

Disability Confident Action Plan

JANUARY 2025



Wates 

OUR APPROACH: BUILDING A FAIR WORKPLACE FOR ALL



Fair Treatment

Everyone is treated with fairness and respect. If someone finds themselves being treated unfairly, they will feel able to speak up, will be listened to, and appropriate action taken.

Fair Opportunities

Everyone has fair access to development and progression opportunities to build a meaningful career of choice. There is equity in pay for all.

Fair Hiring

We hire the best person for the job from a diverse pool of candidates. We actively challenge and ultimately eliminate perceptions that prevent any prospective talent from joining our business.

2025: Disability Confident Action Plan

FAIR TREATMENT

Identify where new policies or significant changes are needed, ensuring colleagues experience fair treatment across the organisation.

Communicate our revised people policies and processes so colleagues know exactly how to access the help they need, when they need it.

FAIR OPPORTUNITIES

Deliver targeted mobility, mentoring and coaching programmes for colleagues that enable fair access to career building opportunities available across the Group.

Equip managers through mentoring, and coaching programmes to actively support all colleagues by creating fair and transparent access to career-building opportunities

FAIR HIRING

Support new hires, especially from minority communities, in building their network within 90 days of joining that enables retention.

Attract untapped talent pools into Wates through partnership with specialists like Evenbreak and Leonard Cheshire, Change 100 programme.

Underpinned by employee network activities

Check-in and Chats

Maintain up to date resource hub

Provide colleague education on disabilities, long term physical and mental health conditions

The benefits of our strategy

With 16-million disabled people in the UK, only 1-in-4 people is in work. 83% of disabled people acquire their disability in their lifetime, yet the employment rate of disabled workers is 53%, compared to 83% for non-disabled workers. According to the DWP, disabled people make up about 5% of the construction workforce, (Wates disabled workforce is 4%). As the population lives longer, more people will develop disabilities. Although the largest global 'minority' group, organisations do not target the disabled talent pool. By employing disabled workers, we gain an insight into creating environments that work for everybody.

Align with the governments agenda by enabling disabled colleagues access to fulfilling work

Attract and retain top talent by nurturing a culture where colleagues know that "We care"

Enable everyone to perform by ensuring policies and processes removing for disabled colleagues

Create an environment where disabled colleagues can thrive

Become recognised as Disability Confident Leaders within the industry and beyond

 **Reimagining places for people to thrive.**

 Wates

Our goals explained

Ensure parity of experiences between disabled and non-disabled colleagues.

Parity can be enhanced through team innovation to create exceptional working environments. This is supported by comprehensive policies and procedures, as well as promoting support services and educational resources that support disabled colleagues in the workplace.

This will be measured by monitoring:

- Workplace adjustments requested and time to implement
- Sickness and absence rates for disabled people
- Progression and pay of disabled colleagues
- Employee engagement and wellbeing scores
- Membership of Disabled & Allies employee network

Goals

Improve EI and EWI scores for disabled colleagues, so their experiences are parable with non-disabled colleagues

Implement policies and processes and use of Microlink to improve the time taken to access workplace adjustments

Be an employer of choice for disabled talent looking for a career in the Construction and built environment industry

2025 Actions

- Enhanced processes: Ensure the process to request and implement workplace adjustments is clear and timely.
- Promote support services: Regularly highlight and promote available support services to ensure line managers and colleagues are aware what support is available and their role in implementing support.
- Elevate awareness and education: Ensure resources and education is available at point of need and opportunities to share best practice are created.
- Ensure compliance: Ensure a consistent approach to evaluation and access to workplace adjustments.
- Elevate awareness of Disabled & Allies network: Support colleagues in feeling a sense of belonging and finding a supportive community.
- Promote flexible working policy to enable colleagues to manage symptoms of their disability.

Targets

Year on year improvement in EI and EWI index score of employee survey (EI+70% / EWI +50%)

Parity in recruitment and attrition of disabled colleagues and non-disabled colleagues

Maintain parity in pay and progression of disabled colleagues and non-disabled colleagues

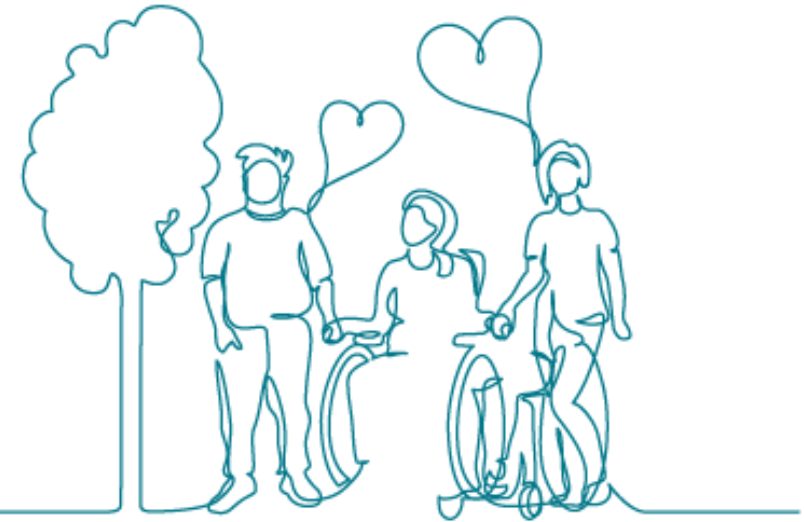


The role of Disabled & Allies employee network

The Disabled & Allies networks seeks to improve the experiences of colleagues with disability at Wates, through the education of colleagues and the provision of practical and connected support.

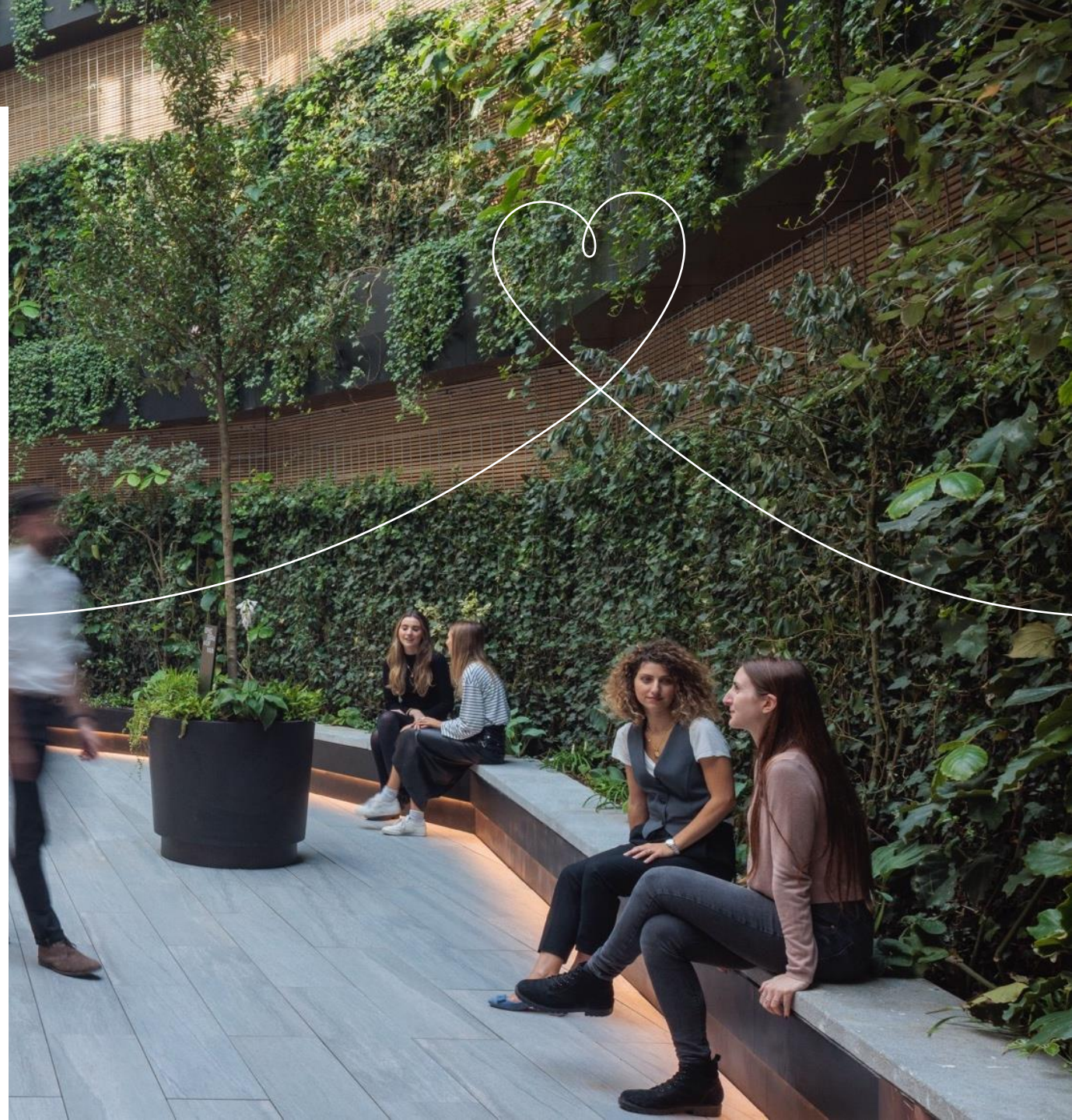
Network objectives:

1. increase awareness of different types of disability and how it affects colleagues at work to make it easier to disclose and talk about.
2. Remove the real or perceived barriers for people with a disability to allow them to fulfil their potential.
3. Make resources more available and identify new ones so that all colleagues feel fully informed and aware of the support available to them.
4. Support group functions in ensuring internal policies and procedures are inclusive for colleagues with a disability
5. Promote Wates positive attitude to disability and the positive experiences colleagues have both internally and externally



Wates will:

- Foster a culture where everyone feels empowered to be open and honest about the adjustments they need.
- Ensure every line manager is equipped to provide the best support for their team.
- Work with external partners to identify and provide the right solutions.
- Lead the industry to help create accessible workplaces for everyone.



Disability data

Colleagues who have a disability, physical or mental health condition, tell us:

87% Would recommend Wates as a good place to work

56% Feel positive about working at Wates

89% Feel they can be themselves at work

52% Say work has impacted their overall wellbeing (both physically and mentally)

68% Feel supported by their line manager

60% Feel part of a supportive team / community / network at work

94% Positively rate our safety performance

51% Feel the physical environment supports their mental health

94% Are generally happy at work in the last month

51% Have been anxious on multiple occasions in the last month

Thriving people

