



EQUALITY AND DIVERSITY POLICY

Trinity Guards

1. Statement of Commitment

Trinity Guards is committed to promoting equality, diversity, and inclusion in all aspects of its operations.

The company aims to provide a working environment that is free from discrimination, harassment, and victimisation, and where all individuals are treated with dignity and respect.

2. Scope

This policy applies to all employees, contractors, and individuals working on behalf of Trinity Guards, as well as interactions with clients, members of the public, and other stakeholders.

3. Policy Statement

Trinity Guards will not tolerate discrimination on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

These are protected characteristics under the Equality Act 2010.

4. Responsibilities

The Director

- Has overall responsibility for ensuring this policy is implemented
- Promotes equality and diversity across all operations

Supervisors

- Ensure fair treatment of all personnel
- Address inappropriate behaviour or concerns

Employees

- Treat others with respect and fairness
 - Avoid discriminatory behaviour
 - Report any concerns
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5. Recruitment and Employment

Trinity Guards will:

- Ensure recruitment is fair and based on merit
 - Provide equal opportunities for training and development
 - Promote a diverse and inclusive workforce
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6. Conduct and Behaviour

All personnel must:

- Treat colleagues, clients, and members of the public with respect
 - Not engage in discrimination, harassment, or bullying
 - Act professionally at all times
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7. Reporting Concerns

Any concerns relating to discrimination or unfair treatment must be reported to management.

All reports will be:

- Treated confidentially
- Investigated appropriately
- Acted upon where necessary

No individual will suffer any detriment for raising concerns in good faith.

8. Training and Awareness

Trinity Guards will ensure that personnel are aware of this policy through:

- Inductions
 - Policy reviews
 - Ongoing briefings
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9. Compliance

Failure to comply with this policy may result in disciplinary action.

10. Review

This policy will be reviewed periodically to ensure it remains effective and compliant with current legislation.

Signed: 

Name: Authorised Signatory
Position: Director

Company: Trinity Guards
Date: 01/04/2026