

Unity Group Solutions Limited

Equality, Diversity and Inclusion Policy

Last updated: April 2026

1. Introduction and Purpose

Unity Group Solutions Limited is committed to promoting equality, diversity, and inclusion in every aspect of our work. We believe that a diverse and inclusive environment strengthens our organisation, enriches the services we deliver, and reflects the values we champion across the cyber security industry and beyond.

This policy sets out our commitment to providing equality and fairness to all employees, contractors, associates, clients, and stakeholders, and to creating a working environment that is free from discrimination, harassment, and victimisation.

Our Founder Lisa Ventura MBE FCIIS was awarded an MBE for services to cyber security and diversity, equity, belonging, and inclusion (DEIB), and this commitment to inclusion is embedded in the foundations of our organisation.

2. Scope

This policy applies to all individuals who work for or with Unity Group Solutions Limited, including:

- Employees, whether full-time, part-time, or temporary.
- Contractors, consultants, and freelancers engaged to deliver work on our behalf.
- Associates and partners who represent or work alongside us.
- Applicants for any role or engagement with our organisation.

This policy also informs how we engage with clients, suppliers, event attendees, and the wider cyber security community.

3. Our Commitments

Unity Group Solutions Limited is committed to:

- Treating all individuals with dignity, respect, and fairness, regardless of their background or characteristics.
- Creating an environment where everyone feels welcome, valued, and able to contribute their best work.
- Ensuring that no individual receives less favourable treatment on the grounds of any protected characteristic as defined by the Equality Act 2010.
- Actively promoting diversity and inclusion within our organisation, our client engagements, and the wider cyber security community.
- Championing neuroinclusion and ensuring that our services, training materials, and communications are designed to be accessible and effective for neurodivergent individuals.
- Challenging discrimination, harassment, and victimisation wherever we encounter it.
- Regularly reviewing our policies, practices, and behaviours to ensure they remain inclusive and equitable.

4. Protected Characteristics

Under the Equality Act 2010, it is unlawful to discriminate against anyone on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Unity Group Solutions Limited is committed to going beyond legal compliance. We actively seek to create an environment that celebrates difference and recognises the value that diverse perspectives bring to our work.

5. Neurodiversity and Neuroinclusion

We are particularly committed to championing neurodiversity and neuroinclusion. Through our work with Neuro Unity (neurounity.org.uk), we advocate for the rights and inclusion of neurodivergent individuals across the workplace and wider society.

We recognise that neurodivergent individuals, including those with autism, ADHD, dyslexia, dyspraxia, dyscalculia, and other neurological differences, bring distinctive strengths and perspectives to the workplace. We are committed to:

- Designing our training, communications, and services to be neuroinclusive by default.
- Making reasonable adjustments to support neurodivergent employees, contractors, and associates.
- Raising awareness of neurodiversity through our consultancy work, events, and community initiatives.
- Ensuring that our recruitment and engagement practices are free from unnecessary barriers that may disadvantage neurodivergent individuals.

6. Discrimination, Harassment and Victimisation

Unity Group Solutions Limited has zero tolerance for any form of discrimination, harassment, bullying, or victimisation. This includes:

- Direct discrimination: treating someone less favourably because of a protected characteristic.
- Indirect discrimination: applying a provision, criterion, or practice that puts individuals with a protected characteristic at a particular disadvantage.
- Harassment: unwanted conduct related to a protected characteristic that has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

- Victimisation: treating someone unfavourably because they have raised a complaint or supported someone else's complaint about discrimination or harassment.

7. Responsibilities

7.1 Leadership

The leadership of Unity Group Solutions Limited is responsible for setting the tone and direction for equality, diversity, and inclusion across the organisation. This includes ensuring that this policy is communicated, understood, and upheld in all aspects of our work.

7.2 All Team Members

Every individual who works for or with Unity Group Solutions Limited has a personal responsibility to:

- Treat others with dignity and respect.
- Not engage in or tolerate any form of discrimination, harassment, or victimisation.
- Report any concerns about discriminatory behaviour to the leadership team.
- Support and promote an inclusive working environment.

8. Training and Awareness

We are committed to providing training and raising awareness of equality, diversity, and inclusion among all individuals who work with us. This includes training on neurodiversity, unconscious bias, and inclusive communication practices.

9. Reporting Concerns

If you experience, witness, or become aware of any form of discrimination, harassment, or victimisation in connection with Unity Group Solutions Limited, we encourage you to raise the matter with us as soon as possible. All concerns will be taken seriously, treated confidentially, and investigated promptly and fairly.

Please contact us at hello@unitysolutions.org.uk to report any concerns.

10. Review

This policy will be reviewed annually, or sooner if required by changes in legislation or best practice, to ensure it remains effective and reflects our ongoing commitment to equality, diversity, and inclusion.