

“This is another brilliant example that demonstrates how our efforts to drive inclusion are being recognised. The audit process isn’t by any means a quick win – we had to put a lot of work in to get where we are – including active participation and collaboration across all departments, as well as embedding meaningful and inclusive practices.”

Katie Barrett, inclusion and belonging manager

People

Our People

Clear Assured Gold

Following on from achieving a silver Clear Assured accreditation in January 2022, we have now reached gold status for our work throughout 2022 and into the start of 2023. Clear Assured is an independent inclusion and diversity assessment company providing accreditation and support to companies.

Our gold status reflects our continued efforts and progress since achieving the silver award in January 2022. It also serves as a testament to our commitment to building a truly inclusive environment through both policies and actions.

The accreditation assessment included a review of our company data and statistics, as well as our recruitment practices, policies, guidance and training. Some of the actions we have taken to achieve gold status are:

- Ensuring that more than 700 colleagues in executive and leadership level roles undertook inclusive leadership upskilling with our ‘leading inclusion in Tarmac’ training last year
- Creating a gender identity policy, which we are aiming to launch in 2023
- Achieving a ‘Disability Confident Employer’ – Level 2 accreditation.



Louise Houston, head of inclusion and diversity, said: *“We are delighted to achieve the gold Clear Assured status following a conscious decision to focus on becoming a more inclusive business.”*

“Inclusion practices are crucial for creating a diverse and supportive workplace culture. The Clear Assured audit process helps us identify areas where we can improve our inclusion practices and ensure that all colleagues feel valued and supported.”

“Embedding inclusion practices into the fabric of Tarmac can only have a positive impact on colleague morale, retention, and productivity. It will also help attract a more diverse range of talent to the business.”