



Employer of Choice |

Creating an environment that our colleagues can thrive in

Creating a safe, diverse, and inclusive environment – as well as investing in and upskilling our workforce – are just some of the ways we can ensure that Bellway is an employer of choice.

Diversity, inclusion and belonging

As a responsible employer, we are committed to being an inclusive organisation that strives to create a working environment that is open, diverse, and free from all forms of prejudice and discrimination.

Investing in people

Bellway wouldn't exist without the talent and commitment of our colleagues. We invest in our people to ensure that they have the training and ongoing development necessary to develop their careers and deliver work they can be proud of.

The future of Bellway

As an active member of 'The 5% Club', we commit to having at least 5% of our workforce employed in 'earn and learn' roles, including apprenticeships, student placements, and graduate roles.

Progress to date

- In our 2020/21 business-wide employee engagement survey, we achieved a 95% score for diversity and inclusion.
- Our employee network, 'Balance', brings people together from across the business to work on a variety of projects to support and promote gender balance.
- Over the course of 2022, we'll be asking employees to provide us with a broader range of diversity data relating to social mobility, disability and gender identity..

Our key targets for the future

- 90% - We're aiming for upwards of 90% of employees who would recommend Bellway as a 'great place to work' in our employee engagement surveys over the next three years.
- 18% - By 2024, we're aiming to reduce our voluntary employee turnover rate to under 18%.
- 2024 - As a company, we're looking to become a Living Wage Employer by the end of the 2024 financial year.
- 12% - By July 2024, we aim to increase our 'earn and learn' workforce to at least 12%.
- 2022 - Before the end of 2022, we will devise a programme to support and improve diversity specifically relating to social mobility and disability.

Headline target

>90% average score in employee engagement survey over 3-year period (FY22-FY24)

External KPIs	External targets
<ul style="list-style-type: none"> • % of employees who would recommend Bellway as a 'great place to work' 	<ul style="list-style-type: none"> • >90% average score in employee engagement survey over 3-year period (FY22-FY24)
<ul style="list-style-type: none"> • % of workforce in 'earn and learn' roles • 5% Club Gold membership status 	<ul style="list-style-type: none"> • Increase our workforce in an 'earn and learn' role to 12% by July 2024 and maintain 5% Club Gold membership
<ul style="list-style-type: none"> • % ethnic diversity split 	<ul style="list-style-type: none"> • Increase ethnic diversity of our workforce to 7% or more by July 2025
<ul style="list-style-type: none"> • Gender diversity split of senior leaders 	<ul style="list-style-type: none"> • 75/25 male/female split in senior leader roles by July 2025 (from 82/18)
<ul style="list-style-type: none"> • Gender diversity split of directly employed workforce 	<ul style="list-style-type: none"> • 60/40 male/female split by July 2025 (from 69/31)
<ul style="list-style-type: none"> • Voluntary employee turnover rate (%) 	<ul style="list-style-type: none"> • Reduce voluntary employee turnover rate to >18% by July 2024
<ul style="list-style-type: none"> • % of business in compliance with Living Wage accreditation 	<ul style="list-style-type: none"> • Become a Living Wage Employer by July 2024
<ul style="list-style-type: none"> • % of employees identifying as having a disability • % of employees declaring their socio-economic background 	<ul style="list-style-type: none"> • Collect data on disability and socio-economic background by December 2022 and utilize this data to devise a programme to improve social mobility and disability diversity

Headline Target

