

Kick-off

The short film for this “Respect” Toolbox Talk can be accessed at:

<https://www.youtube.com/watch?v=D2jF1tbNMJg>

Discussion

Question 1 to group: This film illustrated (in a deliberately exaggerated and humorous manner) different ways that a worker could choose to behave on site. What types of behaviours did we see?

Behaviours that the group might identify might include:

- Teasing someone
- Bullying someone
- Going too far with a joke
- Wasting time

Question 2 to group: What point is the film making?

KEY MESSAGE 1: The film is making the point that we should **respect** other people in our workplace.

Question 3 to group: What is “respect” about - what does it mean?

For example:

Actions that make people feel respected	Actions that make people feel <i>disrespected</i>
<p>Treating everyone fairly and according to their need. For example:</p> <ul style="list-style-type: none"> • supervising and supporting someone new on site until they feel confident to work on their own • helping someone who has a bad problem with lifting and moving gear • explaining the site safety rules to someone who might be having trouble understanding the notices, because they can’t easily read or understand English <p>Judging everyone’s work fairly. E.g. someone in an office might approach doing a job differently to the way you would. Don’t just assume that just because it’s different, it’s wrong. It could just be a different way of doing things.</p> <p>Involving everyone in group activity and discussion e.g. a new worker on site might be very different to the majority. They might be older or younger, look different, have a different accent or first language, and have different ideas about life. They should be made to feel welcome – not isolated because they are different</p> <p>Avoiding favouritism (e.g. because you get on particularly well with them or know them from outside work)</p> <p>Avoiding making assumptions about someone (e.g. because they are a woman)</p> <p>Making jokes and having a laugh – but without offending anyone</p>	<p>Attacking anyone - physically or verbally</p> <p>Spreading rumours about someone</p> <p>Pressurising someone into doing something against their will</p> <p>Posting something unpleasant about them on Facebook or Twitter</p> <p>Making assumptions about someone just because of their age, gender or background</p>

KEY MESSAGE 2: Respect is about

- Treating people how they – and you – would like to be treated
- Creating a workplace environment that supports people to do their best - whatever their backgrounds and however similar or different they are to others
- Treating everyone as individuals. It doesn't mean treating everyone *exactly* the same because everyone is different.

Question 4 to group: Why does respect matter to people?

KEY MESSAGE 3: When we feel respected

- We work better and safer
- The job gets done more easily
- *Everyone* goes home happier at the end of the shift

Wrap- Up

Question 5 to group: What's one thing are we each going to do differently, as a result of thinking about this film?

Examples of commitments include:

- I will be more welcoming to new people on site
- I will help the apprentices when they are finding something tricky
- I will be patient with someone – and not get snappy or annoyed – when they start to do a job differently to how I would do it
- I will help the blokes who are hard of hearing or don't move very fast, rather than teasing them
- I will have a chat with the people from other countries or backgrounds in the canteen, rather than avoiding them
- I will think twice before telling an edgy joke that someone else might offend someone else
I will take care what I say and how I say it when I'm tired or under pressure.

Part funded by:



This project has been delivered with support from the CITB Growth Fund, which aims to ensure that the construction industry has the right people, with the right skills, in the right place, at the right time and is equipped to meet the future skills demands of the industry.