

- **Uniformed SIA Security Officers**
- **Key Holding**
- **Alarm Response**
- **Mobile Security Patrols**
- **Remote CCTV Monitoring**



Employment - Recruitment Policy Statement

Effective and consistent recruitment practices are essential to ensure that all applicants are treated fairly and with diversity and equality of opportunity and those costly mistakes are avoided.

The recruitment process must result in the selection of the most suitable person for the job in the respect of skills, experience and qualifications.

This policy defines the principles that the company considers important in the recruitment process and aims to ensure that consistency and good practice is applied across the company.

It is against the company's Equal Opportunities policy and against the law in many cases to discriminate either directly or indirectly on the grounds of race, nationality, ethnic origin, gender, marital status, pregnancy, age, disability, sexual orientation, gender reassignment, and ethnicity, cultural or religious beliefs.

All employees are required to comply with the requirements of the Equal Opportunities policy at every stage of the recruitment process including production of job descriptions, advertising material, and instructions given to recruitment agencies, short listing of applications, interviewing, selection decisions and offers of employment.

Applications from disabled persons are always fully considered bearing in mind the respective aptitudes and abilities of the applicant concerned. In the event of a member of staff becoming disabled every effort is made to ensure their employment with the company continues and the appropriate training is arranged.

It is the Policy of the company that the training, career development of a disabled person should, as far as possible, be identical of that of a person who does not suffer from a disability

Any employee who is found to be discriminating in any way during the recruitment process will be subject to the disciplinary procedure and may be liable to dismissal.

Consultation with employees or their representatives has continued at all levels with the aim of ensuring that their views are taken into account when decisions are made that are likely to affect their interests and that all employees are made aware of the financial and economic performance of their business units and of the company as a whole

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