

SETTING UP AN INCLUSIVE SITE



Setting up an Inclusive Site

Presented by:

[Trainer Name]

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The CPD Standards Office

CPD PROVIDER: 60053
2016 - 2018

www.cpdstandards.com





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The FIR Steering Group



- Understand what FIR is and why it's important in the context of an inclusive site
- Appreciate what constitutes an inclusive site and the benefits
- Be aware of legal and contractual requirements
- Know the steps to take to set up and run an inclusive site and site office
- Plan for inclusivity before a site is established
- Collaborate; identify and engage with relevant stakeholders at all stages
- Take a proactive approach to reasonable adjustments and safety
- Know how to encourage and embed inclusive behaviours across the site
- Learn from industry specific examples of good practice
- Plan to make positive changes to existing ways of working

Time	Agenda item	
9.00	Welcome, Introductions and Meaning of FIR	
9.20	Why an Inclusive Site is Important - Benefits	
9.35	Inclusion; Different Perspectives / Good Practice Share	
10:05	Legal / Contractual Requirements - Overview	
10.25	Planning for Inclusion	
10.45	SHORT BREAK	
10.55	Step by Step - Planning an Inclusive Site	
12:30	Action Planning and Group Discussion	
12.50	Delegate Feedback Forms	
1.00	Close	

- *Treating everyone as individuals according to their needs*
- *Absence of bias*

- *Everyone feels valued, accepted, and supported to succeed at work*
- *Learning about and removing barriers*

- *Aware of and sensitive to each other's differences*
- *Considering how our actions and behaviours may impact on others*
- *Be Kind*



https://www.youtube.com/watch?v=WPDgAgiP_yI

- Inclusive culture improves performance - attract and retain the best
- Attract local talent - community approval - reduction in costs and travel impacts
- Respect behaviours create wellbeing - reduction in bullying and sickness
- Reasonable adjustments make sites safer and more efficient
- Win contracts and be first choice for future work
- Encourages creativity - good ideas don't just come from the top
- Improved health and safety

Benefits to Construction of FIR



**EFFICIENCY SAVINGS
THROUGH IMPROVED
STAFF RETENTION**



**WIDER TALENT POOL
AVAILABLE FROM UNDER-
REPRESENTED GROUPS**



**MORE DIVERSE SUPPLY CHAIN
WITH BETTER SUPPORT FOR
SMALL BUSINESS**



**IMPROVED WORKING
RELATIONSHIPS BASED ON
RESPECT FOR DIFFERENCES**

Source. Equality Human Rights Commission: Good Practice for Construction Sector

https://www.equalityhumanrights.com/sites/default/files/ed_report_construction_sector.pdf



Innovation

<https://ccsbestpractice.org.uk/entries/hoist-bells/>

https://ccsbestpractice.org.uk/entries/innovation-competition-on-site/?search_term=undefined



Upskilling Talent Pool

<https://www.youtube.com/watch?v=K8hBxfdN5s0&t=36s>



Communication Flow

https://ccsbestpractice.org.uk/entries/translator-vests-and-stickers/?search_term=undefined



Good Practice Share



- Site Rules and Inductions - communicate inclusively
- Personal Responsibility - define behaviour standards
- Management Responsibility - set culture / role model
- Health and Safety - an inclusive site is a safe site
- Reasonable Adjustments - safer, more efficient sites
- Equality Act - prevent harassment, victimisation and unlawful discrimination
- Public Sector Equality Duty - proactive equality duties for public sector supply chain
- Monitoring and Reporting - good practice and often contractual requirement
- Compliance throughout supply chain - delivery plans, communication, collaboration



“For Skanska, inclusion is the key component in creating a safety culture where, through an equality of voice, everyone within their organization and working on projects, feels enabled and empowered to speak out on health, safety and wellbeing, and crucially will take personal responsibility not only for their own safety, but for the safety of those around them”

<https://www.highwaysindustry.com/safer-highways-importance-of-inclusion-for-health-safety-and-wellbeing/#:~:text=For%20Skanska%2C%20Inclusivity%20is%20the,not%20only%20for%20their%20own>



- Identify stakeholders and information sources
- Establish and utilise community links - add social value
- Utilize existing resources and supply chain expertise
- Engage, Consult, Collaborate
- Induction - identify inclusion needs
- Plan an inclusive culture - policies, training, leader buy-in

Break





What should be provided to meet needs in the best way?

Think:

- Physical
- Behavioural
- Contractual

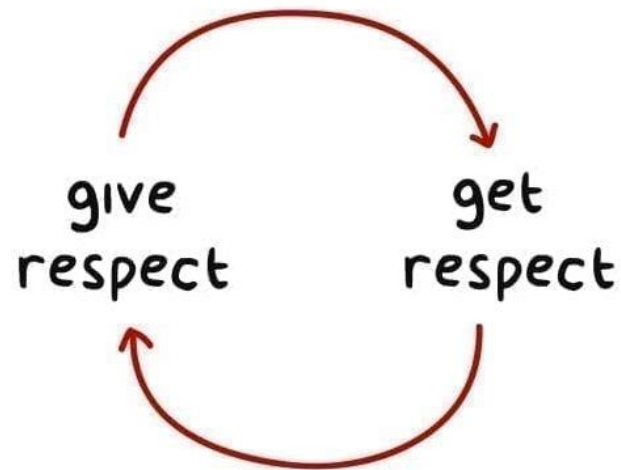


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- A photograph of four construction workers (three men and one woman) wearing hard hats and safety vests, standing on a construction site and looking at a large sheet of paper. The background shows the wooden framework of a building under construction.
- **56% of respondents say they have been bullied**
 - **59% of women aged 28-40 in construction have suffered bullying and harassment**
 - **Apprentices are more vulnerable as they are less likely to report it to management**

(Source PWC / Opportunity Now 2018)



<https://youtu.be/BivtPsWTYjs>



- Role model respect behaviours
- Challenge bullying, harassment (often passed off as banter)
- Expectations at induction - reinforce at meetings / toolbox talks
- Managing Challenging Conversations eLearning (Supply Chain Sustainability School)
- Speak Out Policy - feel safe to speak out
- Open Culture - OK to give and receive feedback

Action Plan

Thank-you!

Please complete and return your feedback form

[Trainer Name]

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