

Reporting on Disability

JANUARY 2025



Wates 

Reporting on Disability

Since we launched Wates Together in 2019, every small act of inclusion we have taken has helped us build a more inclusive workplace that is more representative of the communities we serve. We believe that actions speak louder than words, so Wates focused on initiatives that make a difference to all, like implementing flexible working principles, workplace reasonable adjustments policy, making changes to our sickness and absence policy.

Since 2019, we have seen an increase in disability declaration from 0.9% in 2019 to 4% in 2024. While we're proud to see the representation on disabled colleagues is improving across our business, we acknowledge there is still some way to go to, we believe that a transparent approach to the figures across disability and our continued effort to drive equality, increase disclosure and attract more disabled talent.



Recruitment

We are a Disability Confident Employer and use our website careers page to signpost disabled applicants to resources to support their application and information about the 'Offer an Interview' scheme. We advertised all roles with our disability partner, Evenbreak and we monitor the applications received through their website. Wates asks applicants asked 'Do you identify as having a disability or long term physical or mental health condition'. This allows us to monitor the number of applicants with a disability through the recruitment process and onboarding.

In 2024:

4%

Of applicants declared a disability at application stage

4%

Of new joiners declared a disability at onboarding

Although we recognised there is still work to do to attract disabled talent, we are pleased to see that the recruitment process does not exclude disabled people.

We are creating a culture where everyone has the opportunity to succeed. We actively challenge narratives and perceptions that discourage prospective talent from considering a career in our industry, ensuring that talent from all backgrounds see a future here.

Wates has been working with Leonard Cheshire since 2022 to support The Change 100 internship programme, which connects university students and graduates living with disabilities or long-term conditions to progressive employers.

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Change 100 interns have gone on to gain employment at Wates.

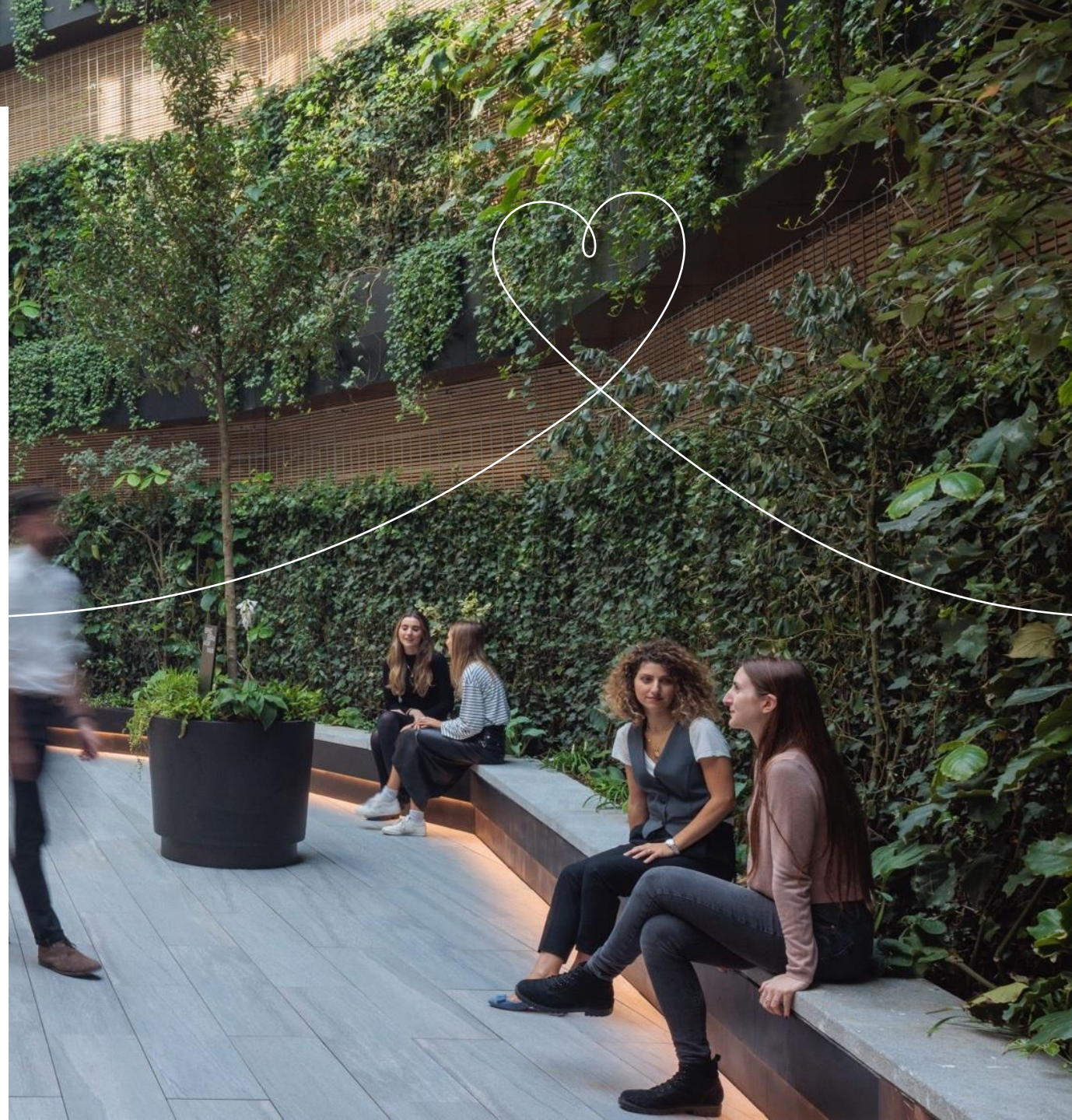


Support for colleagues with a disability:

Wates 'Reasonable workplace adjustment' policy aims to make it easier for colleagues to ask and receive the support they need to be their best and do their best work, helping us create a fair, inclusive culture with access to equitable opportunities for everyone.

Our workplace adjustments policy is based on the principles of:

- Trust
- Empowerment
- Support
- Assessments
- Costs
- Timely
- Mutual fairness and respect



The role of employee networks

At Wates, our goal is to be an organisation where everyone loves to work, a company where we look out for each other, and a safe space where everyone can be themselves. All six of our employee networks are voluntary, employee driven and empowered to help drive Wates business goals by ensuring a diverse range of voices are represented and heard.

Disabled & Allies

Our Disabled & Allies network was launched in 2022 and seeks to improve the experiences of colleagues with a disability at Wates, through the education of colleagues on the provision of practical and connected support. The network objectives are to:

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

Mental Health & Allies

In January 2024 we launched our sixth employee led 'inclusion network', based on the subject of mental health. Our vision for the Mental Health and Allies network is to create a fully inclusive and supportive culture across Wates where mental health is valued and prioritised and where the well-being and resilience of everyone is enhanced. Our mission is to normalise the topic of mental health across Wates, whilst empowering colleagues to lead in the promotion of mental health and to feel safe to discuss their experiences and seek support. The network objectives are to:

- Create a supportive culture, provide a safe and confidential space for employees to talk and signpost people to support, processes and resources that will enhance well-being.
- Promote mental health awareness, develop and implement campaigns and initiatives to reduce stigma, encourage open conversations and ensure accessibility and inclusivity of mental health resources for all colleagues within Wates.

Progression and Pay

We are committed to making learning and development accessible to everyone. We believe that all individuals should have equal access to opportunities. Our goal is to create an inclusive learning environment that is accessible and meets the diverse needs of all our colleagues.

In 2024:

4%

Of disabled colleagues who have completed management and leadership development programmes

5%

Of disabled colleagues gained a promotion where they increased their grade

4%

Of disabled colleagues received an in- grade promotion



Employee engagement scores

All colleagues are asked to complete our anonymous Inpulse engagement survey every year. In 2024 we had a 69% engagement rate with over 3,000 employees completing the survey. In previous surveys we saw an upward trend in colleagues declaring disability;

Engagement index was up 19% and Emotional Wellbeing Index was up 11% until February 2024.

Disabled colleague experience does vary across the organisation however, the overarching theme of downward direction of positive results in both engagement index and emotional well-being index is consistent in both disabled and non-disabled colleagues.

February 2024	Engagement Index	Employee Wellbeing Index
Disabled colleagues	64%	45%
Non-disabled colleagues	73%	50%



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

