

# The Business Case for creating a culture of . . .

## Fairness, Inclusion and Respect

*. . . in your organisation*

Kate Lloyd

10 June 2021


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# A little bit about me



This is a workshop  
which will require  
your participation.



Most of all, we  
want this session  
to bring value to  
you all.

# HOUSE RULES



- Be present in the room! Cameras and mics on please.



- Get involved in our poll questions



- ‘Raise your hand’ or use the chatbox for questions



- Please participate in our small group discussions and activities: Yes, we will be breaking into groups to chat!

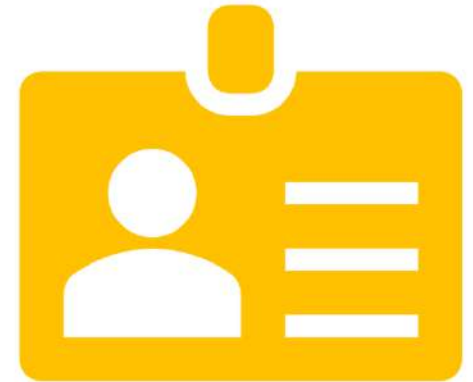


- Share your feedback at the end



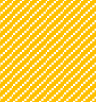
- Slides will be shared

# Let's check your name badge



*Edit to include your name and company (this will help us mark your attendance)*

# The technology



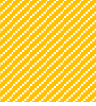
## Having problems?

*Leave a comment in the chatbox or shout out!*



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Chat



Hand up



Reactions



Annotate

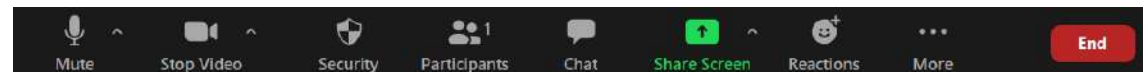


Participants

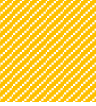


Use gallery view

Hover to get Menu bar



We will also be using... **FIR**

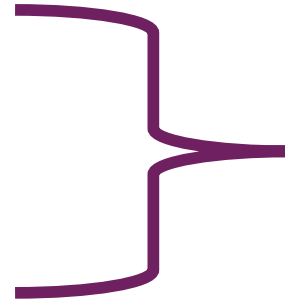


Jamboard

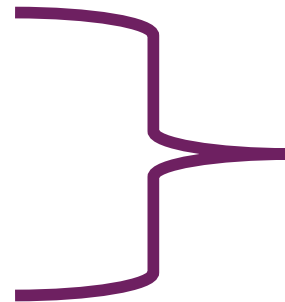


Mentimeter

[www.menti.com](https://www.menti.com)



*Use your computer*



*Use your phone*



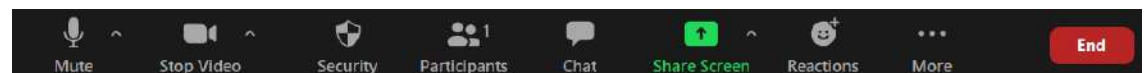
*All links will be posted in CHAT*



## By the end of today's session you will be able to:

- Recognise the lack of diversity in the construction sector
- Define equality, diversity and inclusion and describe the types and categories of discrimination and the different ways in which this may be carried out
- Discuss the benefits of creating a culture of Fairness, Inclusion and Respect with colleagues from across the industry
- Outline steps you can take to progress the development of a culture of Fairness, Inclusion and Respect
- Know where to go for support to progress Fairness, Inclusion and Respect

Use Zoom to give me your reactions to these





Time	Topics covered
9:00	Welcome and introductions
9:20	Diversity in the Construction industry
9:40	What does FIR mean and Why FIR matters
<i>10:20</i>	<i>Break</i>
10:30	How to progress FIR
11:10	Tools to help you and action planning
11:25	Feedback
11:30	Close



# A little bit about us

# Partners leading our work



**Balfour Beatty**



**SKANSKA**



[www.supplychainschool.co.uk](http://www.supplychainschool.co.uk)

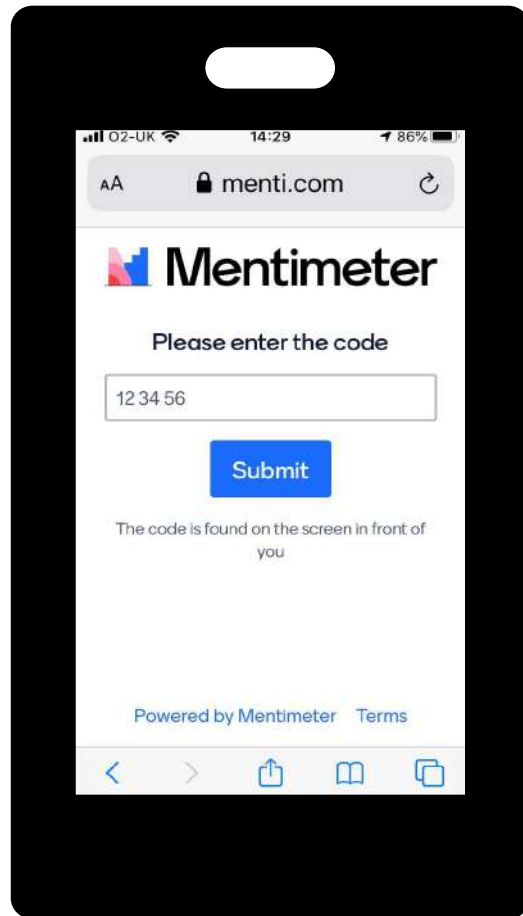
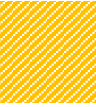


# Diversity in construction



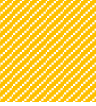


Quiz time – [www.menti.com](https://www.menti.com) **FIR**



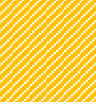
## Open Mentimeter

1. Go to [www.menti.com](https://www.menti.com) in a new browser or tab on your phone or computer.
2. Enter the menti code: 6685 0701
3. when you see it on the slide or hear the trainer read it out.
4. Don't disconnect from the session, you will still need to hear the trainer



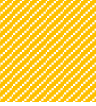
How many people work in your organisation?

1. Less than 10
2. 10 to 49
3. 50 to 249
4. 250+



Would you describe yourself as . . .

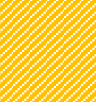
1. Site based
2. Office based
3. Home based
4. A mixture of the above



What do you want to gain out of the session today?

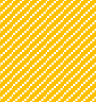
Ideally one word . . . But no more than 3 words please.

There are no correct answers . . .



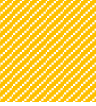
In 2018, what percentage of workers in the construction industry were female?

1. 5%
2. 12%
3. 25%
4. 33%



In 2018, what percentage of workers in the construction industry were from a BAME?

1. 5%
2. 10%
3. 15%
4. 20%



In 2018, what percentage of workers in the construction industry had a disability?

1. 0.1%
2. 0.2%
3. 0.5%
4. 2%

According to Office for National Statistics, in 2017 what percentage of people in the UK identified as heterosexual?

1. 80%
2. 87%
3. 93%
4. 97%



In 2018, what percentage of workers in the construction industry were aged over 55?

1. 3%
  2. 7%
  3. 12%
  4. 17%
-

In 2018, what percentage of workers in the construction industry were aged under 24?

1. 8%
  2. 11%
  3. 12%
-

Before COVID, according to the 2019 Construction Industry Training Board “Construction Skills Network Forecast 2019 - 2023”, how many entirely new people does the UK construction industry need, each year, to meet current pipeline of works?

1. Zero
  2. 168,500 (around 33,700 each year)
  3. 254,700 (around 51,000 each year)
-

Rank these in order of reasons for time taken off work with 1 being the highest.

1. Respiratory disorders - 1%
  2. Musculoskeletal problems - 76%
  3. Stress & Mental health - 21%
  4. Hand arm vibration - 2%
-



The meaning of

“Equality, Diversity and Inclusion”





The meaning of

“Fairness, Inclusion and Respect”

A blurred background image showing a person wearing a bright orange and yellow high-visibility safety vest. The person is standing outdoors, and the background is out of focus, showing some greenery and a light-colored surface.

# The meaning of Fairness and Respect

[https://www.youtube.com/watch?v=WPDgAgiP\\_yI](https://www.youtube.com/watch?v=WPDgAgiP_yI)



# JAMBOARD - TECH SUPPORT

## ***Virtual whiteboard***

1. Open the link shared in the chat box in a new browser or tab on your computer (*Google Chrome recommended*).
2. A phone is NOT recommended.
3. Don't disconnect from the session, you will still need to hear the trainer.
4. Your group number will be displayed at the very top of the Zoom screen, you will then complete the relevant activity as per the JamBoard.

# Lets split into 4 groups

The types of  
discrimination

How we discriminate?

The forms of  
discrimination

On what characteristics do we  
discriminate?

FIR benefits?

Why FIR matters

FIR blockers?

Why do we have such a lack  
of diversity?



Let's recap

# What is discrimination?

## Direct Discrimination

Treating someone with a protected characteristic less favourably than others.

## Indirect Discrimination

Putting rules or arrangements in place that apply to everyone, but that puts someone with a protected characteristic at an unfair disadvantage.

## Harassment

Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.

## Victimisation

Treating someone unfairly because they've complained about discrimination or harassment.

## Association

Where a person is associated with someone who has a particular protected characteristic.

## Perception

Where someone thinks a person has a particular protected characteristic, even if they do not.

# The categories of discrimination

Protected characteristics



Images: Thanks to [diversesecymru.org.uk](https://diversesecymru.org.uk)

Break:

Be back in  
10 minutes please.





# The Business Case for Fairness, Inclusion & Respect

# Business benefits that FIR brings



Safer  
workplaces



Talent:  
attraction &  
retention



Innovation

Meeting  
customer  
expectations



Better staff  
engagement



Productivity  
Improved £  
returns



Collaboration



Legal  
compliance



## The Business Case for FIR

The percentage of businesses who feel FIR helps them to:



**49%**

Improved productivity



**44%**

win new business



**72%**

better understanding of  
FIR amongst leaders



**53%**

retained talent



**64%**

Improved  
collaboration



**48%**

improved health & safety



**61%**

Improved stakeholder  
engagement

Part funded by:



Led by:



Delivered by:



**Why fairness, inclusion and respect is  
vital to becoming a contractor  
or supplier of choice in the  
construction industry**

<https://www.youtube.com/watch?v=i25UJAWxXZ4>



How to progress

Fairness, Inclusion & Respect

Case Study - Skanska

A blurred background image showing two workers in orange safety suits and white helmets, standing in an industrial or construction setting.

# How Fairness, Inclusion and Respect can be promoted in the workplace

<https://www.youtube.com/watch?v=hgrAWRB9lv0>

# Embedding in Business processes

# Embedding Fairness, Inclusion and Respect into business as usual



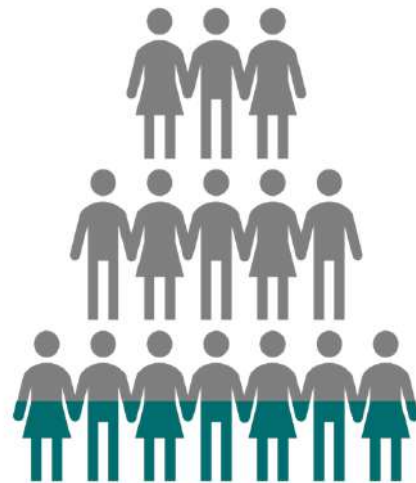
Organisations reporting Fairness, Inclusion and Respect principles fully embedded into business processes.

## Recruitment



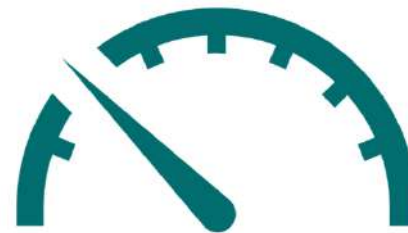
18%

## People Management



14%

## Monitoring



25%

## Procurement



17%

Small businesses are often progressing FIR without realising it...



**89%**

of **small business employers** offer all or some of their **staff flexible working arrangements**



**78%**

of **small employers** have at least one worker **aged over 50**



**95%** of all **small employers** have **taken on at least one worker** from a **labour market disadvantaged group** in the last three years



**41%**

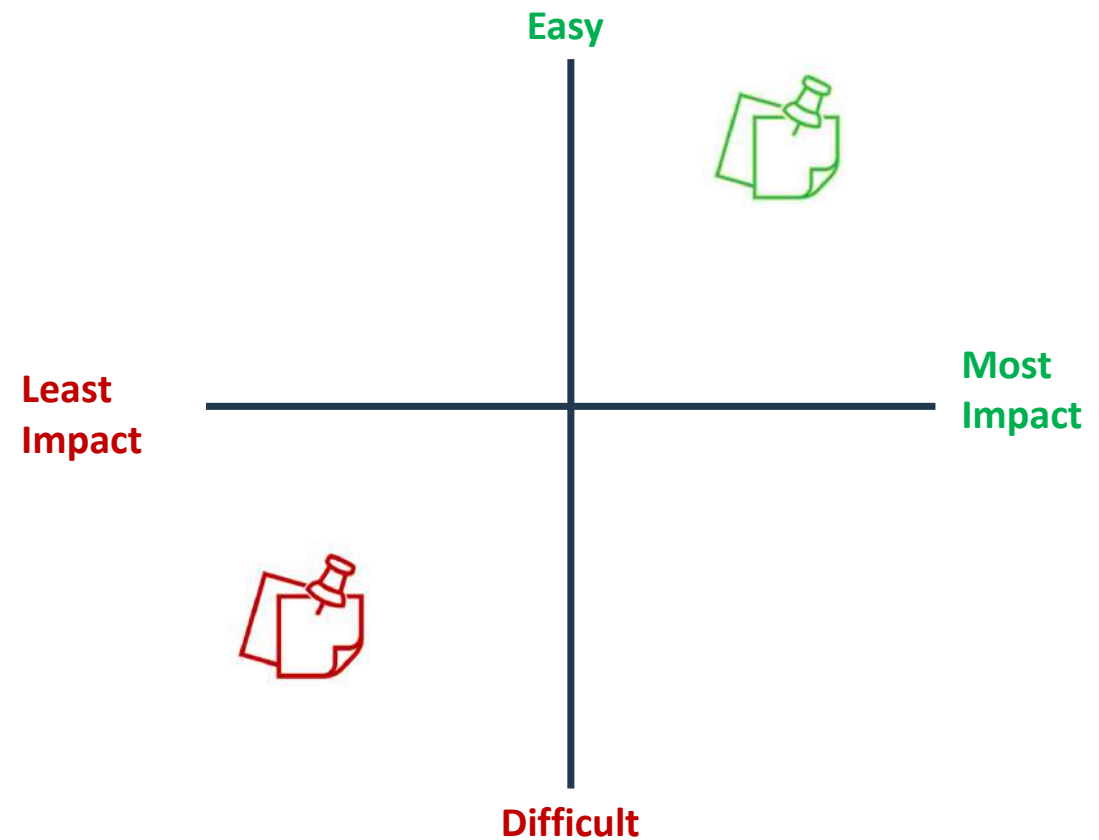
of **small business employers** offer **work experience** either as part of the **recruitment process** or through their **community outreach**

Data: Federation of Small Business (FSB) "Small Business, Big Heart", 2019

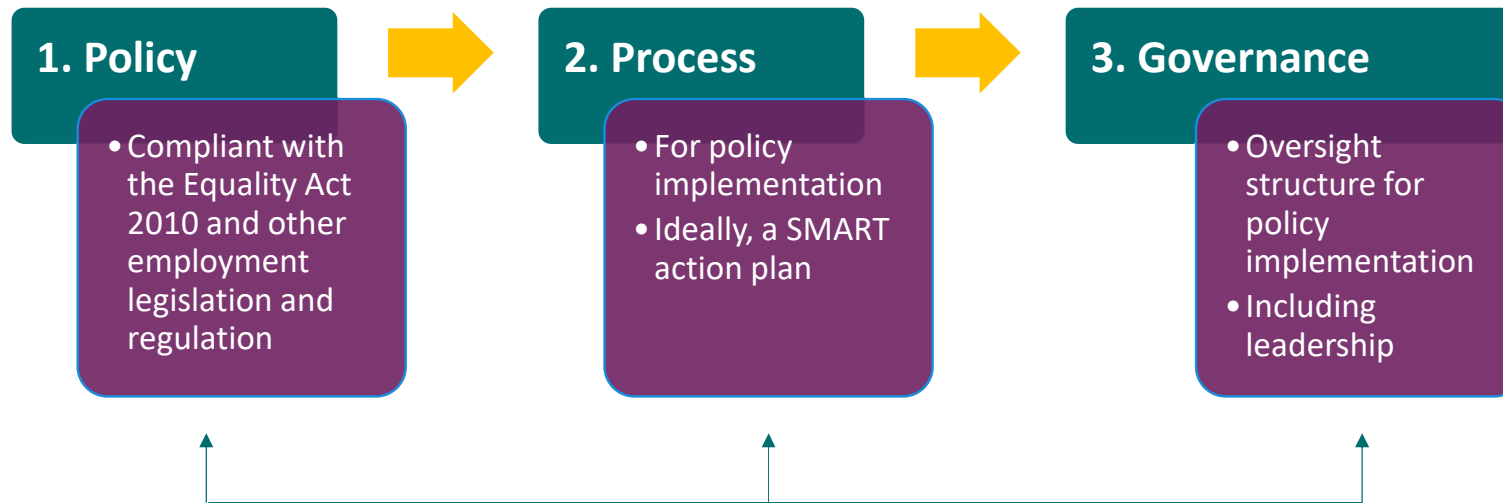


## Lets split into 4 groups

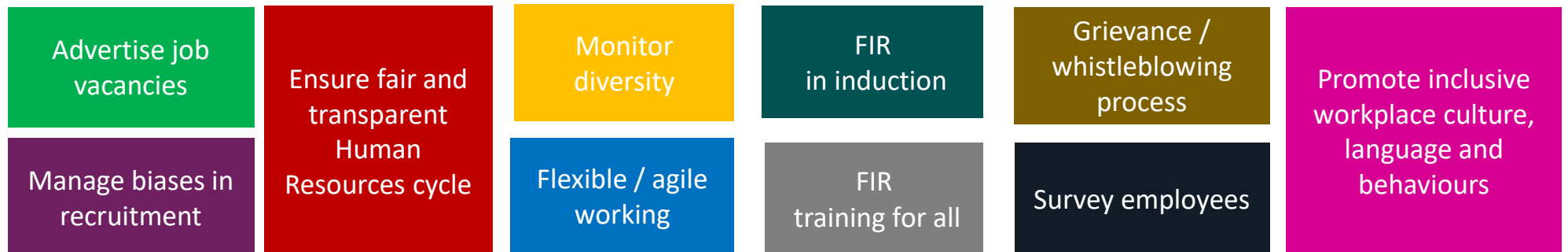
- 5 minutes to brainstorm ideas
- 5 minutes to prioritise
- Decide on who will feedback
- 2 minute presentation back to whole group







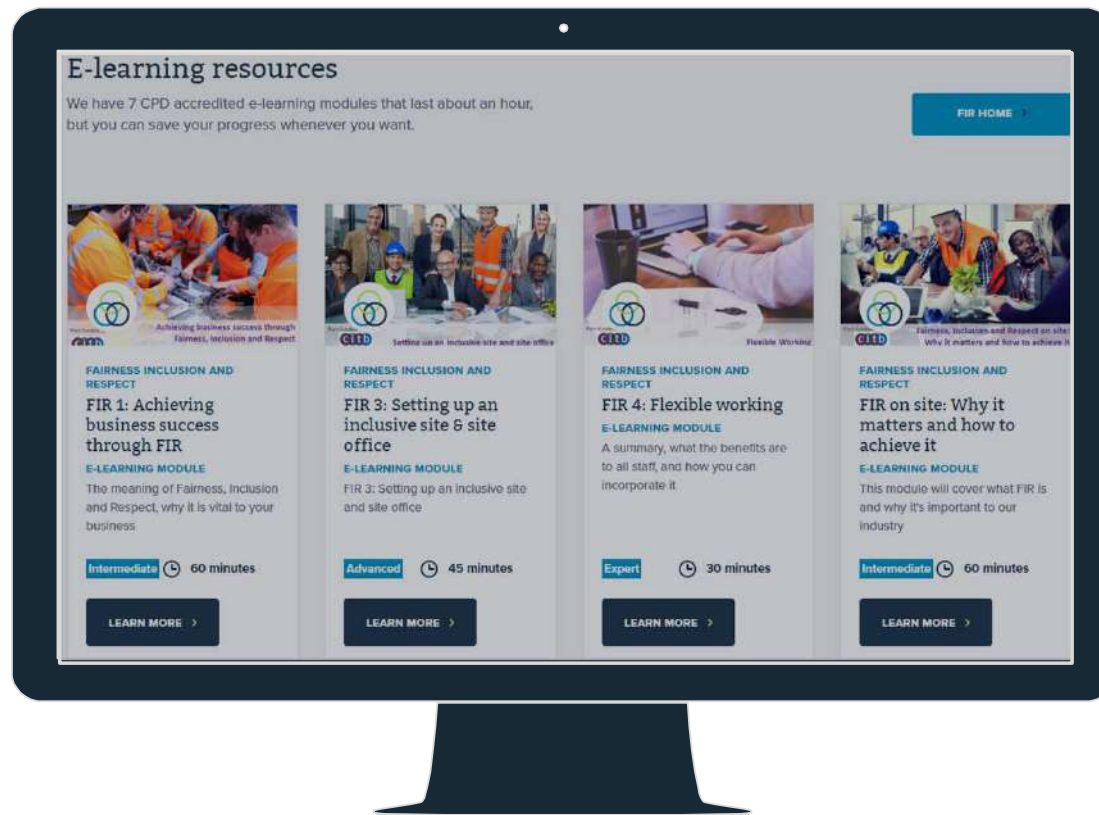
Building blocks of activities your organisation can do





WHERE TO GO FOR SUPPORT



# FIR Toolkit



Use the free, CPD accredited FIR Toolkit:  
[www.supplychainschool.co.uk/topics/fairness-inclusion-respect/fir](http://www.supplychainschool.co.uk/topics/fairness-inclusion-respect/fir)



## E-learning modules

 <p><b>FIR on site: Why it matters</b> For site management What FIR means; why FIR matters; employer and employee rights and responsibilities (Equality Act 2010).</p>	 <p><b>Achieving business success through FIR</b> For directors and managers What FIR is and its business benefits as well as risks associated with not progressing FIR.</p>	 <p><b>Setting up an inclusive workplace</b> For project directors and managers A step-by-step guide for good practice via a recruitment process flowchart.</p>
 <p><b>Recruiting fairly and inclusively</b> For managers and supervisors A step-by-step guide for good practice via a recruitment process flowchart.</p>	 <p><b>Flexible working</b> For managers and supervisors What flexible working means, why workers increasingly want to work flexibly and related legislation.</p>	 <p><b>Leading people inclusively</b> For managers and supervisors What it means to lead people inclusively and the difference between leadership and management.</p>

## Virtual face to face workshops

 <p><b>The business case for Fairness, Inclusion and Respect</b> For everyone What FIR is, why it matters and how to achieve it.</p>	 <p><b>Becoming a FIR Ambassador</b> For completed initial learning FIR good practice, barriers to overcome, and potential workplace scenarios.</p>	 <p><b>Leading people inclusively</b> For managers and supervisors What it means, how it feels to be excluded, recognising biases and influencing organisational development.</p>
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## Video Toolbox Talks












<b>FIR Induction</b>	Sets expectations in relation to 'acceptable' workplace language and behaviours.
<b>Community liaison</b>	How to handle confrontation from a member of the public.
<b>Language</b>	How words and language we use has an impact on others.
<b>Mental health</b>	What mental health is, how to maintain good mental health; symptoms and consequences.
<b>Responsibilities</b>	The Equality Act 2010, the responsibilities of employers vs employees.
<b>Respect</b>	Actions that make people feel respected and disrespected.
<b>Wellbeing</b>	How to support wellbeing.



**120+**  
Online resources

## Case studies

 <p>Creating a more inclusive workplace culture</p> <p><a href="#">CASE STUDY</a></p>	 <p>Delivery of the Group's National Trade Programme</p> <p><a href="#">CASE STUDY</a></p>	 <p>Collaborative working to create a new infrastructure: Midland Mainline programme for network modernisation</p> <p><a href="#">CASE STUDY</a></p>
 <p>Developing a company-wide approach: Fairness, Inclusion and Respect</p> <p><a href="#">CASE STUDY</a></p>	 <p>Developing an LGBT Network</p> <p><a href="#">CASE STUDY</a></p>	 <p>Initiating FIR on a construction project</p> <p><a href="#">CASE STUDY</a></p>
 <p>Midland Metro Alliance working with BEETS</p> <p><a href="#">CASE STUDY</a></p>	 <p>Increasing diversity disclosure within the business</p> <p><a href="#">CASE STUDY</a></p>	 <p>Building company culture using FIR best practice</p> <p><a href="#">CASE STUDY</a></p>



Creating a more inclusive workplace culture



Redefining company culture using FIR best practice



Developing a company-wide approach to Fairness, Inclusion and Respect



**FAIRNESS INCLUSION AND RESPECT**

**How Ardmore recruits & retains a diverse workforce**

**VIDEO**

Case Study: How Ardmore recruits & retains a diverse workforce



# FIR Ambassadors



400+

FIR Ambassadors




- **Recognition** – badges and certificates
- **Invitation-only webinars**
  - e.g. How to engage Directors in FIR, Perspectives of SMEs in FIR
- **Invitation-only events**
  - e.g. GEO Roundtable on LGBT and the built environment, CECA Inspiring Change
- **FIRry Friday emails**
- **Merchandise**
- **FIR Ambassadors Network**
- **Annual FIR Culture Survey**
- **Defined Learner Journeys**
- ***Coming soon – Bronze, Silver & Gold status***



# Action Planning



# What will you do differently?

This week	This month	This year
		



# Upcoming training

Find out what we have coming up. Click [here](#)!

Understanding Invisible Disabilities : Webinar

Tuesday, 15 June 2021, 11:00 AM – 12:00 PM

Gender Identity and Sexual Diversity

Thursday, 17 June 2021, 09:30 AM – 12:00 PM

Monitoring and Reporting on workplace diversity : Workshop

Wednesday, 30 June 2021, 10:00 AM - 12:00 PM

The Know-how of Inclusive Job Descriptions

Friday, 2 July 2021, 10:00 AM - 11:00 AM

Business Case for Fairness, Inclusion & Respect workshop

Tuesday, 7 July 2021, 09:30 AM - 12:30 PM

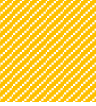
Inclusive Recruitment – The FIR Way

Wednesday, 21 July 2021, 09:30 AM - 2:00 PM

How about hosting a session yourself?



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Click on the link in the Chat  
to complete your feedback –  
We will give you 2 mins to do  
this

[Insert trainer name]

**FIR Programme contact details:**

[www.supplychainschool.co.uk/FIR](http://www.supplychainschool.co.uk/FIR)

[sara@supplychainschool.co.uk](mailto:sara@supplychainschool.co.uk)

Tel: 020 7697 1977



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