

EMCOR UK recognised as a disability confident employer

3 years ago



EMCOR UK, a leading provider of facilities, asset and workplace management services, is proud to announce that it is a Disability Confident Employer and has achieved 'Employer' status.

The Government's Disability Confident scheme supports employers to maximise the conditions and talents of people with disabilities. Disability Confident employers are:

- Challenging attitudes toward disability
- Increasing understanding of disability
- Removing barriers for disabled people and those with long-term health conditions
- Minimising the disability employment gap by ensuring that all employees can maximise their potential and realise their aspirations.

The Scheme has three defined levels and a detailed set of criteria must be completed before moving to the next level. Disability Confident Employer is the second of these levels and requires commitment from a senior director, followed by a full internal assessment. Actions to improve the organisation are then required to progress through the stages of the scheme where tangible improvements are evidenced. EMCOR UK has made improvements to various processes and procedures to ensure the organisation is more inclusive for those looking to join and for current employees. The company has also deployed the Access to Work Mental Health Support Service and collaborated with supply chain partners, customers and industry experts to share best practice and learn.

The actions to become a Disability Confident Employer were driven by EMCOR UK's Ability Focus Group, part of its Creating Balance Programme which aims to create a diverse and inclusive workforce where

everyone can achieve their potential, feel welcomed and respected. The Ability Focus Group conducted a gap analysis and worked with external auditors to ensure EMCOR UK is meeting appropriate standards and implementing best practice.

Keith Chanter, CEO of EMCOR UK, said: “We are delighted to be recognised as a Disability Confident Employer which supports our commitment to be an inclusive employer and our purpose to create a better world at work. We continually strive for the advancement of equality and opportunity and to raise awareness of the benefits of an inclusive culture.”

Mark Treeby, Account Director for EMCOR UK and a member of its Ability Focus Group, said: “We have worked hard to ensure that EMCOR UK meets the standards required to become a Disability Confident Employer. We reviewed all our people related policies and processes to ensure that we attract, support and retain employees that may have a disability.”

“We are proud to become a Disability Confident Employer but our work does not stop here as we are now working toward becoming a Disability Confident Leader.”

EMCOR UK’s Creating Balance Programme consists of a Steering Group and six Focus Groups which include:

- Ability – ensuring inclusion and equity in the workplace for individuals with different abilities
- Identity – supporting colleagues from the LGBTQ+ community
- Culture – advocating for and supporting individuals from all races and ethnic backgrounds
- Beliefs – improving inclusion and diversity for all beliefs and faiths
- Gender – ensuring equity and equality for all sexes and gender identities
- Generation – representing all generations to ensure inclusion of all age groups.

The Creating Balance Focus Groups provide forums for EMCOR UK employees to share ideas and best practice and to improve the working lives for all colleagues and play a key role in assisting the development and support of the Inclusion, Equity and Diversity strategy at EMCOR UK.

The Focus Groups are open to all employees and is voluntary. Each group focuses on its specific objectives and aims to raise awareness of issues and challenges for under-represented groups and provide a collective voice and a two-way communication channel for employees to help inform corporate strategy, policy and practices.