

Race Relations Policy

As required by the Race Relations (Amendment) Act 2000 and our commitment to diversity and inclusion, Watkin Jones Group will aim to promote equality of opportunity and promote positive working climate to ensure good relations between people of different racial groups.

In order to promote race equality Watkin Jones will;

Staff Development & Training

- Encourage and promote training, staff development and work experience programmes amongst all ethnic minority groups.
- Give Racial Equality Training to all staff as part of the induction process.
- Monitor the career development of ethnic minority staff.

Redundancy & Redeployment

- Continually review policies and put improvement procedures in place to ensure equal treatment for all racial groups in the event of redundancy and redeployment.

Promotion & Career Development

An ongoing process to;

- Offer staff from all racial groups equal opportunity for promotion and career development within the terms of their employment and on the basis of their relevant qualifications and abilities.
- Aim to remove barriers that would jeopardise the prospect of promotion and career development of staff from any racial group.

The Wider Community

- Ensure all corporate information or publicity demonstrates positive images of all racial groups.
- Consider the use of suppliers and subcontractors with an active Equal Opportunities Policy that includes a separate racial equality policy.
- Ensure that collaboration and partnerships are only with appropriate organisations offering race equality policies and procedures





Monitoring and facilitating this policy will be the responsibility of the Human Resources Department. This policy will be reviewed on an annual basis

Revised 2018

