


Document ID: 28	POLICY	
Policy ID:	FAIRNESS, INCLUSION AND RESPECT (FIR) POLICY	

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Equality, Diversity and Inclusion (EDI) Commitment

1. Policy Statement

We are committed to promoting equality, diversity, inclusion, fairness, and respect in everything we do. We believe that diverse, complementary teams are the most effective way to achieve success for our people, our customers, and the communities we serve.

All employees, applicants, partners, and stakeholders will receive fair and equal treatment regardless of:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation


These are the **protected characteristics** under the Equality Act 2010, and we will go further by recognising intersectionality and the wider dimensions of diversity.

2. Purpose of This Policy

This policy sets out our approach to equal opportunities and to eliminating discrimination, harassment, victimisation, and bullying at work. It applies to all aspects of employment and engagement, including:

- Recruitment and selection
- Pay, benefits, and conditions of service
- Training, appraisal, and promotion
- Disciplinary and grievance procedures
- Termination of employment, including redundancy

It also applies to interactions with customers, suppliers, contractors, visitors, and communities where we operate.

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3. Who This Policy Applies To

This policy applies to:

- All employees, officers, and directors
- Consultants, agency workers, contractors, and subcontractors
- Volunteers, apprentices, and interns
- Any third party representing the company on our behalf

4. Responsibilities

- **The Board and Managing Directors** are accountable for ensuring this policy is implemented across the company.
- **HR** has overall responsibility for monitoring effectiveness and compliance.
- **Line Managers** must lead by example, apply the policy fairly, and support employees.
- **All employees and workers** are responsible for upholding this policy in their conduct, ensuring fairness, inclusion, and respect in all interactions.

5. What We Mean by Fairness, Inclusion and Respect (FIR)

Fairness, inclusion, and respect are embedded in our values and shape how we work:

- Creating inclusive environments that attract and retain people reflective of our communities.
- Being considerate of how others wish to be treated.
- Valuing colleagues' unique skills and experiences.
- Respecting differences and ensuring all can succeed regardless of background.
- Working together to improve the image of construction and make our industry a place where everyone feels welcome.

6. Discrimination – Definitions

DISCRIMINATION

You must not unlawfully discriminate against or harass other people including current and former employees, job applicants, clients, customers, suppliers and visitors. This applies in the workplace, outside the workplace (when dealing with customers, suppliers or other work-related contacts), and on work-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

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- (a) **Direct discrimination:** treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant because of their religious views or because they might be gay. Direct discrimination can include associative discrimination, where a person is treated less favourably because of their association with an individual with a Protected Characteristic, and perception discrimination, where a person is treated less favourably because of the mistaken belief that they possess a Protected Characteristic.
- (b) **Indirect discrimination:** a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.
- (c) **Harassment:** this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti-harassment and Bullying Policy.
- (d) **Victimisation:** retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so.
- (e) **Disability discrimination:** this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

7. Recruitment and Selection

- Recruitment, promotion, and redundancy selection will be based on merit against objective, non-discriminatory criteria.
- Shortlisting should involve more than one person where possible.
- Job adverts must avoid stereotypes and wording that may discourage applicants from underrepresented groups.
- Where appropriate, vacancies will be advertised to reach diverse audiences.
- Questions about pregnancy, family plans, health, or disability will not be asked before a conditional job offer.
- All right-to-work checks will comply with UK legislation, without assumptions based on nationality or appearance.

8. Training, Promotion and Development

- Training needs are identified through regular appraisals.
- Opportunities for learning, promotion, and development will be provided fairly and equally.
- Conditions of service, benefits, and facilities will be reviewed regularly to ensure equal access for all.

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9. Disabilities and Adjustments

- We encourage employees to disclose disabilities so that support and adjustments can be provided.
- We will make reasonable adjustments to remove or reduce disadvantage caused by disability.
- Our premises and practices will be monitored for accessibility and inclusivity.

10. Part-Time, Fixed-Term, and Flexible Work

- Staff on part-time or fixed-term contracts will be treated no less favourably than comparable full-time or permanent employees, unless objectively justified.
- Flexible working requests will be considered fairly in line with business needs.

11. Monitoring, Review, and Continuous Improvement

- Progress will be reviewed regularly through our **CORE SERVICES DEPARTMENT**, employee feedback, and customer engagement.
- HR will monitor equality data to identify trends, gaps, and opportunities for improvement.
- Our approach will be updated to reflect best practice, industry standards, and legislative change.


12. Reporting and Breaches

- Complaints of discrimination, harassment, or victimisation should be raised via the Grievance Procedure or Anti-Harassment and Bullying Policy.
- All complaints will be treated seriously, confidentially, and investigated fairly.
- Employees must not victimise anyone who raises a concern.
- Serious breaches of this policy may constitute **gross misconduct** and result in dismissal.

13. Our Wider Commitment to Social Value and Legacy

Beyond legal compliance, we commit to:

- Supporting customer and supply chain EDI agendas.
 - Encouraging our supply chain to adopt diversity and FIR standards.
 - Prioritising local recruitment and apprenticeships to strengthen communities.
 - Embedding sustainability and social responsibility into every project to leave a positive legacy.
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14. Policy Governance

This policy will be:

- **Approved by the Board** and signed off by our Managing Director.
- **Reviewed annually** by HR and the Core Services Department.
- **Communicated to all employees and stakeholders** and made available on our intranet and site noticeboards.

SIGNED BY



BEN TOMKINSON
MANAGING DIRECTOR
DATE: 09/06/2026