

## Promoting Fairness, Inclusion and Respect

On the 23<sup>rd</sup> April 2020 it was brought to Suttle projects attention that a few members of agency staff that had been employed on our Langport site, had experienced racial abuse. One operative approached the works manager and informed him that he has been experiencing racial abuse from another agency colleague for a long period of time and he had reached his limit.

Two members of the Langport site management team decided to sit down in private with the victim and discussed in detail his concerns further. During this discussion it became clear that the situation had been taking place since the start of the project in January. The individual was trying to avoid escalating his concerns as he did not want to cause any problems. The individual also made the management team aware that there were more colleagues being treated in a similar manner.

The management team decided to act on this information and decided to take private statements from all suspected affected persons and also from workers who were living with the accused since January. It became apparent that there was a continuity in this individual's attitude and that he would always target specific colleagues from a different race or country.

When the offender was spoken to in private, he denied all accusations against him. However, he did say that he had some personal issues with his colleagues and that he made some comments as a joke. He did not understand that he was crossing the line and that his colleagues were offended by his actions. The individual was not able to acknowledge the seriousness of these allegations nor was he prepared to apologise or understand how his actions were offending his colleagues.

It was later established that the victim had already had a conversation with the offender about his actions a few months before. Despite this the offender proceeded with his behavior. Once it had been understood by site management that the offender had continued his offensive behavior throughout the period he was working and living with his colleagues and could not acknowledge his actions as wrong, site management came to the decision of making his employer aware of the circumstances and the offender was no longer required on our site they have also asked that the employer undertake an investigation.

*Below are some texts to their employer from those involved:*

Though some of the other ones who made racial comments about me has gone now, there was one of them when ever he sees me he is always making comment that everyone in Africa live on the tree with monkey, so annoying, there was a day [redacted] was ready to fight him unmy behalf, I just please with [redacted] to let it, that the guy is ignorant and I was to keep our agency name. Also one of them who has also left now when ever am eating it the kitchen is always saying am eating dead camel, that one I reported him to his manager, they have all gone now, I have people to witness this.

Hi [redacted]  
Sorry about late reply, well like I said on the phone earlier... was stupid joke between me and [redacted] but I sort it out like from 2 weeks so he said sorry and apologies for that so however all fine mate I just told him to don't do it again you know so all fine my man  
Thanks for your intention and honest I hope you guys give him one more try because we all lear from mistakes  
Have a good one

Hi mate  
The time at the project is so far an enjoyable experience in regard to the discrimination when I was working with [redacted] at the top of the gate he made a comment to me that "england was for white people" I thought nothing of it but then I later found out that he was racially abusive towards another member of the team but we dealt with that matter ourselves and he apologised he was then at at later date abusive over the radio to another member of the team which you were made aware of.

Also a few weeks ago he was abusive to me over the radio calling me a fat [redacted] and saying he was going to come down and punch me in the face for no reason, then I found out the other day he was racists to another member of the team in the digs saying "why have you come to this country to take all our jobs"  
Sorry that I swore in the text that's just what he said.

It is clear to see that throughout this situation the management team acted in a professional way making sure to treat all parties fairly and respectfully.



**Rapport:** Our site management team has built an excellent rapport with all members on site this has allowed all individuals involved to feel confident to speak out on what they had been experiencing and trusting that the site management team will deal with the situation in a professional, fair and respectful way.

**Private meetings:** Talking to each individual privately allowed the team to really understand the situation. Gaining all the facts from each statement while still respecting the individuals giving them a safe private environment to discuss the situation without feeling uncomfortable.

**Treating all involved fairly:** The site management allowed everyone involved to give their side of the events not just going from one story but gathering facts from everyone including the offender. Giving him a chance to explain his actions.

**Treating all involved respectfully:** The site management team treated all involved with respect and listening to them to come to a conclusion on the events they did not take sides and respected what everyone had to say about what had taken place. Everyone involved has been kept anonymous respecting their privacy and reducing involvement and opinions from too many staff.

**Follow up action:** Removing the individual on site could be seen as unfair however due to the seriousness and length of time this had been going on for we thought it necessary that he be off hired to deal with the situation efficiently and setting an example that this behavior will not be tolerated on Suttle Projects sites.

While the investigation was carried out the employer asked their employees how their time had been on site, although we sadly understood that there had been some agency employees bullied, we also received positive feedback from the agency staff.

As per our conversation we would like to know please:  
How has been your time been on the project?  
Have you experienced any bullying or discrimination from anyone?  
Has anyone been abusive or aggressive to you?  
All comments will be felt with in the strictest confidence.  
Many thanks

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Many thanks

Today 12:50

Can I have your reply on this please!

Hi [redacted]  
Yeah my time on this project has been great, love it.  
And no I get along with everybody on site and have not experienced any form of bullying, discrimination, abusive or aggressive behaviour from anyone on site.  
Cheers.

I've enjoyed my time here I haven't had any discrimination and no one has been aggressive to me I'm happy with the job and everyone here

My time with the project has been very good. I have not experience any sort of bullying or discrimination so far. Thanks for your concern



## **What are Suttles doing to promote FIR?**

As a company we pride ourselves in promoting Fairness, inclusion and respect (FIR) we believe that everyone should have equal opportunities no matter what Colour, race, gender, sexuality or background. We promote this in various ways from: Presentations, Toolbox talks, Posters, close calls and employment.

### **Presentations**

Suttles undertake an induction with all new employees setting out what the company expects this include a slide on FIR and what we do to ensure everyone feels they are treated Fairly, included and respected while working for us. We also promote a setting standards presentation this currently has two half day presentations. The second version presentation goes into detail of Fairness, Inclusion and Respect and leads into mental health and then to suicide creating an awareness throughout the company. We structured the PowerPoint in this way so that people can understand how certain actions can affect people's mental health and why it's so important to follow FIR.

### **Toolbox Talks**

We are always creating new "Toolbox talks" to be briefed to all employees across different sites we have a Fairness inclusion and respect Toolbox talk in place as well as a bullying and harassment Toolbox talk.

### **Posters/Leaflets**

Since the setting standards presentation we are continually trying to promote FIR and Mental Health in our workplace. We do this by a SHEQ calendar which we have in place dedicating each month to a different campaign one month is dedicated to FIR where a leaflet will be created and emailed out to all employees including information on FIR and best practices. A Mental health one is also in place where information is given on "time to Talk" and how to promote good mental health. We also display various posters surrounding mental health (MIND).

### **Rapport**

We pride ourselves in building a good rapport with not only our customers but also our staff including agency staff. We feel that by building a good rapport you are inviting people to feel comfortable around you, allowing them to confide in you if they need to for any reason

### **Employment**

Suttles do not discriminate against anyone who would like to become apart of the team we look at everyone's experience, qualifications, training and competencies when choosing who is best suited to the specific role. We do not discriminate or have a prejudice against what a person's Colour, Race, background, gender or sexuality



### **FIR Ambassadors**

Suttles have 3 FIR ambassador and are highly motivated to make sure that everyone within the company or hired to work for the company are being treated Fairly, Inclusively and Respectfully.

### **What have we done since the incident?**

- FIR added to induction presentation – we have incorporated a FIR slide into our site induction making sure that employees know from the start of working for us what we expect from them in terms of FIR and Harassment and bullying.
- Toolbox talk re-briefed to all ops – The site manager re-briefed the FIR toolbox talk to all operatives on site to make sure its understood across the site what Fairness, Inclusion and Respect is and what we expect going forward from this point.
- Poster to be created for all Suttle projects sites – A poster will be created and sent to all sites to display going forward. Giving a constant reminder of what FIR is and what we expect as a company.