

## Challenges:

Veritech has focussed on improving communication and implementing Fairness, Inclusion, and Respect (FIR) principles in their efforts to create a more collaborative and supportive workplace. Veritech recognised the value and importance of improving cross-team communication in achieving their objectives and streamlining audits.

Having identified the challenges, Veritech focused on upskilling their managers to recognise and implement reasonable adjustments for colleagues, particularly those with non-visible disabilities. The organisation's leaders understood that taking proactive steps, not only allows every employee to perform at their best, but also supports their wellbeing and job satisfaction.

Through participation in the FIR Ambassadors Network, Veritech is now equipped to identify potential conflicts between project goals and employee wellbeing, enabling the organisation to take proactive measures to successfully deliver their projects and look after their employees.

In summary, Veritech's commitment to enhancing communication, inclusivity, and respect in the workplace has permitted a more positive and supportive environment for all employees. By addressing communication challenges, sharing informative resources, making reasonable adjustments, and upskilling managers, they aim to foster a culture where employees feel valued and engaged.

## Impact:

Veritech believes that prioritising mental health and wellbeing has helped the organisation attract and retain their employees. Commitment to addressing issues such as bullying, which can have severe psychological effects on employees, has seen tackling these issues treated as an integral part of the wellbeing commitment.

Through this focus on mental health initiatives, Veritech have observed a significant impact on employee retention and increased productivity. These measures have also been especially helpful in preventing absenteeism and presenteeism.

Veritech's participation in the FIR Programme has encouraged open communication and strengthened employee relationships. This approach has fostered an environment where employees feel more comfortable discussing their mental health concerns, thereby promoting wellbeing and reducing the associated stigma.

## Fact box



### Company

Veritech Systems Ltd

### No of employees

62

### Website

<https://veritech-security.com/>

### Main contact

Paul Oldridge – Managing Director

### Services

A Security provider based in the home counties and London, providing services to construction, commercial and private clients.

### About

Veritech Systems was formed in 2009 with the mission to safeguard commercial and construction sites. Since then, Veritech has branched out and opened their services to commercial properties too.



**Value gained:**

- Better workplace practices, such as promoting wellbeing, inclusivity, and open communication have likely contributed to increased employee engagement and job satisfaction. This has reduced recruitment and training costs, while maintaining a stable and experienced workforce.
- The focus on sustainable development reflects Veritech's commitment to environmental and social responsibility. Their improvements in technology, implementing FIR practices and employee wellbeing have contributed to increased capacity and the ability to serve a broader client base. This expansion has led to business growth and increased their revenue.
- Improved practices, better client relationships, and increased capacity have all contributed to Veritech's additional investments in development and sustainability plans.