**Be Fair Accreditation (Built Environment Fairness, Inclusion and Respect)**

 We are a small employer based in Carluke employing 26 people. We have recently achieved a brand new accreditation which has been introduced by the Construction Industry Training Board (CITB) aimed at demonstrating a commitment to fairness, inclusion and respect within the workplace. We were one of around 100 UK employers who applied last year to take part in a pilot roll out of the programme nationally and only 70 of these companies were accepted. Over a 10 month period, with a lot of long hours and hard work we successfully achieved accreditation. We were absolutely delighted by this as it’s recognition of our commitment to promoting a fairer working environment for our staff, something which Macform have always promoted. The most amazing part of this accomplishment is that nationally only 37 of the 73 companies taking part passed! In our category Small Main Contractor, only 3 companies achieved accreditation and we are the **only** SMC in Scotland to have succeeded!

I have worked for Macform Ltd for 18 months and been supported in my role by the 2 Directors, Ian and Pauline McLeish who care profoundly about the Company and all of the staff. Their continued commitment to the business has seen an increase in the number of contracts and in turn has created new jobs for local people, including appointing 2 new apprentices within the last 12 months. Macform Ltd are set to have a great future and are continuing to expand, generating further employment opportunities within the community.

Written by Lynsey Downie of Macform.