

**“We are thrilled to be working with Scope. We are keen to attract talented people into our business and we are excited to see the benefits a diverse workforce brings. We are passionate about creating opportunities for all and we are working hard to ensure our business makes the adjustments needed so we are accessible for all.”**

Louise Houston, head of inclusion and diversity at Tarmac

# People

## Our People

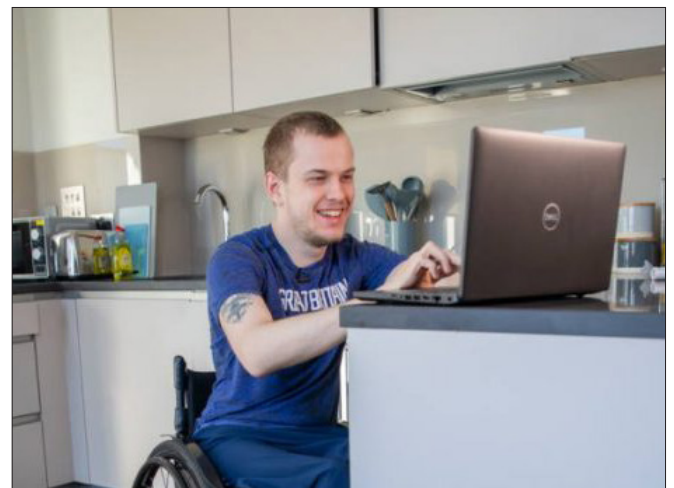
### Tarmac and Scope partnership set to increase opportunities for people with disabilities

In 2022 Tarmac partnered up with Scope to promote careers in construction to people who are neurodiverse or have a visible or non-visible physical disability. The partnership was the first of its kind between the disability equality charity and a construction company, and forms part of both businesses' overarching inclusion and diversity commitments.

So far, Scope has advertised 15 opportunities for jobs at Tarmac to give more people with disabilities the chance to use their talents in the construction industry. The roles include higher apprentices in logistics and operations; graduates for IT and finance; and trainee positions as fitters, engineers, operatives and data analysts.

Tarmac has also been working with Scope's job coaches to develop their understanding of the diverse range of roles that people can expect to be employed in at the company.

The idea for the partnership came from James Freeman, a paralympic athlete and inclusion and diversity intern at Tarmac, who has used Scope's services in the past. James said: *“I had a lot of support and encouragement from Scope and I would like to help other people who are in a similar position as I was and need a little bit of help to move forward.”*



Guy Chaudoir, employment team manager at Scope, said: *“We welcome this partnership with Tarmac. People who are neurodiverse or have a visible or non-visible physical disability are being recognised by society for who they are: talented individuals who can make a real difference in the workplace.”*

*“Tarmac's employee communities are opening doors to wider understanding and acceptance across the company and there are many more opportunities for us to explore together in future. Advertising jobs through Scope is just the beginning.”*

Scope is the disability equality charity in England and Wales, providing practical advice and emotional support. Scope supports disabled people into and staying in the workplace and uses its collective power to change attitudes and end injustice, while campaigning relentlessly to create a fairer society.