Unit 201: Employment and employability in the construction sector (Learner)

# Worksheet 10: Equality and diversity in the UK Construction Industry (UKCI)

**Task 1:** Answer the following questions about the importance of equality and diversity in the UKCI.

1 How does promoting equality and diversity benefit the UK construction industry?

|  |
| --- |
|  |
|  |
|  |
|  |
|  |
|  |

2 Provide three examples of different ways to promote equality and diversity in the UK construction industry?

|  |
| --- |
|  |
|  |
|  |
|  |
|  |
|  |
|  |

3 How can promoting equality and diversity help to address the skills shortage in the UK construction industry?

|  |
| --- |
|  |
|  |
|  |
|  |
|  |
|  |
|  |

4 Describe three challenges faced by UK construction industry when promoting equality and diversity?

|  |
| --- |
|  |
|  |
|  |
|  |
|  |
|  |
|  |

5 How can individuals in the UK construction industry contribute to promoting equality and diversity?

|  |
| --- |
|  |
|  |
|  |
|  |
|  |
|  |
|  |

**Task 2:** Fill in the gaps in the following sentences with the correct word(s) related to the protected characteristics under the Equalities Act and their relevance in the UK Construction Industry (UKCI).

1 The UKCI recognises that everyone has the right to work in an environment that is free from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

2 The nine protected characteristics under the Equalities Act include ­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, sex and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

3 The UKCI promotes \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to ensure that individuals are treated fairly and without prejudice or discrimination.

4 The UKCI acknowledges that individuals from diverse backgrounds bring \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to the industry, which can positively impact innovation, productivity and overall success.

5 It is important for the UKCI to ensure that all workers have equal access to opportunities for training, career progression and other benefits, regardless of their \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

6 The UKCI requires all employers to comply with the Equalities Act, and actively promote \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the workplace.