

Case Study: Saxen Security LTD



Founded in 2012, the Saxen team came from a background in the security systems industry. With over 28 years of experience, the team built their expertise working with both local and national security companies and gaining experience in every aspect of security.

Initial Steps

Fair Work Ayrshire approached Saxen Security to undergo a Fair Work Assessment. The concept of Fair Work was explained and we discussed how implementing fair work could benefit the business.

Action Plan

Saxen Security's current practices were assessed against the Fair Work Convention's Framework to support the development of an action plan.

Support

Actions identified were to gain Real Living Wage accreditation, register for Disability Confident status and explore business support opportunities.

Good Practice

The business pays employees above the Real Living Wage, offers flexible working, supports local young people into Modern Apprenticeships and are now a Disability Confident Committed employer.

Real Living Wage Employer



Disability Confident



Flexible Working



Saxen Security: Employee Testimonials

"I feel like my voice is heard and no problem is too big or small to deal with."

Kieran Kelly, Engineer



"I feel Saxen Security is a great place to work as everyone has been very welcoming and it is a stress-free environment. I am learning lots through my training course, day to day duties and colleagues."

**Sarah Young, Administration
Modern Apprentice**

"The sense of pride when a job is completed and always being backed by Operations Manager is a good feeling".

Ethan Tasker, Engineer

"I found the the materials used and the assessment process were very straight forward. I feel as an employer paying the real living wage is important as I am a firm believer that work life balance is important and that all staff work to live and not live to work. I genuinely do think that people are the biggest assets to my organisation and I always try to do my best by staff, suppliers and customers".

John Barclay, Operations Director

