

Inclusion Policy

Almost everyone in the UK will benefit from one of Amey's services today and we work hard to make sure that all of our services are representative of and inclusive for the wide range of people that live, work and travel in the communities we serve.

We commit to fairness, respect and equity of opportunity for everyone who works for us, from our recruitment and selection processes, throughout the employment lifecycle from onboarding to exit including reward and recognition, training and development, appraisal and promotion.

Making this happen is the responsibility of everyone who works for Amey.

Purpose

Successful implementation of this policy will result in:

- Assurance of compliance with all Equality legislation
- Improved employee satisfaction levels
- Continual improvement of inclusion related KPIs
- Enhanced growth and work winning

Principles

We comply with Equality Act 2010, the Public Sector Equality Duty and all UK Equality legislation.

We commit to providing fair treatment for everyone who works for us or who is affected by the works we carry out, regardless of any protected or non-protected characteristics which may disadvantage them. We provide reasonable adjustments and offer practical support to all those requiring it. (For a list of sample characteristics this may include, please refer to the accompanying guidance document).

We promote an inclusive environment, operating a zero-tolerance approach to discrimination, harassment and victimisation promoting a call it out culture in which all employees are encouraged to report any such incidents. Amey will take appropriate action against any employee or person contracted to Amey who breaches this policy under the terms of the Disciplinary Policy.

We commit to providing adequate resources to ensure the delivery of this policy and all associated processes, procedures and plans.

Responsibilities

Corporate Governance

Responsibility for the creation and implementation and monitoring of an effective Inclusion policy, strategy and plans rests with the Chief Executive Officer (CEO). It is the responsibility of the CEO to ensure the provision of adequate resources to deliver the requirements of this policy and all associated processes.

The CEO has nominated the Group People Director to act on their behalf to monitor the implementation of this policy throughout the whole of the Amey Group. The Amey Group Board will receive regular reports from the Group People Director.

Business Units

Each business shall implement this policy and the associated group strategy in addition to developing business unit specific plans to embed an integrated inclusive culture throughout Amey. Regular reports from the Business Units will be provided to the Group People Director.

Line Managers

All line managers must ensure that they act in accordance with the requirements of this policy. Line managers must also ensure that their teams are aware of and understand the requirements of this policy. They will familiarise themselves with and ensure adherence with supporting policies and procedures relating to inclusion within the business and will ensure all team members are actively encouraged to complete any Company training available on related topics. They will address inappropriate behaviour, including harassment or bullying, within their teams promptly and fairly, in accordance with the appropriate Amey supporting processes.

Employees

All employees will act in accordance with this policy and with respect for other at all times. They will participate in appropriate inclusion training and champion an integrated inclusive culture at all times.

All employees will be expected to challenge unacceptable behaviours and create a safe place for themselves, their colleagues and anyone affected by our works.

Monitoring and Review

We will monitor the effectiveness of the policy to ensure we are achieving stated outcomes through review of diversity and engagement data and consultation with appropriate employee and trade union representatives.

Formal review of the policy will take place annually unless there is a significant change in legislation, governance or working practices.



Andy Milner

Chief Executive

September 2023

Revision status

REVISION	DATE	AMENDMENT	CONTENT OWNER	MANDATED BY
5	07/09/09	Consolidation of previous E&D policies	HRD - Diversity	Group HRD
6	18/11/10	Incorporated new Equality Act 2010 including updating definitions of protected characteristics and discrimination.	M Cadger	M Bradshaw
7	11/08/11	Amendments to reflect phasing out of default retirement age and inclusion of ref to EHRC codes of practice	L Maher	V Hughes D'Aeth
8	01/11/11	Reformatting of contents and addition of Public Sector Equality Duty.	L Maher	V Hughes D'Aeth
8.1	17/05/12	Updating endorsement by CEO	L Maher	V Hughes D'Aeth
8.2	01/01/13	Update to reflect current arrangements for corporate training and removal of reference to age retirement	R Inwood	V Hughes D'Aeth
8.3	01/10/13	Re-formatted to new branding	R Inwood	V Hughes D'Aeth
8.4	23/12/13	New Doc Ref	R Inwood	V Hughes D'Aeth
9	04/04/16	Re-written to reflect expectations upon all Amey employees and contractors	C Taylor	Jenny Hinde
9.1	11/09/17	Additional wording to ensure compliance with all UK legislation	C Taylor	Jenny Hinde
10	23/06/2020	Policy Review	C Elderfield/N Hill	Michael Burgess
10.1	23/06/2021	Annual Review	C Elderfield/N Hill	Michael Burgess
10.2	23/06/2022	Annual Review	C Elderfield/N Hill	Michael Burgess
10.3	23/06/2023	Annual Review	L Watmough	Michael Burgess
10.4	18/09/2023	Policy Review	L Watmough	Michael Burgess

