

# Diversity and Equal Opportunities Policy

Diversity refers to the broad range of visible and non-visible differences that characterise people. Some of these qualities include gender, race, colour, nationality, ethnic origin, religion/belief, age, marital status, sexual orientation, political belief, disability, and irrelevant offending background.

Equal Opportunities refer to the elimination of unlawful and unfair discrimination against any group, e.g. people from ethnic minorities, women and people with disabilities.

By understanding, respecting and embracing difference, we not only increase diversity within the workforce and maximise our opportunities to learn from a wider range of people, but also create a more inclusive and open roofing sector.

This Policy applies to all 'Direct Contacts' with LRWA including and not exclusive of; members, people going through training, freelancers working on behalf of LRWA, directors and board members.

## LRWA Vision & Policy

LRWA will operate in line with good practice in terms of Equal Opportunities and Human Resources and the organisation is committed to be an exemplar trade association within the construction industry. This Diversity and Equal Opportunities Policy is designed to underpin and reinforce this aim.

LRWA recognises the real business benefits of having consultants and learners from diverse backgrounds. It is committed to creating a culture in which diversity and equal opportunities are actively promoted, and in which unlawful or unfair discrimination by act or inference is not tolerated. LRWA believes that the goals and values set out in its Business Plan will best be achieved if, where possible, we recruit consultants and learners at all levels of responsibility to reflect the multicultural communities served and worked in. Achieving this vision will also be enabled by fully using the talents and resources of all within LRWA.

## Policy

The Diversity and Equal Opportunities Policy aims to ensure that no direct contact, customer, learner or those contracted to work for LRWA receives less favourable treatment than any other on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or gender or irrelevant offending background. No learner, direct contact, customer or those contracted to work for the LRWA should be disadvantaged by conditions or requirements which cannot be shown to be justified.

### Aims of the Policy & Underpinning Principles

The aim of this policy is to ensure that in carrying out its activities LRWA will have due regard to:

- Promoting equality of opportunity, across all the activities and functions
- Promoting good relations between people of a diverse background
- Eliminating unlawful discrimination

This policy is guided by the following principles:

- Consultants, members, learners and those contracted to work for LRWA should reflect the qualified resource from which they are drawn
- Consultants, members, learners and those contracted to work for LRWA have learning and working environments that are accessible, comfortable and conducive to learning and working
- Consultants, members, learners and those contracted to work for LRWA should enjoy a safe environment free from discrimination, harassment, bullying and unfair treatment
- Consultants, members, learners, customers and those contracted to work for LRWA should have equal access to services that are made available by the LRWA and its contractors
- All consultants and those contracted to work for LRWA should have equal access to opportunities for personal and professional development, career progression and promotion opportunities
- Positive action initiatives have an important role to play in addressing under - representation and we will adopt such initiatives where appropriate
- All consultants, those contracted to work for LRWA, members, learners, customers and relevant stakeholders have the right to be consulted about the LRWA equality and diversity policies, procedures, and practices
- LRWA has a grievance procedure for consultants, those contracted to work for LRWA, members, learners, customers and relevant stakeholders which will apply to any contravention of this policy

This policy will be made available to all consultants, those contracted to work for LRWA, members, learners, customers and relevant stakeholders. It will be referred to in all relevant documents. In addition, the LRWA will ensure that all applicants for employment and training are made aware of this policy. This policy will also be made available to the communities we serve.

To ensure the continued relevance and effectiveness this Policy, both its content and implementation will be reviewed each year. As a matter of best practice, we will also seek the advice of the Equality and Human Rights Commission when reviewing this policy.

LRWA will expect the wider partnership of organisations that engage with LRWA to demonstrate their own commitment to Equal Opportunities through their organisational policy, or to adopt these standards.

### Policy Objective

LRWA supports and equips partners, direct contacts and other stakeholders to promote equality and diversity and to respect the rights and contributions of others. LRWA will ensure all partners, stakeholders and consultants have access to the relevant policies and procedures and will strive to be an association that will ensure all consultants have the correct information and training to do their job. Consultants will be provided with appropriate training to ensure the effective implementation of this policy. The LRWA will treat consultants fairly in all parts of the terms under their Service Level Agreement, i.e. training, transfers, pay and benefits and leavers.

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### LRWA Responsibilities

- To understand this policy and work in a manner that reflects the equality and diversity culture
- To make certain that consultants or those contracted to work for LRWA and those that report to them are aware of this policy and its obligations

### Direct Contacts and Consultants Contracted to LRWA Responsibilities

To behave in a manner which reflects the equality and diversity culture, and to keep this policy when carrying out their work.

### Human Resources Responsibilities

- To develop and support policies and practices, which support and advance an equality and diverse culture
- To monitor progress towards equality and diversity, identify issues and drive actions to ensure all are treated fairly and with dignity and respect
- To work with all within this organisation to achieve the LRWA aims.