE: +44 7759 826816

EMAIL: info@sinhasecurityservices.co.uk

EQUALITY & DIVERSITY POLICY

Company Name: Sinha Security Services Limited

Effective Date: 1 September 2026

Review Date: 1 September 2027

1. Policy Statement

Sinha Security Services Limited is committed to encouraging equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best. We are also committed to providing a safe, inclusive environment that opposes unlawful discrimination of customers, clients, and the public.

2. Purpose and Scope

This policy applies to all aspects of employment with Sinha Security Services Limited, including recruitment, pay, conditions, training, appraisals, promotion, conduct at work, grievances, and disciplinary procedures. It applies to all employees, security operatives, contractors, and job applicants.

We commit to:

- Providing equal opportunities in employment and preventing discrimination across all operations.
- Treating all individuals fairly, with dignity and respect, regardless of background or identity.
- Ensuring our frontline security personnel provide the same high quality of service to all members of the public, without bias or prejudice.

3. Protected Characteristics

Sinha Security Services Limited will not discriminate directly or indirectly, or tolerate harassment or victimisation based on any of the following protected characteristics:

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- Age
- Disability (physical or mental impairment)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

4. Commitments & Standards of Conduct

To achieve our goals, Sinha Security Services Limited and its employees will:

- **Challenge Discriminatory Behaviour:** Create an environment free of bullying, harassment, victimisation, and unlawful discrimination.
- **Promote Dignity:** Treat all people with respect, recognizing that everyone has a right to a working environment free from harassment.
- **Fair Selection:** Base decisions concerning recruitment, promotion, and training opportunities entirely on objective criteria, merit, and aptitude.
- **Continuous Training:** Provide appropriate training regarding Equality, Diversity, and Inclusion (EDI) to our management and frontline guard force.

5. Responsibilities

- **Management:** Corporate leadership and supervisors are responsible for implementing this policy, ensuring that all staff understand their responsibilities, and taking swift action when breaches occur.
- **Employees and Security Operatives:** All staff are required to comply with this policy, act in accordance with its objectives, and report any discriminatory behaviour they witness or experience.

6. Grievance and Disciplinary Procedures

Sinha Security Services Limited takes any breach of this policy very seriously.

- If an employee believes they have been subject to discrimination or harassment, they should raise the issue through the company's **Grievance Procedure**.
- All allegations will be investigated thoroughly and confidentially.

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- Acts of discrimination, harassment, bullying, or victimisation will be treated as serious misconduct and may result in disciplinary action, up to and including summary dismissal.

7. Monitoring and Review

This policy is fully supported by the management of Sinha Security Services Limited. It will be reviewed annually to ensure it remains effective, compliant with relevant statutory legislation, and aligned with industry best practices.

Signed: _____

Date:

12/09/2026

Director, Sinha Security Services Limited

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