



EQUAL OPPORTUNITIES POLICY STATEMENT

“IPSA believes that everyone should be able to work in a culture where employees can feel appreciated and valued in a work environment, which is free from unlawful or unfair discrimination and which values diversity. The heart of our policy ensures that we treat each other fairly and with dignity and respect, so that we all free to go as far as our abilities take us, and to contribute to the success of the company and each other.”

The aim of this policy is to encourage harmony and respect amongst individuals, so as to promote good working practices to maximise performance. The International Professional Security Association Ltd (“IPSA”) is committed to applying this policy throughout all areas of employment, recruitment & selection, training, development and promotion. In all situations people will be judged solely on merit or ability. We pursue this commitment by:

- Employing people from diverse backgrounds irrespective of their sex, age, marital status, disability, sexual orientation, gender, race, colour, religion ethnic or national origin;
- Creating an environment free from discrimination, harassment or victimisation on the grounds of sex, age, marital status or civil partnership, disability, sexual orientation, gender, race, colour, belief, religion, ethnic or national origin, pregnancy, employment status or membership or non-membership of a trade union;
- Recognising our legal obligation under the law;
- Undertaking a periodic review of procedures to maintain a system where our employees are selected, promoted and treated solely on the basis of their merits and abilities;
- Not tolerating acts which breach this policy. Any breaches of this policy and all instances of such behaviour or alleged behaviour will be taken seriously, and fully investigated and may be subject to the company disciplinary procedures;
- Ensuring all our employees make a personal commitment to maintaining this policy and that all line managers and relevant decision makers understand the company policy and their position in law. Appropriate training and guidance will be made available.

If any employee believes they have been unfairly treated in any way associated with this policy they should raise this matter directly with the Managing Director. This policy statement may be amended from time to time to reflect the changes in law and best practice.

Jane Farrell
Chair of the Association
21 May 2020