

The Business Case for creating a culture of . . .

Fairness, Inclusion and Respect

. . . in your organisation

Kate Lloyd


17th March 2022, Lower Thames Crossing



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



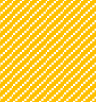
- Slides will be shared

Let's check your name badge



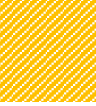
Edit to include your full name and company - this will help us mark your attendance so you can receive your certificate!

The technology



Having problems?

Leave a comment in the chatbox or shout out!



Chat



Hand up



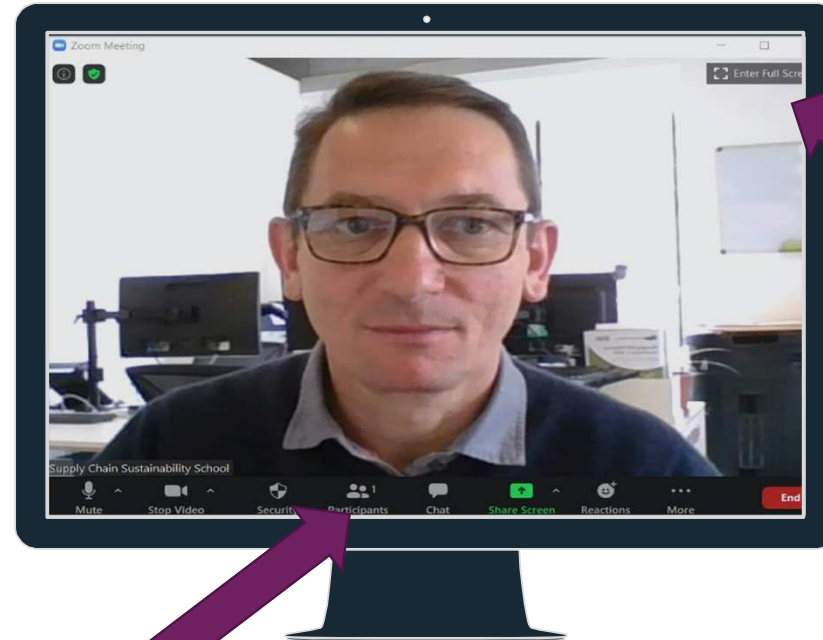
Reactions



Annotate

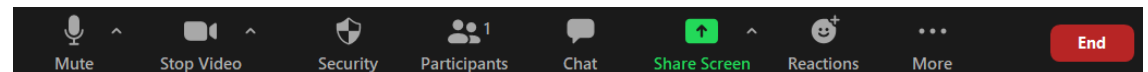


Participants

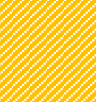


Use gallery view

Hover to get Menu bar



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

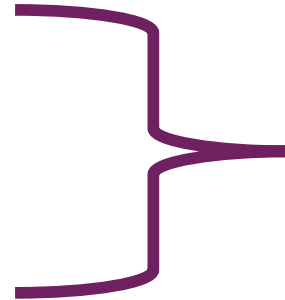


Jamboard

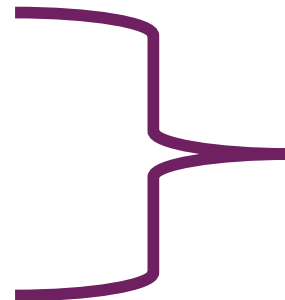


Mentimeter

www.menti.com



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



Time	Topics covered
10:00	Welcome and introductions
10:20	Diversity in the Construction industry
11:00	What does FIR mean and Why FIR matters
<i>11:30</i>	<i>Break</i>
11:40	How to progress FIR
12:20	Tools to help you and action planning
12:55	Feedback
13:00	Close



A little bit about us

Partners leading our work



Balfour Beatty

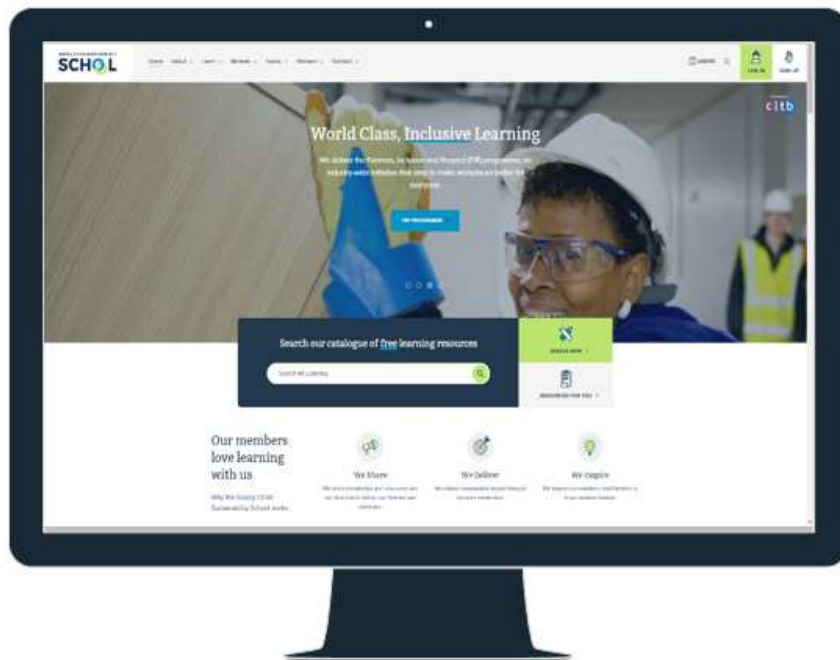


SKANSKA



HS2

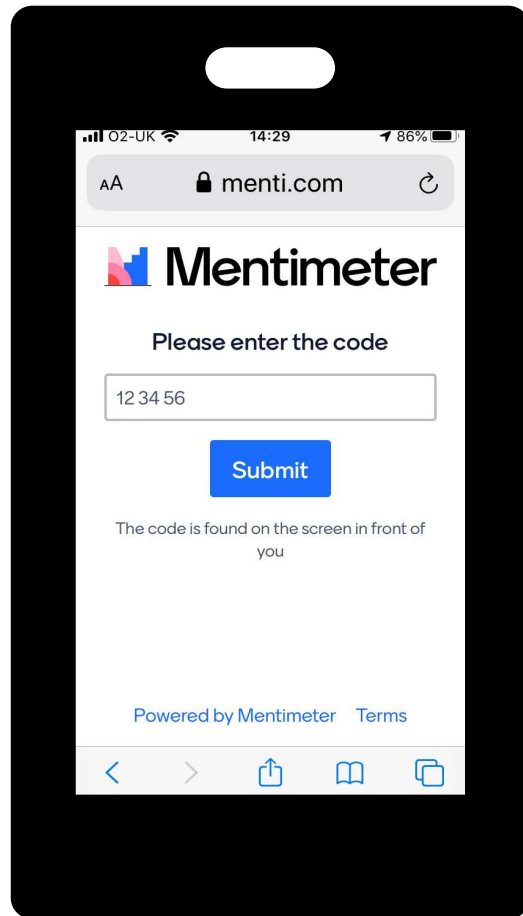
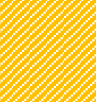
www.supplychainschool.co.uk



Diversity in construction

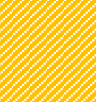


Quiz time – www.menti.com **FIR**



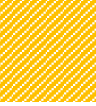
Open Mentimeter

1. Go to www.menti.com in a new browser or tab on your phone or computer.
2. Enter the menti code: 81 29 25 4 7412 when you see it on the slide or hear the trainer read it out.
3. Don't disconnect from the session, you will still need to hear the trainer



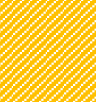
How many people work in your organisation?

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



Would you describe yourself as ...

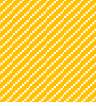
1. Site based
2. Office based
3. Home based
4. A mixture of the above



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

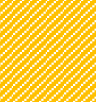
Ideally one word ... But no more than 3 words please.

There is no correct answers ...



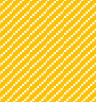
In 2020, what percentage of workers in the construction industry were female?

1. 5%
2. 12%
3. 25.3%
4. 33.5%



In 2020, what percentage of workers in the construction industry were from a BAME?

1. 6.3%
2. 10.1%
3. 15.9%
4. 20.2%

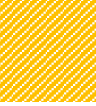


In 2020, what percentage of workers in the construction industry had a disability?

1. 0.5%
2. 6.1%
3. 11.2%
4. 15%

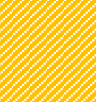
According to Office for National Statistics, in 2017 what percentage of people in the UK identified as heterosexual?

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”


Our journey to 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 consists of out-of-focus green foliage and a light-colored ground surface.

The meaning of Fairness and Respect

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

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:



58%

Improved
productivity



55%

win new
business



82%

better
understanding of
FIR amongst
leaders



62%

retained talent



74%

Improved
collaboration



59%

improved health &
safety



73%

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

A blurred background image showing two workers in orange safety suits and white hard hats, 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...

FIR



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%

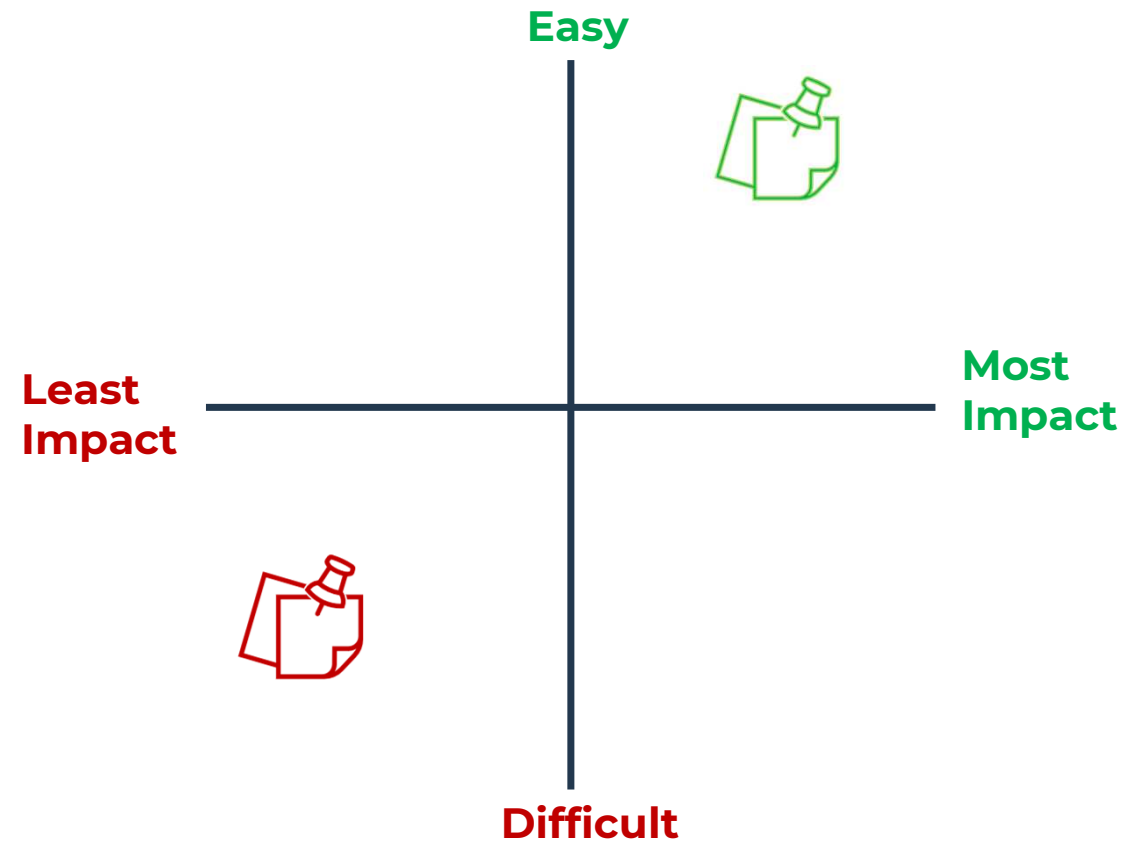
of **small business employers** offer **work experience** either as part of the **recruitment process** or through their **community outreach**

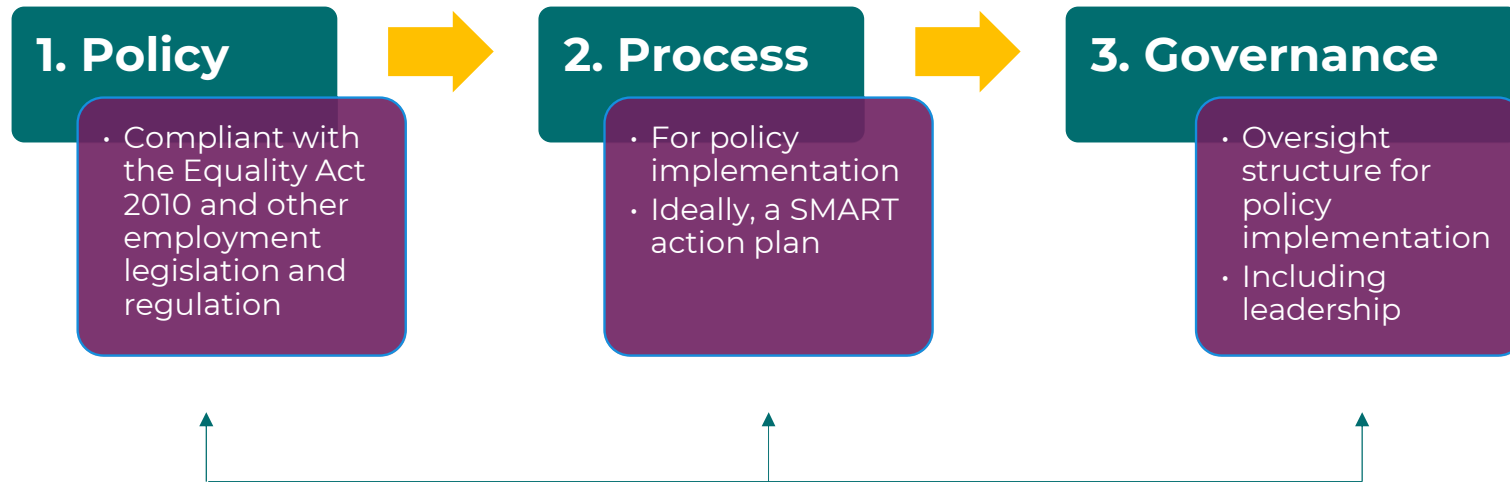
Data: Federation of Small Business (FSB) "Small Business, Big Heart", 2019



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





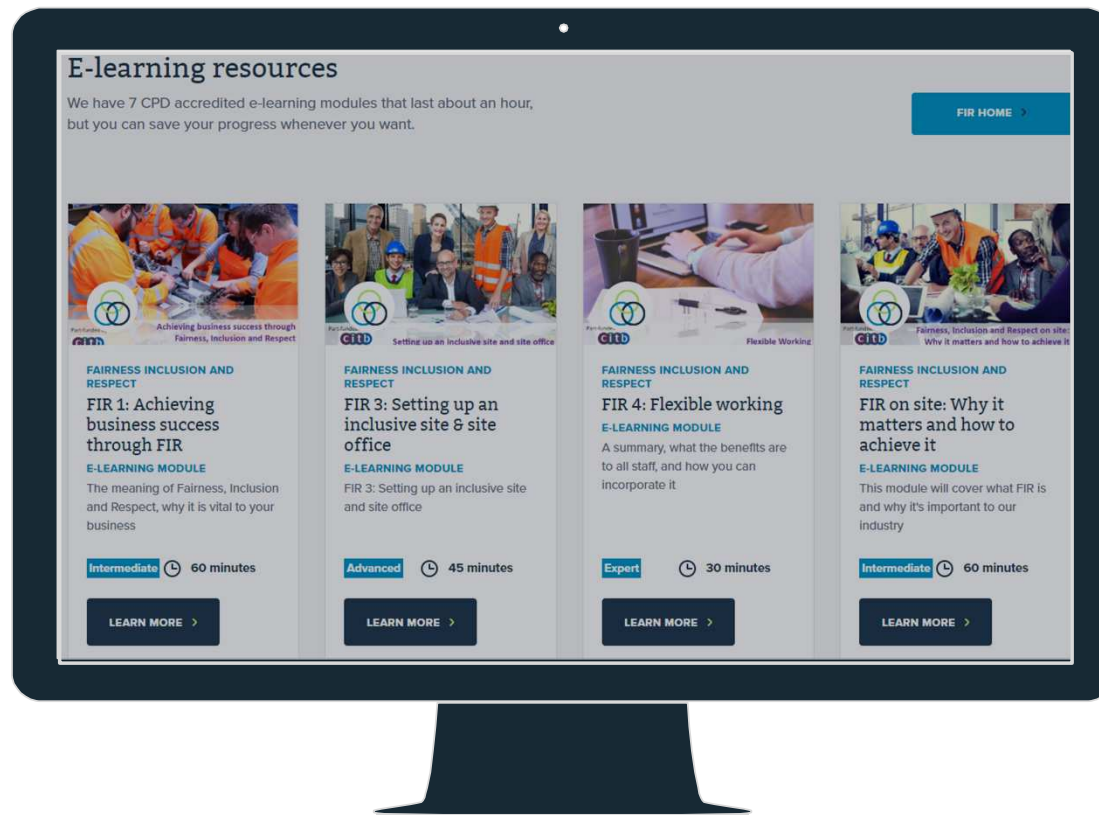
Building blocks of activities your organisation can do





WHERE TO GO FOR SUPPORT







FIR Toolkit



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



E-learning modules

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

Virtual face to face workshops

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

Video Toolbox Talks



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












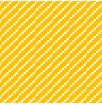
120



Online resources

Case studies

 <p>Creating a more inclusive workplace culture</p> <p>CASE STUDY</p>	 <p>Danny Sullivan Group: Mental Health Programme</p> <p>CASE STUDY</p>	 <p>Collaborative working to establish a diversity baseline: Midland Mainline programme framework contribution</p> <p>CASE STUDY</p>
 <p>Developing a company wide approach to Fairness, Inclusion and Respect</p> <p>CASE STUDY</p>	 <p>Developing an LGBT Network</p> <p>CASE STUDY</p>	 <p>Initiating FIR on a construction project</p> <p>CASE STUDY</p>
 <p>Midland Metro Alliance working with NEETS</p> <p>CASE STUDY</p>	 <p>Increasing disability disclosure within the business</p> <p>CASE STUDY</p>	 <p>Reshaping company culture using FIR best practice</p> <p>CASE STUDY</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



500+

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 - *Bronze, Silver & Gold status***



Help us shape our industry and encourage positive FIR change!

Complete the annual **FIR survey** (10-15mins which will go a long way)

<https://www.surveymonkey.co.uk/r/25QZWNN>

Please give us your feedback...






1. Click on the link in the chat
2. Please fill this out - we will give you a few minutes to complete it



Action Planning



What will you do differently?

This week	This month	This year
		

Upcoming training

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

Monitoring and Reporting on Workplace Diversity – Masterclass
31st March 2022, 10:00 AM - 12:00 Noon

How to be an Active Bystander at Work – Webinar
13th April 2022, 10:00 AM - 11:00 PM

Understanding Unconscious Bias - Masterclass
20th April 2022, 2:30 PM - 4:30 PM

How about hosting a session yourself?

Let's stay in touch...



[@fir4us](#)



[Fairness, Inclusion & Respect Programme](#)

Kate Lloyd

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jenny@supplychainschool.co.uk

Tel: 020 7697 1977



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