



NFRC Diversity, Equality and Inclusion Positional Statement

The purpose

NFRC's Code of Practice is clear that members should conduct their professional duties without causing offence on the grounds of gender, race, religion, disability or any other form of discrimination or unacceptable reference. This means committing to:

- **treating people with respect and dignity;**
- **valuing the differences and diversity of people;**
- **eliminating unfair and inappropriate barriers;**
- **making judgements based on equity and merit.**

These focus areas will ensure people are retained in the sector and together we are building a solid foundation for the future of the roofing industry.

It is essential that the roofing sector is attracting talent across all of society and are working towards ensuring diverse talent feels welcome and included in the business throughout the employee life cycle.

Key drivers

- Outdated recruitment methods are stifling new talent attraction with not enough new entrants choosing roofing for their career choice.
- Significant aging workforce (*over 50 per cent of the existing workforce is projected to retire by 2027*).
- Traditional and new roofing techniques need skills and knowledge transfer and new skills development for continued sustainable customer demand.
- Challenging labour market conditions mean skilled labour shortages are predicted to be ongoing, unless the sector makes a sustained collaborative effort to invest in the future workforce.

Diversity and Inclusion—Evidence for the change: If we do nothing...

Women make up around 14 per cent of the professionals in the construction sector, but only two per cent of the workforce at tradesperson level are women.

72 per cent of women have experienced gender discrimination in some form.

Randstad's Women in Construction 2020 survey

Companies in the top quartile for racial and ethnic diversity are 35 per cent more likely to have financial returns above their respective national industry medians. Companies in the top quartile for gender diversity are 15 per cent more likely to have financial returns above their respective national industry medians (exhibit).

McKinsey Diversity Matters report (<https://mck.co/3rxnbpQ>)

By 2027, it is predicted that 50.4 per cent of the roofing sector workforce is expected to retire creating 22,500 job openings.

Women are severely under represented with six per cent of construction apprenticeship starts in England, four per cent in Scotland, eight per cent in Wales, and seven per cent in Northern Ireland.

LLM for all data (<https://bit.ly/3oeQ7Rt>)

In the UK, after steady progress, unfortunately we have seen the gender gap widen, now at 27 per cent (up from 17 per cent in 2019). More pressing than ever is the matter of pay disparity between different ethnicities and the extent of the disparity that exists in our industry, with results showing the overall difference between the median salary for those from a white ethnic background and of those from a BAME background standing at 20 per cent.

Macdonald and Company Rewards and Attitudes survey for 2020 - 2021 (<https://bit.ly/31f9u4l>)

WHY FOCUS ON DIVERSITY AND INCLUSION?

For business

An inclusive business encouraging equality and inclusion:

- is more successful;
- attracts and retains happy and motivated employees;
- prevents serious or legal issues arising, such as bullying, harassment and discrimination;
- is better placed to serve a diverse range of customers.

Diverse teams in businesses are higher performing, more engaged and more innovative, making the businesses they work for more profitable.

For individuals

Regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation, the roofing sector treats individuals with fairness, inclusion and respect, helping them build life long careers within the sector.

For wider society

Championing diversity and inclusion will improve the balance of opinions and views in all settings. A well balanced world will accept different opinions and reduce fears towards differences. A well-balanced world can also improve the average cultural competency in the society.

DIVERSITY AND INCLUSION—PRINCIPLES LED APPROACH

For NFRC and its members, we all sign up to the key workplace diversity principles, which are:

- **treating people with respect and dignity;**
- **valuing the differences and diversity of people;**
- **eliminating unfair and inappropriate barriers;**
- **making judgements based on equity and merit.**

WHAT CAN YOU DO TO IMPROVE DIVERSITY AND INCLUSION IN YOUR BUSINESS?

Highlight your commitment to diversity and inclusion on your website this could be using images of your workforce, sharing your diversity and inclusion statement or links back to your support for the NFRC's Diversity and Inclusion Positional Statement.

Incorporate diversity into company policies and practices this can include ensuring your recruitment and training policies and procedures are open and accessible to all.

Make recruitment decisions based on merit (who you have assessed can do the job best) this means considering the applicants' potential rather than their background. This will unlock untapped talent.

Make sure your job vacancies and job descriptions are clear and easy to understand this includes using inclusive language.

Encourage all of your employees to challenge discrimination in the workplace.

FURTHER SUPPORT AND RESOURCES

Advice resources:

- <https://builduk.org/priorities/recruiting-training-retaining-talent/>
- <https://builduk.org/category/people-skills/>
- <https://www.citb.co.uk/standards-and-delivering-training/be-fair-framework/>

All NFRC members can access tailored support—please contact careers@nfrco.co.uk


LEADING ROOFING EXCELLENCE

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