

# EQUALITY, DIVERSITY & INCLUSION STRATEGY

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**Everyone is welcome**



A stylized graphic of a person's head and shoulders. The person has long, wavy hair in shades of pink and red. The face is a bright yellow shape with a simple orange smile. The person is wearing a blue collared shirt. Overlaid on the face is the text 'WHAT IS IT?' in large, bold, blue capital letters.

# WHAT IS IT?

Equality is all about creating a fair workplace society, where everyone has the same opportunities to fulfil their potential. Diversity means embracing the different identities, knowledge, skills, ideas and experiences that we all bring to work. Inclusion means creating an environment where everyone feels respected, welcomed and valued – where they can be themselves and contribute fully.



When people from diverse groups are involved and encouraged to shape and create our business, they bring different perspectives and skills that improve our services, strengthen our business and create a better working environment for everyone.

By embracing equality, diversity and inclusion, we create a happier, healthier and more productive workplace. We strengthen our business performance through greater creativity in our decision-making. We also increase the diversity of our stakeholders, customers and clients by ensuring we remain relevant and represent the communities we work with and alongside.



# OUR VISION

Our vision is deliberately ambitious – we want to do more than simply meet our legal obligations. We aim to create a fair, accessible, diverse and inclusive working environment, while acknowledging the challenges our sector has traditionally faced in achieving this. We want to build a workplace culture in which all our people can be themselves at work – enabling them to thrive, add value and feel valued.

That's why we have made these three commitments:

## **EQUALITY**

we will ensure fair and equitable access to all our opportunities.

## **DIVERSITY**

we will recognise and embrace difference, within our workforce and in the organisations we work alongside.

## **INCLUSION**

we will welcome and celebrate diversity, and create an environment where everyone can develop their talents, prosper and succeed.



# HOW TO ACHIEVE IT?

To help us achieve our vision for equality, diversity and inclusion, we have identified **five strategic priorities** for the business. Your individual commitment is vital to the success of our approach. Everyone has a role to play in building a fair, open and welcoming work environment. In the next few pages, we will outline each of our priorities and what they mean for you.

## PRIORITY #1

# INCLUSIVE CULTURE AND LEADERSHIP

**We will be led by diverse, inclusive and effective leaders who embrace the challenge of increasing diversity and the contribution this will make to our success.**

We will address under-representation in our leadership team, and provide learning and development opportunities to support more inclusive leadership practices and decision-making. The result will be greater diversity across our boards and management teams, and much more visible support for equality, diversity and inclusion. Employee networks will ensure diverse voices are represented and heard, helping to shape our business as we grow.

## PRIORITY #2

# INCREASING OUR DIVERSITY

**We will become more relevant to more people and be considered an employer of choice in our sector, by adapting our recruitment processes to attract a diverse talent pool.**

We will increase opportunities for everyone and reduce barriers to entry into our business. A best-practice recruitment guide will ensure we address unconscious bias and promote equality, so that we have more diverse shortlists for every employment opportunity. Training and apprenticeship programmes will also target under-represented groups. We will continuously monitor diversity among employees and in organisations in our supply chain.

### **PRIORITY #3**

## **ACCESS AND ENGAGEMENT**

**We will promote a culture where difference is celebrated and where everyone can contribute, be themselves, be respected and fulfil their potential.**

We will appoint more equality, diversity and inclusion champions to join our Diversity and Inclusion Steering Group. We will further develop flexible and inclusive workplace policies, and provide learning and development opportunities for everyone. Employees will be encouraged to participate in community and cultural events throughout the year. We will ensure everyone truly believes in the importance of equality, diversity and inclusion for the future success of our business.

### **PRIORITY #4**

## **SUCCESS, PROGRESSION AND DEVELOPMENT**

**We will ensure that all our people have the opportunity to develop and progress in their careers, recognising that this doesn't always mean promotion or a new role.**

We will create a clearer pathway for career progression and development. Everyone will have a personal development plan and will be able to talk to senior leaders about their career goals and ambitions. Everyone will have objectives that are fair, inclusive and consistent, so that performance can be measured fairly and objectively. Promotions and career successes will be celebrated widely.

## PRIORITY #5

# OUR COMMUNITIES AND STAKEHOLDERS

**We will ensure that our commitment extends beyond our internal environment and into the communities in which we live and work.**

All Henry Boot subsidiaries will be encouraged to make our offices, sites and depots welcoming and accessible for everyone. We will share successful community engagement projects and resources, to help inspire people from all backgrounds to connect and engage with our sector. We will partner with likeminded businesses, charity and education partners to break down the barriers to our business and industry. We want to become the champions for equality, diversity and inclusion in our industry, and to share the benefits of our experience with others.

Your involvement and your commitment to our equality, diversity and inclusion priorities are vital to their success. The success of this Strategy will depend on everyone playing a role and adapting to new ideas, approaches and processes.

Please speak to your line manager or the HR Team if you have any concerns, ideas or suggestions about any aspect of working life at Henry Boot.

We're here to listen. We want to know about anything that is affecting you or your colleagues, whether personally or professionally. Please tell us about anything that may be preventing you or others from contributing fully or achieving your true potential at work.

However insignificant it may seem; we want to hear about it – in complete confidence.



# OVER TO YOU



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