

Equality, Diversity & Inclusion Survey 23/24

ACTION PLAN

CORPS
Est. 1859
SECURITY



CORPS
MONITORING

Foreword

In today's increasingly interconnected and complex world, the principles of equality, diversity, and inclusion (ED&I) are not merely aspirations; they encapsulate the essence of a progressive and forward-thinking organisation. As we present our latest Corps Together Equality, Diversity, and Inclusion Survey 23/24 report, we recognise the integral role these principles play in fostering a vibrant workplace culture that champions individuality while embracing our shared humanity.

Our commitment to ED&I is rooted in the understanding that diverse teams drive innovation and creativity. Different perspectives enrich our decision-making processes and enhance our problem-solving capabilities, allowing us to serve our clients and colleagues more effectively. This report reflects our ongoing efforts to cultivate a workforce that mirrors the richness of our global society, ensuring that every voice is heard, respected, and valued.

Over the past year, we have taken significant strides toward advancing our ED&I goals. Targeted recruitment initiatives, training programs, and employee network groups. We have endeavoured to create a more inclusive environment. This report contains comprehensive data on our workforce demographics, training participation, and employee feedback, as well as highlights of our initiatives aimed at addressing disparities and promoting equality.

We have also initiated conversations within our organisation about the importance of allyship and the responsibility each of us has in creating an environment where everyone feels safe and empowered to share their experiences. Inclusive practices benefit not only individuals from underrepresented groups but also the organisation as a whole. As we continue to enhance our company culture, we encourage every employee, from our senior executives to our frontline operatives, to engage in dialogue that promotes understanding, empathy, and collaboration.

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“This report reflects our ongoing efforts to cultivate a workforce that mirrors the richness of our global society, ensuring that every voice is heard, respected, and valued.”

Moreover, we recognise that the journey to true equality requires acknowledging and addressing the various systemic barriers that can affect the progression of our people, our clients and the communities that we serve. We remain dedicated to scrutinising our internal policies and practices. This report serves as a milestone in our commitment, as well as a tool for accountability, enabling us to measure our progress and adapt our strategies in real time.

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Our values of loyalty, integrity, and service guide us in our pursuit of a workplace that embodies an inclusive culture.

We believe that by celebrating our differences and learning from one another, we can build a stronger, more resilient organization. Looking ahead, we are excited about the initiatives we are planning and the partnerships we are establishing that will further our ED&I objectives.

In closing, we invite you to engage with the findings and reflections presented in this report, in navigating our path toward a more inclusive future. The journey is ongoing, and at Corps Security I am confident that with each passing year, we will continue to make meaningful progress toward an equitable workplace for all. Thank you for your support, collaboration, and commitment to this essential initiative.



Seetan Varsani

Divisional Director – London
Corps Security



Corps Together

At Corps, we take inclusivity seriously. We aim to create a diverse workforce, welcoming colleagues from all walks of life and with a range of experiences. We truly value the perspectives of all colleagues and use their experiences to shape our strategy. Corps Together, is our unique diversity and inclusion body, which underpins our inclusive culture at Corps.

Guided by a group of passionate individuals called Guardians, who help to steer the organisation in cementing its diversity and inclusion goals, Corps Together unites our people, gives them a voice and a safe space to share their thoughts, improves employee experience, and challenges the security industry to achieve change in the area of diversity and inclusion.

DIVERSITY NETWORKS

We aim to make sure that all of our colleagues are treated fairly, irrespective of their background or how they relate to them. We have **seven diversity networks**, bringing multiple communities together:

- **Intergenerational**
- **Parents and Carers**
- **(Dis)ability Network**
- **Pride**
- **Interfaith**
- **Race**
- **the Women's Network.**

We support all our people, and tailor our activities to meet their needs. Corps Together and our Diversity Networks, help us to share thoughts, experiences and ideas throughout our organisation, whilst celebrating key awareness dates, diversity and inclusion initiatives and events each year.

Colleague Charter

Corps Equality, Diversity & Inclusion charter sets out our company level commitments to each of our colleagues and underpins our Corps value: 'Everyone Matters'.

The charter creates the foundation of our approach, uniting our people and encouraging us all to work TOGETHER to create an environment where uniqueness is celebrated, and everyone is free to be themselves.



Talk	Corps will foster an environment which encourages open and honest communication at every level throughout our business.
Opportunity	We will ensure that opportunities are open to everyone, creating a culture where colleagues actively wish to progress and enjoy a rewarding career with our company.
Goals	We will set wider, meaningful business goals and objectives to help guide our approach, reporting on our progress in an open and honest way.
Education	We will continually educate our people, including senior team and management, to understand diversity and inclusion and its important place within our company.
Talent	Talent will be recognised and developed, encouraging colleagues throughout our business to develop, progress and achieve.
Honesty	We will operate in an honest and fair way, with all colleagues at every level leading by example.
Equality	Every individual within our business will be treated as an equal. Equality will form the foundations of our approach and will continue to underpin our culture.
Respect	A culture of respect will continue to be created and nurtured, where every individual is valued for their uniqueness.

Starting points

Here we take a bird's-eye view of our survey statistics, by comparing our 22/23 ED&I data, with this year's results. By reflecting on the differences over the last twelve months, we can begin to measure our progress in our aims to:

- diversify our workforce at all levels and within the security sector at large
- fine tune our recruitment strategies to attract and retain the best people
- develop our people and inclusive culture
- show our commitment towards equality, diversity and inclusion.

Whilst this is only a starting point, it will allow us to hold ourselves to account and benchmark ourselves each year, in addressing our aims, objectives, setbacks and achievements.

649
responses in **22/23**

488
responses in **23/24**

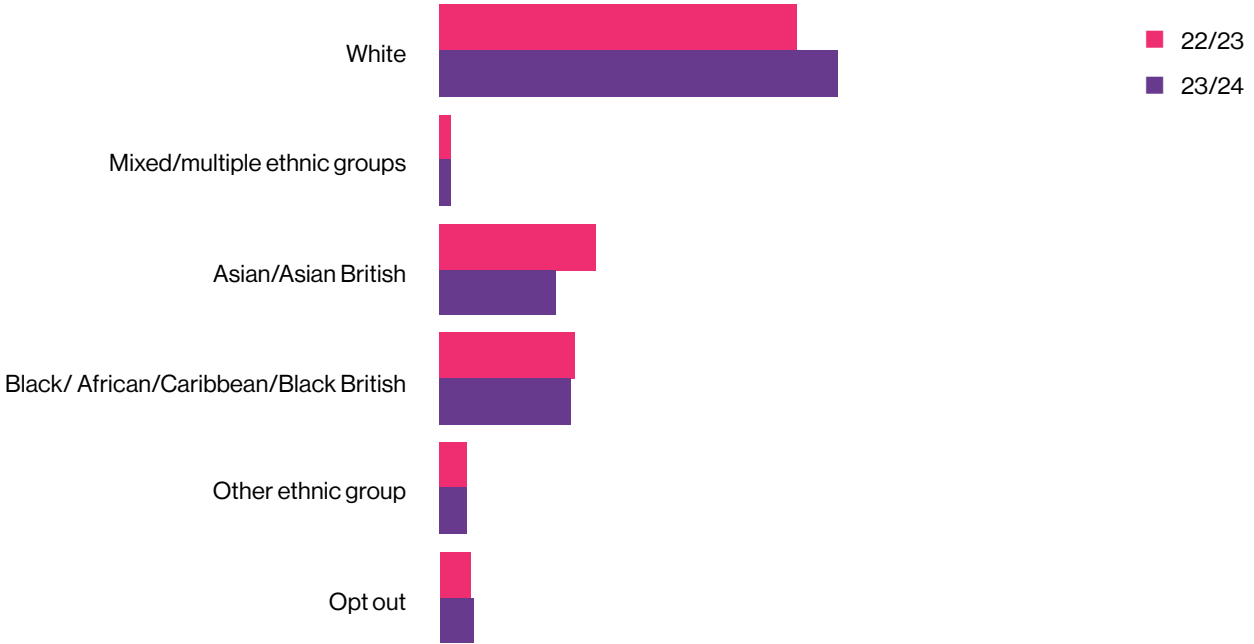
What is the gender profile of respondents?



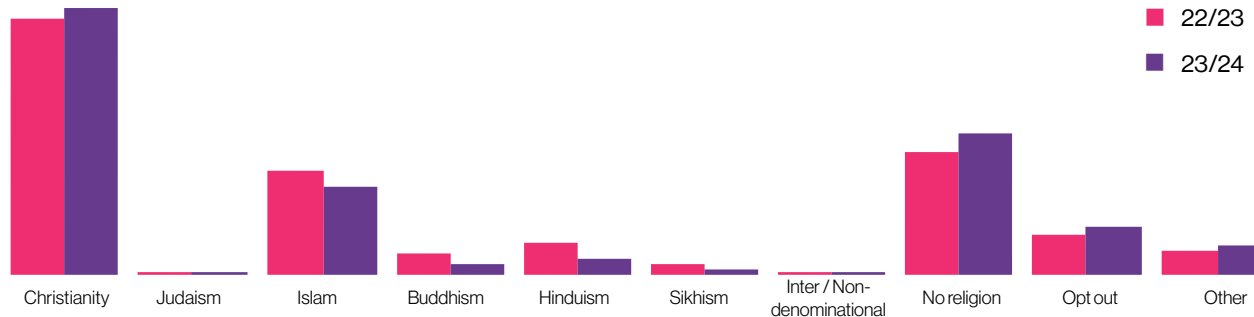
What is the age profile of respondents?



What racial or ethnic identity did our respondents have?



What religions did our respondents identify with?



12.7%
of our respondents
are living with
a disability

Compared to 10% of
respondents in 22/23

10.2%
of our
respondents
are carers

Compared to 11% of
respondents in 22/23

19.4%
of our
respondents
are veterans

Compared to 19% of
respondents in 22/23

How we support our people on Age

Age is something that connects us all, and yet it is an often-overlooked identity category. This is why our **Intergenerational network** provides a space for colleagues of all ages to connect through conversation, shared learnings, life experience and wisdom, whilst promoting age advocacy and inclusion in the workplace.

In some teams we know that additional IT sessions have been given to those struggling to use key workplace technology, where through continued management support, and monthly welfare visits, colleagues have seen improvement in their confidence levels. We offer talks and webinars on age-related themes, such as dementia, and body dysmorphia in older women, where the award-winning queer filmmaker Lois Norman, discussed her directed film Weightless, written by Louise Monaghan, and featuring former singer and television personality Toyah Wilcox.

Focus areas

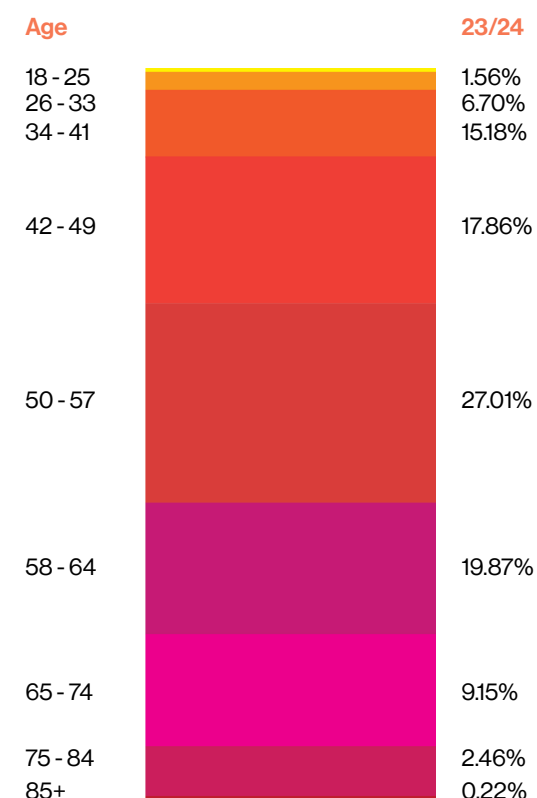
The main themes in the Age category are:

- Having health check ins for older colleagues and general support around wellbeing
- Considering and reviewing, where possible, workplace adjustments related to standing and patrolling positions
- Providing training and raising awareness in how age impacts what we do .

Alternative areas to explore ...



- More training and awareness around age related themes that impact our people e. g. from mental health challenges, to cultivating a healthy lifestyle, exercising and raising awareness on age-related medical conditions.
- Provide training that responds to key technical competencies e.g. being proficient in navigating essential computer programmes and digital work platforms, irrespective of age stereotypes around digital technology.
- Health check ins – whilst health check ins would be beneficial to all age groups, our survey feedback showed that requests for this provision were in relation to older colleagues. Our largest age group in our workforce are those from the 50 – 57 categories at 27.01%, followed by 58 – 64 at 19.87%, with overall figures broadly mirroring the sector¹. Therefore, fully utilising manager welfare visits, can provide further opportunities to offer health check ins with our people.
- Finding ways to attract young people into security and the industry at large, especially where according to the Security Institute (SI) findings² promotion favours those who are older. Solutions can include apprenticeships, mentoring, shadowing across different security functions and marketing campaigns.
- Reviewing our working rotas – seeing where reasonable adjustments in relation to standing and patrolling can be made, balancing Officer wellbeing, with what is operationally possible and the client's needs.
- Why not incontinence products? Whilst there are a range of causes of incontinence, it is estimated that 14 million men, women, young people and children of all ages are living with bladder problems³. The older we get, the more common the problem comes. Therefore, offering incontinence products, in addition to sanitary products can show an organisations desire to be more age inclusive.



We asked... How can Corps Security better support those of your age group?



“Morning coffee where everyone in my age group can talk to each other about anything like football work or hobbies.”

“Support for health and wellbeing and then training to improve skills.”

“The amount of hours standing and walking should be spread across the shift with some time to rest.”

¹ See Security Institute Diversity & Inclusion Survey Analysis (2022)

² Ibid

³ Excellence in Continence Care (2018) NHS England <https://www.england.nhs.uk/wp-content/uploads/2018/07/excellence-in-continence-care.pdf>

How we support our people on race and ethnicity

Our business is geographically located across the UK. At Corps Security we have an ethnically diverse workforce, with our colleagues coming from all nations across the globe. Making sure that we promote an ethnically diverse workforce at all levels of the business is a key driver across many industries, as well as at Corps.

There is a key focus on promoting equal opportunities by respondents. On the one hand, irrespective of race and ethnicity, equal opportunities should be offered to everyone irrespective of ethnic or racial background, however there is a consensus that there is still some way to go, in making sure that there is more ethnic diversity at management and senior level. Here it is important to create opportunities whether through recruitment or through personal development and mentoring schemes to help diversify at these levels.

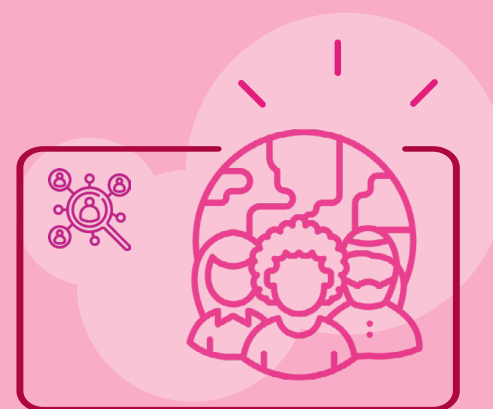
We know that there is no place for discrimination based on race and ethnicity at Corps Security. In trying to tackle this, there is a strong focus on education, training and raising awareness around the complexities of race, ethnicity, cultural differences and recognising bias – which can apply to all colleagues irrespective of racial background. As with the category of faith and religion there was also an emphasis on further learning and education on supporting Muslim colleagues around Ramadan and giving guidance for employees, and managers who are not. See faith and religion for more information.

Focus areas

The main themes in the Race & Ethnicity category are:

- More equal opportunities across the breadth of the organisation
- Promoting more ethnic diversity at managerial level and senior leadership teams
- Tackling all forms of discrimination, bullying and harassment based on race and ethnicity in the workplace.

Alternative areas to explore ...



- Recruitment and diversifying at senior/board level – Providing opportunities to foster more leadership diversity through positive action⁴ e.g. implementing ethnic minority mentoring schemes, and reviewing job applications and promotion criterion, to encourage all to apply.
- Monitoring our race and ethnicity data across all departments and levels, identifying patterns and unpacking any barriers to progression.
- Reviewing policies – making sure they do not unintentionally perpetuate any systems of oppression.
- Tackling all forms of discrimination, bullying and harassment, whether it relates to colleagues, our customers, or third parties.
- Information, recognition and awards to reflect the geographic breadth of the organisation.
- Sign up to the Race at Work Charter⁵ and commit to race equality.

Currently we have a **Race Network**, which supports anyone who self-identifies as an ethnic minority along with their allies, promoting advocacy work, and raising awareness around race and cultural related themes and activities. We continue to celebrate and raise awareness around various cultural and ethno-religious awareness dates. We also hold webinars on race-related topics, from being an anti-racist organisation, to educating ourselves on all forms of discrimination and self-empowerment themes on race.

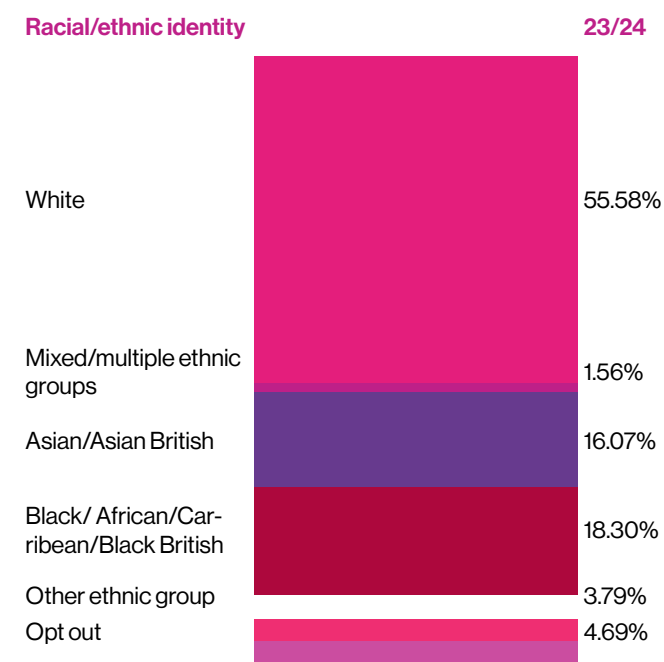
We asked... How can Corps Security better support those of your racial or ethnic group?

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“More opportunities for advancements and a more inclusive approach to decision making.”

“We don’t have enough Black or ethnic groups in senior roles – you could support us better by hiring or promoting more.”

“Since I joined Corps Security, I love the way they treat everyone. We are treated equally.”



⁴ See University of Dundee's definition on 'Positive action or positive discrimination'.

⁵ Race at Work charter – <https://www.bitc.org.uk/race/>

How we support our people on religion and faith

With a rich and diverse workforce, this comes with a mix of different beliefs and faith groups. A key focus of the results was to make sure that staff had the space and support to observe religious celebrations. There was an overall focus on Muslim colleagues who follow Islam, which makes up the third highest faith group at 14.51%, after Christianity at 43.08% and No religion at 22.99%, to have access to more prayer rooms. Having faith rooms on site or access to a space that can be used for prayer, appeared not to be consistent across all working sites.

The second key finding related to accommodating better shift patterns and breaks, for colleagues observing key religious dates, such as Ramadan. There was a need for more flexibility and awareness from managers when allocating breaks in a fair and transparent way.

Our **Interfaith Network** supports our colleagues who want to observe their faith, spirituality and religion within a community of likeminded individuals. We hold training and webinars on religious and faith related themes and have continued to celebrate and observe key dates such as Ramadan, Eid, Hanukkah, providing guidance on supporting our colleagues during these times. We acknowledge that as an organisation, sometimes we have not been able to observe the range of religious dates that reflect our people, but our hope with this action plan, is that we can begin to do so in a timely and organic way.

Alternative areas to explore ...



- More training, education and awareness, talks and activities around a range of religion and faith themes.
- To foster a better understanding of faith and religious diversity and how that applies to our people.
- More guidance and clear communication on supporting colleagues during key religious dates in the workplace, particularly Muslim colleagues during Ramadan at client sites and making use of our colleague communication platforms i.e. Corps2u and Corps Connect.
- Managers at each site to review shift and break allocation for those observing Ramadan and communicating the decision-making process in a clear and transparent way to all team members.
- Prayer room audit – A company audit to identify the locations of prayer/quiet rooms around the business, including client sites, so that our people know where they can go to. Where no space is available, alternative provisions are to be identified.

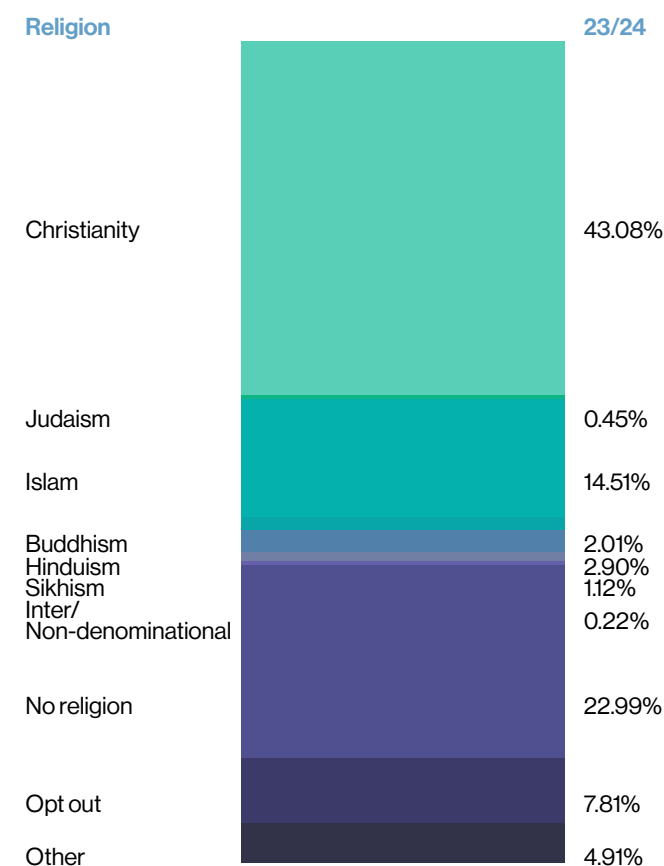
We asked... How can Corps Security better support those of your religion or faith background?



“Having multifaith rooms will bring all faiths together.”

“Arranging or re- scheduling our shift to facilitate the ease of fasting during Ramadan and Eid.”

“By education.”



Focus areas

The main themes in the Religion or Faith category are:

- For colleagues across the business to have access to multifaith prayer rooms or safe space/ quiet room facilities
- Better shift scheduling and planning for colleagues who are observing religious events and festivities
- More guidance and education on how to best support colleagues when observing religious events and festivities in the workplace.

How we support our people on gender, gender identity, and/or sexual orientation

Survey respondents had a workforce gender split of 81.07% male, 15.04% female, with less than 1% identifying as either trans, non-binary or genderfluid. Our gender demographics highlight a workforce that is predominantly male dominated, reflecting the Security sector at large. According to the SI findings, the most significant inequity in the sector is gender, more than any other factor ⁶.

Similarly, heterosexual or straight colleagues counted for 77.01% with 10% identified as coming from the LGBTQ+ community. These statistics show that tackling gender inequalities, whether in relation to gender, sex or sexual orientation and attracting women into the industry, are still mammoth challenges.

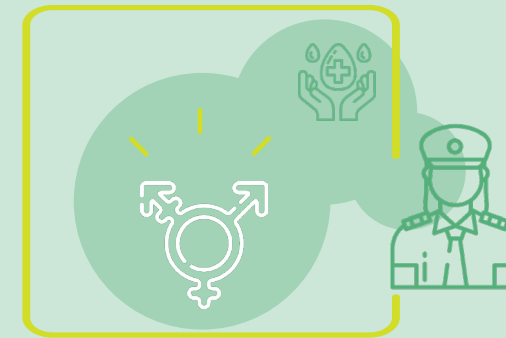
In a pre-dominantly male industry, addressing gender inequalities is crucial in understanding our decision-making processes. It was important that there was a representation of women in a range of roles, positions, and at all levels, with these not being limited to stereotypical gender-based functions ⁷. The organisation continues to collect and publish its [Gender Pay Gap Reports](#).

Every year we celebrate International Women's Day, with the 2024 theme #inspiringinclusion bringing together inspirational women from across the business in an online panel discussion to discuss key strengths and challenges in the sector. Our **Women's Network** advocates for the improvement, advancement and professional development of women in the organisation and security sector.

Another key focus in the findings, related to ensuring that LGBTQ+ inclusion was taken seriously on both an individual and organisational level. Whilst training and raising awareness were positive interventions, there was an acknowledgement that there was still a lot to do in helping to change attitudes and behaviours.

⁶ See Security Institute Diversity & Inclusion Survey Analysis (2022)
⁷ [Hidden but Widespread Gender Biases Emerge in Millions of Words](#) (2021) Tessa Charlesworth

Alternative areas to explore ...



- Reviewing marketing and communications in recruitment vacancies, to encourage more women into the sector.
- Making sure that LGBTQ+ terminology guides are accessible to all colleagues.
- Tackling all forms of discrimination, i.e. sexism, misogyny, homophobia, transphobia, wherever they play out in the organisation.
- Providing more support and awareness on menopause and perimenopause.
- Reviewing access to sanitary/incontinence products, as it relates to company premises and customer sites.
- Encourage positive male role models, male wellbeing and support for men.
- Undertake initiatives that protect and keep safe our people, with a particular focus on tackling violence against women and girls.

Our **Pride Network** supports our LGBTQ+ colleagues and allies, in raising awareness and celebrating LGBTQ+ inclusion. The network helped to develop a pivotal LGBTQ+ terminology guide for front-facing security teams and each year we march at London Pride and will look to broaden our scope in the coming years.

We continue to hold webinars on a range of sex, gender and gender identity topics, including themes such as pregnancy and 'chestfeeding' for expecting parents, and using gender inclusive terminology.

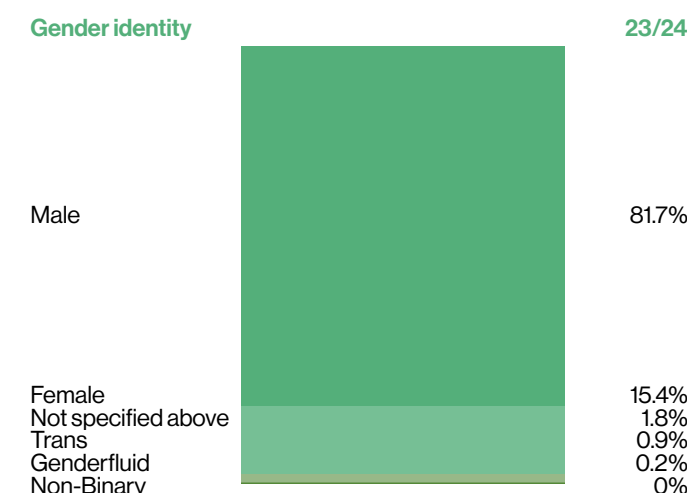
We asked... How we support our people on gender, gender identity, and/or sexual orientation:



“We already attend Pride which is great, but we need to have a better understanding of terms and gender identity across the sites.”

“Giving help and support to staff whatever their gender may be and to not judge – Mix teams on sites (especially where it is needed) and provide chat forums where mixed views can be discussed.”

“There are few women in the organisation and even fewer in senior positions – There needs to be better support for females especially in a male dominated industry.”



Focus areas

The main themes in the Gender, Gender Identity, and/or Sexual Orientation category are:

- Treating colleagues with dignity and respect, irrespective of gender identity or sexual orientation, and to create an inclusive environment where LGBTQ+ communities can feel like they belong.
- Tackling all forms of discrimination and bias, based on gender, gender identity, sex, or sexual orientation.
- To address, identify and improve gender inequalities internally, and more broadly in the Security sector.

How we support our people on disability, mental health and neurodiversity

There is a current societal and workplace drive to increase disability inclusion. Creating psychologically safe and inclusive environments so that colleagues feel comfortable in disclosing their disability was a key theme that emerged from the findings. This is in line with the SI report, where respondents may have not recorded their disability, due to a concern that they might be discriminated against⁸. Despite the desire to be inclusive, there are still stigmas and negative perceptions around disability, and therefore it's imperative that as an organisation, we foster the right environment to enable colleagues to want to disclose them.

In addition, there was also a focus on how our managers offer support and create those safe spaces. Listening and showing compassion were two effective people skills, identified as tools to be employed.

We have listened to our people and this year we launched a 'Disability, Neurodiversity and Accessibility for Managers' training course, that over 100 of our managers have taken, accompanied by a tailored resource guide.

The guide incorporates themes such as inclusive language, disclosure, recruitment best practices and supporting colleagues with PTSD, where we know that this mental health condition, can impact those who have served in the Armed Forces.

Corps Security is currently on the first tier of the Disability Confident Scheme, where we have set out ambitious commitments to be an organisation that is supportive of all disability, neurodiversity and wellbeing needs for our people. We continue to offer webinars on topics such as 'Dementia', 'Deafness' and 'Supporting Colleagues with ADHD in the Workplace'.



⁸ See 'Security Institute Diversity & Inclusion Survey Analysis', (2022)

Alternative areas to explore ...



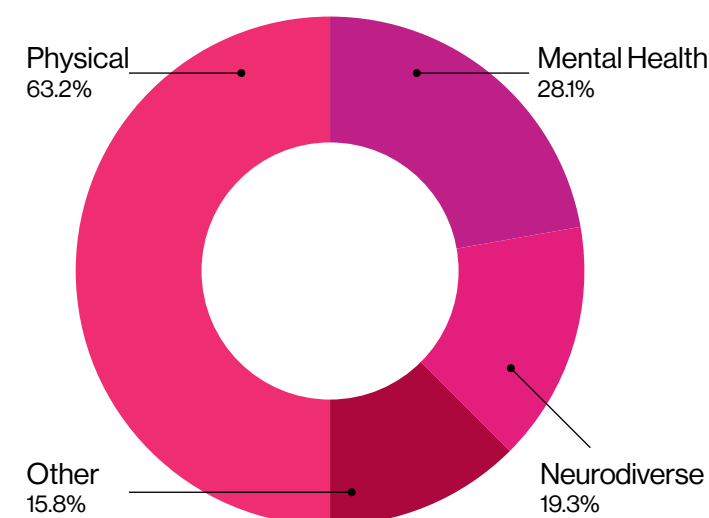
- Challenging stigma and all forms of discrimination, as it applies to disability.
- Reviewing recruitment practices i.e. hiring processes, site onboarding and reflecting on job vacancy descriptions, making sure they are fit for purpose, and do not indirectly discourage applicants with disabilities from applying.
- Creating compassionate environment's where colleagues feel safe to disclose their disabilities.
- Identifying quiet rooms around the business, so that our people know where they can go to. Where no space is available, alternative provisions are to be identified.
- Implementing wellness plans or identifying touch points, where checking in on a colleague's wellbeing becomes part of the norm.

Our **(Dis)ability Network** is a supportive community that helps to drive disability inclusion in the workplace. The Network has implemented a new companywide Disability Buddy System, for current employees and new starters.

Our senior managers have also created the initiative 'Headroom: A mental-health wellness group' offering a safe space for men at Corps, to talk, share, and connect with others on issues related to male identity and wellbeing. In a predominant male sector, addressing such issues, helps us to break down the misconceptions and stigmas about men and mental health⁹.

12.72%
of our respondents are
living with a disability

Type of identified disability:



⁹ See '[Men are much more likely than women to have misconceptions about mental health](#)', (2021)

We asked... How can Corps Security better support those with your disability, whether they be physical (visible), related to mental health or neurodiversity?

“

“Appreciate how difficult it is to be me.”

“Mental health needs to be understood better.”

“As a company, finding ways to remove the barriers that perpetuate disability discrimination.”

Focus areas

The main themes in the Disability category are:

- Creating psychologically safe and inclusive environments for colleagues to be able to disclose their disability
- Tackling all forms of discrimination and bias, based on disability, mental health or neurodiversity
- To encourage listening and compassion at both individual and organisational level.

How we support Carers with caring responsibilities

Survey respondents who identified as being a Carer made up 10.27%, compared to 89.73% who identified as not being one. Out of those identifying as being a Carer, 46.81% identified as caring for 'a child', 42.55% identified as caring for 'a person living with a disability,' and 25.53% identified as caring for 'an elderly person'.

In the current socio-economic climate with economic challenges facing the government, businesses and the lives of individuals, we know that taking care of our people is as pertinent as ever. As a Social Enterprise, it is a key driver of what we do at Corps Security, especially as we continue to be a provider that recognises the Real Living Wage for our employees.

Respondents in this category fed back on asking what support and benefits were given in relation to childcare and thereby flexible working options. There were positive examples of the company going above and beyond in helping colleagues in their time of need, as it related to caring responsibilities. However, there was also an emphasis on making sure that we continue to listen and understand our people, especially when they may need it.

Our **Parents and Carers Network**, brings together colleagues who have caring, parenting or guardianship responsibilities, mixed in with the challenges of maintaining and balancing a healthy working life. It is a supportive space, geared towards sharing advice, learning and raising awareness to the complex challenges that colleagues with various caring responsibilities face, so that they can fully bring themselves to work.

The network and webinars also highlight the importance of intersectionality, as conversations often include supporting parents and guardians who have children with disabilities or supporting children from LGBTQ+ communities in coming out.

Alternative areas to explore ...



- More training, education, and raising awareness talks around Carers and related themes.
- Reviewing relevant benefits and packages around caring needs and making sure colleagues are aware of how and where to access them.
- For managers to reflect on how to best support team members in times of need and to develop key listening and compassionate skills
- Considering what a safe space means in the context of caring and support for colleagues
- Making use of wellness plans and/or health check-ins to see when colleagues need support.

We asked... How can Corps Security better support Carers?



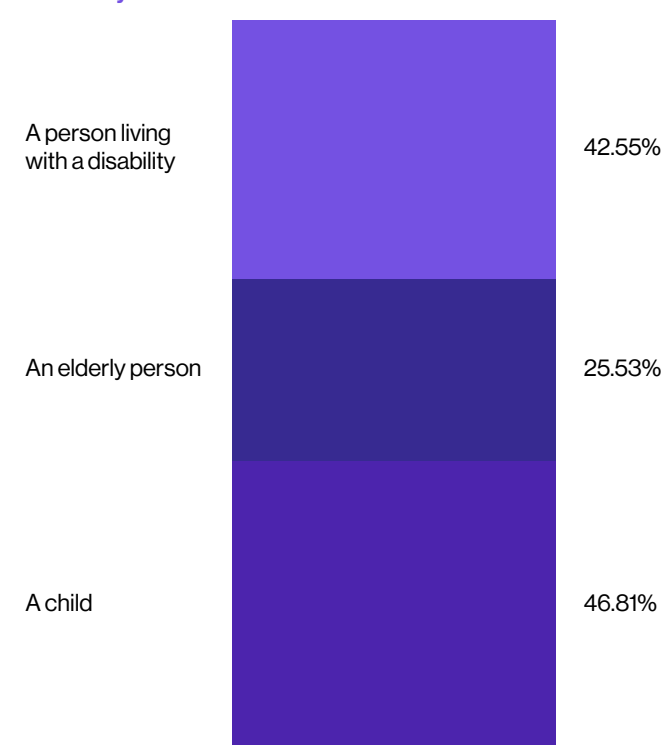
“For the last few years, I have been a carer and I really appreciate the way the company has supported me through my tough times.”

“Giving childcare support as part of a benefits package and more flexible working options.”

“Understanding and listening when the person or persons need it.”

Who are you a carer for?

23/24



Focus areas

The main themes in the Carers category are:

- Review flexible working
- Make clear and communicate company benefits and packages, as it relates to all caring needs
- To encourage listening and compassion at both individual and organisational level, to help support colleagues with caring responsibilities.

How we can support those who have served

Corps Security's foundation is built on the heritage of service personnel in the Armed Forces. There is a rich history and a social vision, to help those returning from conflict and providing employment opportunities, intertwined with the growth and development of the business.

Survey respondents who have served on active duty in the Armed Forces or within the emergency services, make up 19.42%, compared to 80.58% who identified as not having served. This shows that there is still a significant number of colleagues who are veterans, with the overall number approximately in the region of 500+ employees. One key part of the feedback highlights being able to recognise those who have served and to build more of a visible community of belonging and respect around them.

There was a good awareness of charities and initiatives that we work with, such as the Corps Veterans Association (CVA), Combat Stress, and SSAFA (the Armed Forces charity), that help support veterans in a variety of ways, however there was an acknowledgment that more could be done to honour, support and listen to our veterans more internally.

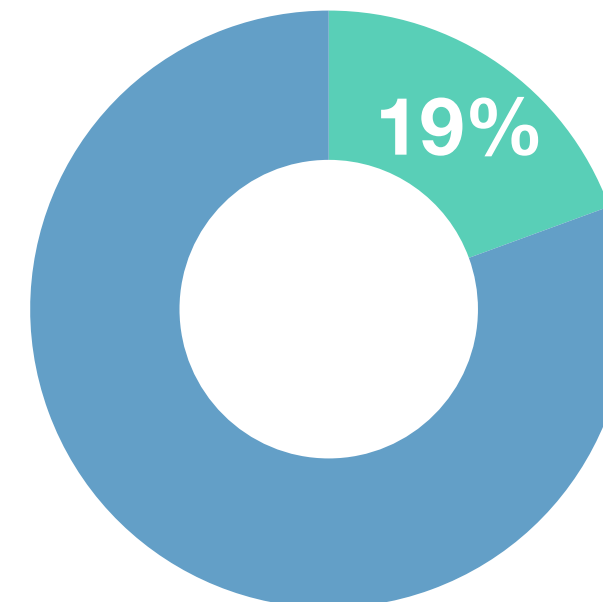
We continue to observe key awareness dates related to the Armed Forces, such as Remembrance Day. The organisation holds mental health awareness initiatives with Combat Stress to support the wellbeing of our Veterans. Further, the disability training for managers also helps to address how to better support our veterans, when it comes to stress, the impact of PTSD and other mental health conditions.

Alternative areas to explore ...



- More training, education, talks and initiatives around the Armed Forces/Emergency Services.
- Help to bring visibility and awareness to the community of veterans at Corps Security, providing more opportunities for colleagues to come together. E.g. creating an additional colleague network group
- Build communities that recognise specific regiments, as they relate to our diverse workforce.
- Promote mental health awareness events and offer safe spaces and support to our colleagues
- Have one-to-ones – Making use of wellness plans and/or health check-ins to see if or when colleagues need support.
- Provide opportunities for listening and learning.

Have you ever served on active duty in the Armed Forces or within the emergency services?



We asked... How can Corps Security better support those who have served in the Armed Forces or Emergency Services?

“

“Getting together and keeping the Corps Security heritage going as much as possible and raising awareness for combat stress.”

“Visit, sharing – nothing special, just honour us.”

“Listening would be a great help.”

Focus areas

The main themes in the Armed Forces/Emergency Services category are:

- Building community, recognition & belonging for our Armed Forces veterans
- Implementing wellbeing check-ins with our veterans
- Promote more mental health awareness, education and support for colleagues who have served in the Armed Forces.



Focus areas at a glance

Age

- i. Having health check ins for older colleagues and general support around wellbeing
- ii. Considering and reviewing, where possible, workplace adjustments related to standing and patrolling positions
- iii. Providing training and raising awareness in how age impacts what we do .

Race & Ethnicity

- i. More equal opportunities across the breadth of the organisation
- ii. Promoting more ethnic diversity at managerial level and senior leadership teams
- iii. Tackling all forms of discrimination, bullying and harassment based on race and ethnicity in the workplace.

Religion or Faith

- i. For colleagues across the business to have access to multifaith prayer rooms or safe space/quiet room facilities
- ii. Better shift scheduling and planning for colleagues who are observing religious events and festivities
- iii. More guidance and education on how to best support colleagues when observing religious events and festivities in the workplace.

Gender, Gender Identity & Sexual Orientation

- i. Treating colleagues with dignity and respect, irrespective of gender identity or sexual orientation, to create an inclusive environment where LGBTQ+ communities can feel like they belong.
- ii. Tackling all forms of discrimination and bias, based on gender, gender identity, sex, or sexual orientation.
- iii. To address, identify and improve gender inequalities internally, and more broadly in the Security sector.

Disability (visible, mental health & neurodiversity)

- i. Creating psychologically safe and inclusive environments for colleagues to be able to disclose their disability
- ii. Tackling all forms of discrimination and bias, based on disability, mental health or neurodiversity
- iii. To encourage listening and compassion at both individual and organisational level.

Carers

- i. Review flexible working
- ii. Make clear and communicate company benefits and packages, as it relates to all caring needs
- iii. To encourage listening and compassion at both individual and organisational level, to help support colleagues with caring responsibilities.

Armed Forces / Emergency Services

- i. Building community, recognition & belonging for our Armed Forces veterans
- ii. Implementing wellbeing check-ins with our veterans
- iii. Promote more mental health awareness, education and support for colleagues who have served in the Armed Forces.



“Act on feedback
given in this survey.”

– Survey respondent

What are our next steps?

Now that we have compiled the CT ED&I survey for 23/24, and outlined key findings and focus areas, the next step for us is to make sure that as an organisation, we listen to our people and proactively enforce them. Our timelines are as follows:

- | | | |
|----|--|--------------------------|
| 1. | From the time of publishing this report, to disseminate the document internally and externally, which will help us to be held accountable to the work that needs to be done. | ☐ |
| 2. | Give our people a three-month period to review the findings and see how each team, department and individuals can implement the actions. | ☐ |
| 3. | Following the three months, to hold regional meetings with managers, senior figures and execs, feeding back on point 2 with Corps Together, and our dedicated ED&I team. | ☐ |
| 4. | Hold quarterly reviews and undertaking any relevant data measurements that indicate improvements in various areas i.e. Compiling data statistics on any increases with women or other underrepresented groups applying to the workforce. | ☐ |
| 5. | Annual 12-month review in the 4th quarter | ☐ |
| 6. | After 24 months, to review the ED&I Action Plan, in line with the current and new ED&I survey for the corresponding year. i.e. CT ED&I Survey 23/24 and CT ED&I Survey 24/25. | ☐ |



Get in touch

If you have made it to the end of our CT ED&I 23/24 survey report, we would like to thank you for taking the time to come this far.

Whilst this is an internal piece of important work for our people, we hope that it can be as useful for whoever is reading this, whether you're in the Security sector, an ED&I professional or if you are simply a person who is keen to make change and wants to learn from us. The ED&I journey can often be a lonely one, especially where organisations can often be worried about doing the right thing, which can ultimately hinder taking any action at all.

In the words of Martin Luther King Jr,
**“you don’t have to see
the whole staircase,
just take the first step.”**

If you would like to chat to us and find out more, or if you would like to see how we can work together to improve ED&I in the Security sector, then please get in touch on corpstogether@corpssecurity.co.uk

Here you can share knowledge, experiences and new ideas freely. We welcome your input and look forward to changing the industry for the better, Corps Together.