

1) CREATING A MORE DIVERSE WORKFORCE

We will take action to make our employee experience inclusive so all employees are valued, accepted and can thrive at work regardless of background and circumstance.

We will do this by taking actions such as:

- improvement on annual social value report metrics
- zero tolerance of bullying and harassment, which will be monitored as part of exit interviews or otherwise reported
- aiming to have gender balanced interview panels
- introducing further monitoring of diversity including gender identity, economic background and NEETs.
- collection of diverse views from staff relating to wellbeing and engagement via staff surveys and exit interviews

2) CHAMPIONING AWARENESS OF EDI

Our leaders will lead by example - promoting and developing a culture of inclusive behaviour

We will measure our success through actions such as:

- completion of mandatory EDI training by all staff via our Astute training system
- appointing an HR Manager to assist the leadership team in reviewing policies and embedding EDI in people policies and practices
- facilitating an open culture, where feedback can be readily given

3) REFLECTING THE DIVERSITY OF THE COMMUNITIES WE WORK WITH AND FOR

We will take positive action to promote the diversity of the talent pool to reflect the communities in which we are based and which we serve

We will do this by taking actions such as:

- championing EDI through groups such as Bristol Property Inclusion charter

- reviewing website and job advertisements to ensure they are inclusive and diverse groups are represented
- promoting women in engineering through memberships of groups such as Women in Property, celebrating International Women's Day, and promoting women's only networking events.
- advertising with local organisations
- maintaining disability confident commitment
- offering work experience and placement opportunities to local young people
- encouraging staff to become STEM ambassadors and allowing employees paid time off to undertake STEM activities in local schools or colleges
- encouraging our staff to volunteer and be active and add value to their communities