



LGBTQIA+: Diversity and Inclusion Staff Networks at Securitas UK

Diversity and Inclusion Initiatives at Securitas UK: the company has put in place several staff networks and internal initiatives to promote workforce diversity and improve working conditions for different worker groups such as LGBTQIA+. The principles of the company's Equality, Diversity and Inclusion policy focus on inclusive career pathways and leadership, measuring success, and putting in place tools to support diversity and inclusion policies. To start putting in place the policy, Securitas UK first surveyed employees on their needs and requirements. Based on the results, the company set up employee networks, engaged with diversity champions, made diversity and inclusion training mandatory at all levels (e.g. on anti-discrimination and unconscious bias training for management), and regularly organises events to educate and engage the workforce.

Support to LGBTQIA+ workers: The Securitas UK LGBTQIA+ staff network organises internal events and awareness raising campaigns, acts as an advisory board for Securitas UK leadership on blind spots in policies or practices, and actively influences change. It is a safe point of contact for LGBTQIA+ employees and it organised flagship events such as Pride Week 2021, including newsletters educating about LGBTQIA+.

Other target groups:

- People with disabilities: Securitas UK has introduced the Disability Confident Passport, developed by the Trade Unions GMB and the TUC. It is a worker-owned process that documents workers' disabilities and required adjustments from the workplace. Securitas UK further supports Sign Language Week, World Down Syndrome Day, and Neurodiversity Celebration Week by various means, including trainings and staff activities to break down barriers.
- Women: Securitas UK reviewed the company's maternity policy and implemented a domestic abuse and menopause policy.

Staff networks exist for these groups, led by employees and not HR. The network leadership teams meet monthly to discuss blind spots in policies and identify improvements. All members meet quarterly. Diversity champions meet with HR and the Country President monthly.

Contact: Sarah Hayes, HR Director, Securitas UK

