

FIRED UP

Fairness • Inclusion • Respect • Equality • Diversity



A POLICY STATEMENT

First Task is committed to ethical business practices. At all times our business and employees will demonstrate the highest levels of integrity, truthfulness, and honesty. And we will conduct our business in a competent, fair, impartial, and efficient way.

WE VALUE ALL INDIVIDUALS REGARDLESS OF BACKGROUND, RACE, DISABILITY, FAITH, GENDER OR SEXUAL ORIENTATION.

ACCORDINGLY, WE WILL:

GENERAL ACTIONS

- Devise and implement a business-wide strategy based on the principles of Fairness, Inclusion, Respect, Equality and Diversity.
- Allocate the necessary resources to meet our FIRED up commitments
- Promote equal opportunities in all our policies, practices and procedures
- Continuously act against discrimination on the grounds of age, disability, gender, race, marriage and civil partnership status, pregnancy and maternity/paternity, religion, belief, or sexual orientation.
- Undertake equality impact assessments and develop FIRED up action plans, documents, training and community work.
- Make sure buildings and environments we occupy meet minimum standards in line with FIRED up principles
- Promote a supportive and inclusive culture for our employees, those we work with and our suppliers
- Regularly gather the views of different groups so that the FIRED up policy always reflects a wide range of thought and opinion

BOARD AND CORPORATE

- Nominate a senior manager who will make sure the FIRED up agenda is implemented throughout our business
- Ensure the nominated FIRED up manager has the support needed to carry out her/his responsibilities
- Make FIRED up a regular item on board agendas
- Aim to recruit under-represented groups to the First Task board
- Ensure that anyone joining the board is aware of our commitment to FIRED up principles
- Make sure the First Task board Chair has the necessary training to understand the barriers to fairness, inclusion, respect, equality and diversity

STAFF

- Regularly schedule staff meetings that focus on FIRED up issues
- Observe the Ethical Trading Initiative Base Code, an internationally recognised code of labour practice. This sets out standards on employment, freedom of association, collective bargaining, working conditions, child labour, the living wage, working hours, discrimination and harsh/inhumane treatment.
- Make sure FIRED up staff representatives, board members and senior managers attend relevant training
- Encourage, and act on, staff comments and ideas

CLIENTS AND COMMUNITY

- Make clients aware of our FIRED up policy and commitment to the CITB Be Fair Framework
- Introduce ways to measure the impact of FIRED up initiatives and report progress to clients where that's appropriate
- Take part in community-based initiatives such as the Considerate Constructors Scheme
- In appropriate projects, assess the needs of community groups:
 1. Where that has happened, show how communities have been consulted and their views acted on
 2. Let residents know what they can expect from appointed contractors and workers
 3. Implement a feedback process for residents
- Work with schools, colleges, trade bodies and educational organisations to encourage young people into our industry
- Encourage local firms to apply for projects, where that's appropriate and we have the relevant authority
- Take action to include traditionally marginalised communities and groups

Ronnie Napier
Director
01.04.2021

First Task

SUPPLY CHAIN PARTNERS