

Laing O'Rourke Retains Disability Confident Leader Status

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[Laing O'Rourke](#) has successfully retained Level 3: Disability Confident Leader status – the highest recognition within the UK Government's Disability Confident scheme – across its entire UK business operations.

This significant achievement highlights Laing O'Rourke's ongoing commitment to championing positive employment experiences for people with disabilities, both within the construction sector and in local communities. The Disability Confident scheme supports employers to make the most of the talents that people with disabilities bring to the workplace. Level 3 status, known as 'Disability Confident Leader', is awarded to organisations that demonstrate exemplary practices in recruiting, retaining, and supporting disabled employees. Achieving and maintaining this status requires independent validation and clear evidence of leadership, advocacy, and positive action in disability inclusion.

Paul Drayton, Head of Digital and Executive Sponsor of the 'Diverse Abilities' network, Laing O'Rourke's employee network raising awareness of the diverse abilities among people with disability, commented: "We are absolutely delighted to have maintained our Disability Confident Leader status. An achievement that reflects the dedication of our teams and employee networks in fostering a truly inclusive workplace where everyone can thrive. Our approach goes beyond compliance; we actively seek to break down barriers, promote accessibility, and ensure that all colleagues are supported to reach their full potential. By listening to our people and engaging with expert partners, we continue to enhance our policies and practices, making a tangible difference across the business.

"In 2022, we were the first Tier 1 Contractor to achieve Disability Confident Level 3 status, receiving this award again three years later is fantastic and strongly reflects our commitment to fostering an

environment where everyone is valued.

“Through accessible recruitment processes, continued support, and engagement with our employee networks, we have proven ourselves as a leader in disability inclusion, ensuring that people’s unique strengths are recognised and respected. This achievement not only supports our employees but also adds value for our clients, partners, and communities, something I am extremely proud of.”

This December, Laing O’Rourke will once again celebrate the UN International Day of Persons with Disabilities, raising awareness of inclusion and wellbeing for colleagues who are neurodivergent, have long-term conditions, and/or live with physical or mental impairments.