



wates  
living space

Carla White  
Wates Living Space

# Equality & Diversity



Above all, it's about people

# Introduction

- Who are Wates?
- Training and Development
- Opportunity for All
- Equality & Diversity beyond Wates
- Partnerships
- Events



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# Wates Living Space

- Part of the Wates Group
- 113 year old **family business**
- Above all, it's about **people**
- Award **winning** company
- Work with social housing providers throughout the UK
- Build/ refurbish **26,000 homes** per year
- Focussed on **community legacies**



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# Training & Development

- **We promote the industry and challenge misrepresentation**
  - » Construction Ambassadors
  - » Work Inspiration Champions
- **External benchmarked**
  - » IIP
  - » National Council for Work Experience Quality Mark
  - » Committed to Equality
- **Top 100 companies to work for**
- **Our staff shape our policies**
  - » High Engagement of 93% and 100% commitment to success
  - » Personal Development Reviews / Training Plans
  - » Above average figures
    - ◇ 24% female employees
    - ◇ 12% BME employees

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The background of the slide features a faded image of construction workers wearing yellow safety vests and hard hats. The text 'O4A' is prominently displayed in a large, bold, teal font, with 'is Opportunity for All' written below it in a smaller, teal font. The right side of the slide is a solid teal vertical bar, and the bottom is a solid black bar containing the slogan.

# O4A

is Opportunity for All

- Launch of Z cards to all staff
- Our commitment to equality and diversity
- Fairness and Respect
- Zero tolerance on bullying and harassment
- Investment in people to achieve full potential

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# E & D

beyond Wates

- **Working in communities**

- » TPAS accredited for Resident Involvement

- **Building Futures**

- » Target Local Long term unemployed
- » 65% success rate in North West

# Partnerships

- **Centre for Construction Innovation**
  - » Women In Construction Action Network
  - » Women & Work Sector Pathways Initiative
- **North West Employers Forum for Equality and Diversity**
- **Business In the Community**
  - » Action on Homelessness
  - » Research Project and toolkit
- **Education Business Solutions**

# Events

- **Women In Construction Events**
  - » Manchester
  - » Bradford
- **Headline sponsor of Women In Construction**
- **Founder member of Women In Social Housing**
- **Mentors**
  - » Women
  - » BME community
  - » Homelessness

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# Thank you



Above all, it's about people