

Disability Confident



PICK
EVERARD

Together, we deliver better

Pick Everard's work in diversity, inclusion and belonging is pivotal to our core values. We believe diversity is a catalyst for innovation and better solutions. It fuels stronger results and elevates our business growth. It connects us closer to our clients and affords us access to new talent and untapped skills.

We're building a culture where difference is valued and where all people are welcomed no matter who they are or what their background, discipline or perspective. We encourage diverse views from all our staff and operate a meritocracy. We're driving an employee experience where everyone feels empowered to bring their full, authentic selves to work.

We have in place a 13-point Diversity and Inclusion plan that we are proud to be working through with the ultimate aim of supporting even more of our great talent to thrive.

Pick Everard welcomes new colleagues with excellent skills and talents, regardless of their age, belief, disability, ethnicity, gender identity, marital status, pregnancy, religion, sex or sexual orientation.



"The attraction and retention of talent plays a crucial role in Pick Everard's evolution and sustainable success as a business. We know by bringing together new perspectives and mindsets we'll create a more inclusive environment."

Elizabeth Hardwick-Smith, Group People and Culture Director

Pick Everard has an Equal Opportunities Policy in respect of all aspects of employment, including recruitment. Please feel confident and comfortable in letting us know your needs at the start of your journey to enable us to make any adjustments.

We encourage applications for any of our roles, and we will make reasonable adjustments and provide support during the employee lifecycle whether that be the selection process, interview or the start of your career. We also support and offer adjustments to existing employees who acquire a disability or long-term health condition during their career at Pick Everard.

Plans for the future

We have already signed up to Level 1 of the Disability Confidence Scheme, aimed at ensuring that those with a disability and those with long term health conditions have the opportunity to fulfil their potential and realise their aspirations. We are in the process of applying for Level 2 and continuing to action plan improvements for how we attract and retain disabled colleagues.

Our top priorities currently include:

- Developing a 'managing disability in the workplace' strategy that raises awareness and provides education to staff and managers within Pick Everard.
- Reviewing our candidate attraction and selection processes to ensure we target the widest and best talent pool possible, ensuring our recruitment process is accessible year on year for disabled applicants.
- Sustaining our commitment to undertaking an annual review of our policies to ensure that these are accessible and fair to disabled employees.
- Ensuring our approach to work-place adjustments is managed successfully and sensitively in order that we can get the best from our people.

"I have been appreciative of the support Pick Everard have provided since the start of my employment in 1998. In particular during the participation of training seminars I have been provided on many occasions, one to one support due to my hearing loss to ensure that I do not miss out on important information and fully understand the contents.

I have received a laptop to which Pick Everard have contributed to the cost in association with Access to Work for which I use a Palantypist service in meetings to ensure the spoken word is transcribed to text and is visible to me to ensure that I am constantly updated as the meeting progresses. This help means that I can participate as a valued part of the team."

Anonymous, Intermediate Structural Engineer

"Since discussing my ADHD diagnosis with my line manager and the difficulties this presents with work, we were able to make an action plan and change some of my working habits. This has allowed me to grow within my role and become more self-confident and ultimately led to me achieving the Being Pick Everard Award. "

Anonymous, Intermediate Quantity Surveyor

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We invest in people Silver



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