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	Issue Date: 22.05.2026	Review Date: 22.05.2027	Issue: B	
	DOCUMENT UNCONTROLLED WHEN PRINTED			

Equality & Diversity Policy

PSSL’s main purpose is to provide a safe and organised environment whilst performing duties at public and private events in accordance with the Equalities Act 2010, other statutory provisions and the organisers/venues policies and instructions on crowd management crowd control and security. We are Investors in People , members of the The Living Wage Foundation and the Regional Fair Employment Charter.

PSSL recognises that our society is made up of individuals with divergent backgrounds, preferences, and abilities. PSSL aims to create a working culture that respects and values each other’s differences, and to reflect this diversity in our activities, including making our services inclusive and accessible to all sections of the community, and attracting and retaining a diverse workforce. PSSL sees these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we work with.

PSSL recognises that in our society groups and individuals have been, and continue to be, discriminated against. PSSL will not tolerate discrimination, victimisation or harassment, including but not limited to that on the grounds of age, race, religion or belief, disability, ethnic origin, nationality, gender, gender re-assignment, sexual orientation. Any instances where we fall short of this policy will be investigated and acted upon, in line with the policies of PSSL.

PSSL are committed to a programme of action to make this policy effective and will regularly review and update this and other related policies and procedures to ensure that we continue to meet these goals.

PSSL will be regarded as gross misconduct if any staff member, after appropriate investigation, is found to have behaved in such a manner as to amount to discrimination.

PSSL will strive to promote good practice at public and private events with organisations, groups and individuals that we work with.

A handwritten signature in blue ink, appearing to be 'S. Fletcher'.

Sean Fletcher Director

A handwritten signature in blue ink, appearing to be 'Barry Fletcher'.

Barry Fletcher Director

22nd May 2026