

The Business Case for creating a culture of . . .

Fairness, Inclusion and Respect

. . . in your organisation

Kate Lloyd

14 July 2022


National Highways, 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!*

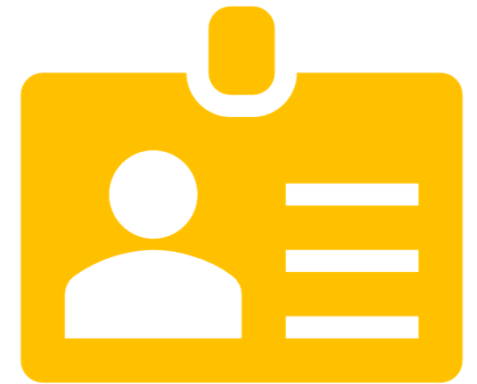


- Share your feedback at the end



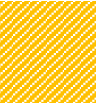
- Slides will be shared

Let's check your name badge



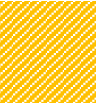
Edit to include your full name and company - this will help us mark your attendance so you can receive your certificate!

The technology



Having problems?

Leave a comment in the chatbox or shout out!



Chat



Hand up



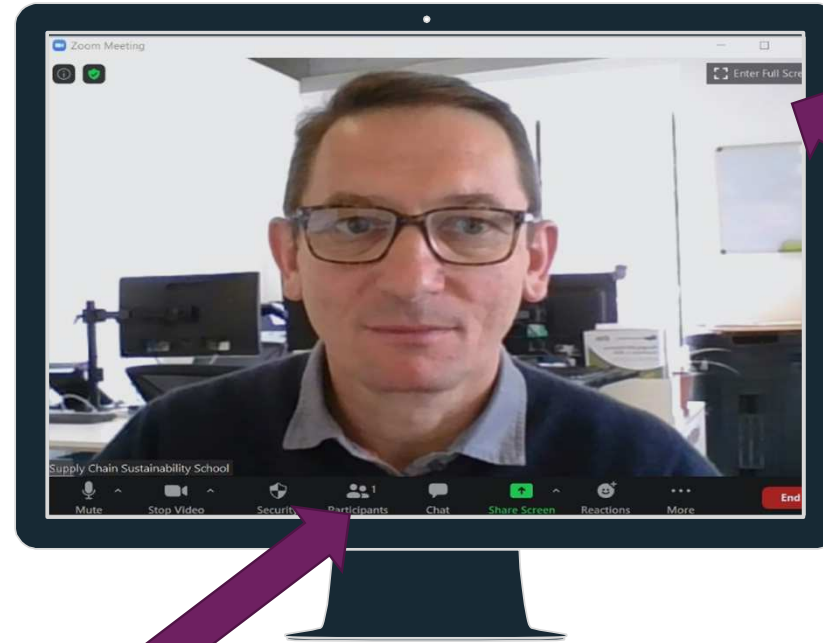
Reactions



Annotate

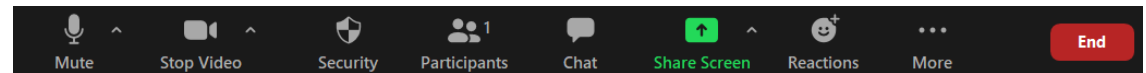


Participants



Use gallery view

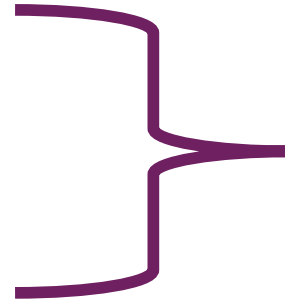
Hover to get Menu bar



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



Jamboard

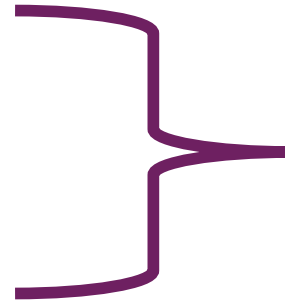


Use your computer



Mentimeter

www.menti.com



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
9:30	Welcome and introductions
9:50	Diversity in the Construction industry
10:10	What does FIR mean and Why FIR matters
<i>10:50</i>	<i>Break</i>
11:00	How to progress FIR
11:40	Tools to help you and action planning
12:25	Feedback
12:30	Close



A little bit about us

Partners leading our work



Balfour Beatty



SKANSKA



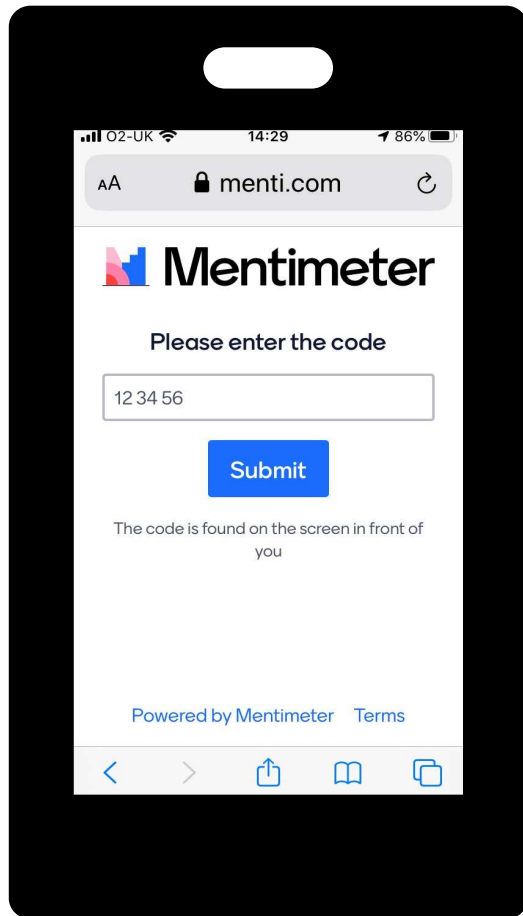
HS2



www.supplychainschool.co.uk



Diversity in construction



Open Mentimeter

1. Go to www.menti.com in a new browser or tab on your phone or computer.
2. Enter the menti code: **1185 6310** 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



The meaning of

“Equality, Diversity and Inclusion”

Our journey to equality, diversity and inclusion





The meaning of

“Fairness, Inclusion 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

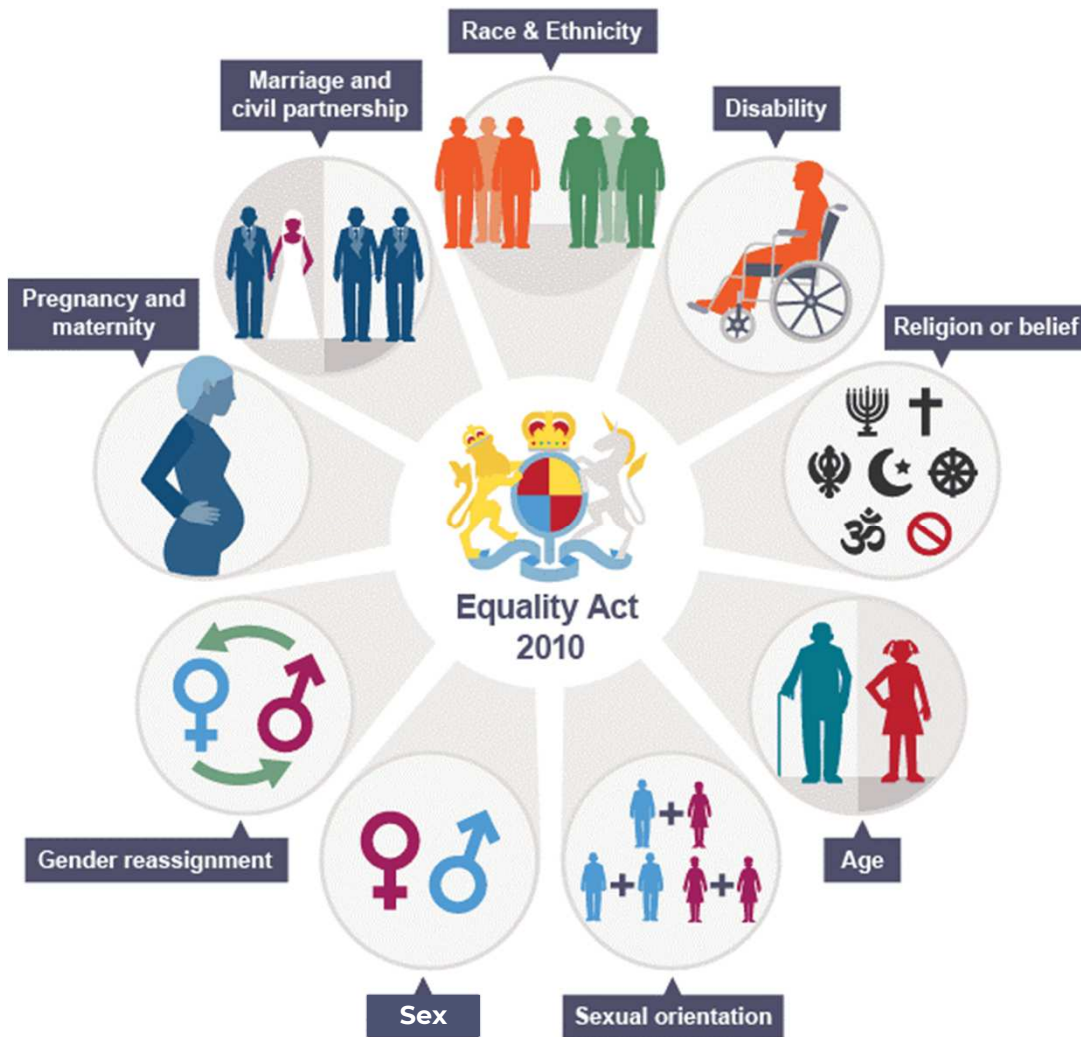
Where a person is associated with someone who has a particular protected characteristic.

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 diversecymru.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:



69%
Improved engagement with stakeholders



51%
win new business



83%
better understanding of FIR amongst leaders



68%
helped to retain talent



68%
Improved collaboration



72%
recruited a more diverse team



79%
improved behaviours

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 bright orange safety suits and white hard hats, standing in an industrial or construction setting. The text is overlaid on this image.

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



62%

People Management



60%

Monitoring



26%

Procurement



16%

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%

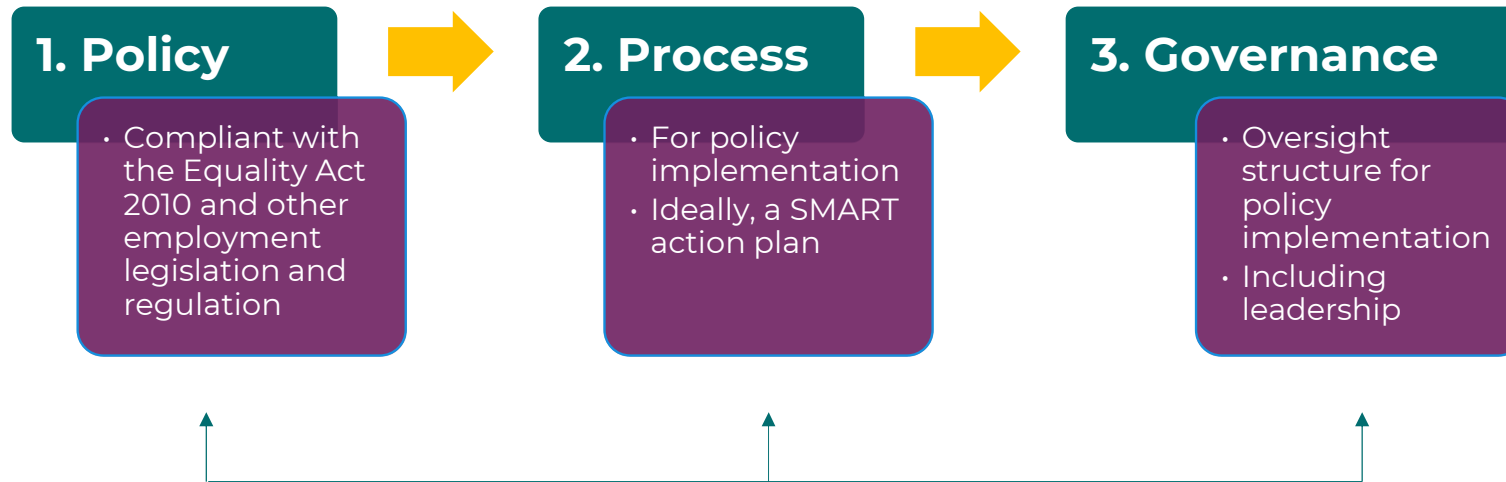
of all **small employers** have **taken on at least one worker** from a **labour market disadvantaged group** in the last three years



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



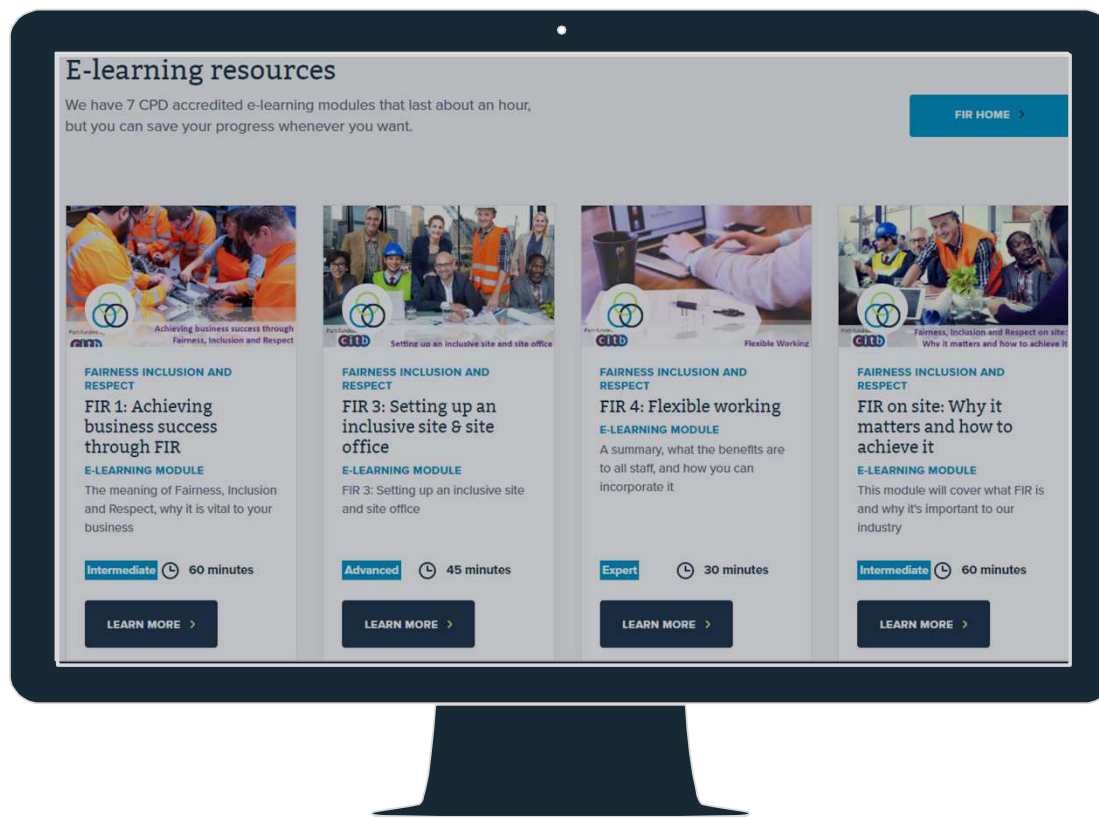
Building blocks of activities your organisation can do





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



FIR on site: Why it matters
For site management
 What FIR means; why FIR matters; employer and employee rights and responsibilities (Equality Act 2010).



Leading people inclusively
For managers and supervisors
 Develop effective approaches to leading people inclusively to help your team grow, innovate and thrive.



Achieving business success through FIR
For directors and managers
 What FIR is, its business value and the risks of not progressing FIR.



Managing challenging conversations
For managers and supervisors
 Gain skills, strategies and confidence to achieve the best outcome from tricky conversations.



Setting up an inclusive site and site office
For project directors and managers
 How to ensure your site and site office is safe, secure and inclusive for all employees and visitors.



Understanding invisible disabilities
For managers and supervisors
 Raising awareness of invisible disabilities and how best to support employees.



Recruiting fairly and inclusively
For managers and supervisors
 Learn how to attract and recruit candidates from diverse backgrounds using a good practice step by step guide.



Race and intercultural competence (Part 1 + 2)
For anyone
 Communicate more effectively at work with people from different cultural backgrounds to avoid misunderstandings.



Flexible working
For managers and supervisors
 What flexible working means, why workers increasingly want to work flexibly and related legislation.

Virtual workshops & webinars



The business case for Fairness, Inclusion and Respect
For everyone
 What FIR is, why it matters and how to achieve it.



Becoming a FIR Ambassador
For completed initial learning
 FIR good practice, barriers to overcome, and potential workplace scenarios.



Leading people inclusively
For managers and supervisors
 What it means, how it feels to be excluded, recognising biases and influencing organisational development.

Upcoming training: <https://bit.ly/3CTVygg>

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.

Case studies

<p>wj think exceptional</p> <p>Creating a more inclusive workplace culture</p> <p>CASE STUDY ></p>	<p>DANNY SULLIVAN GROUP</p> <p>Danny Sullivan Group - Mental Health Programme</p> <p>CASE STUDY ></p>	<p>NetworkRail</p> <p>Collaborative working to establish a diversity baseline - Midland Mainline programme framework construction</p> <p>CASE STUDY ></p>
<p>GRAHAM</p> <p>Developing a company wide approach to Fairness, Inclusion and Respect</p> <p>CASE STUDY ></p>	<p>Balfour Beatty</p> <p>Developing an LGBT Network</p> <p>CASE STUDY ></p>	<p>HOCHTIEF UK CONSTRUCTION</p> <p>Initiating FIR on a construction project</p> <p>CASE STUDY ></p>
<p>Midland Metro Alliance</p> <p>Midland Metro Alliance working with NEETS</p> <p>CASE STUDY ></p>	<p>KIER</p> <p>Increasing disability disclosure within the business</p> <p>CASE STUDY ></p>	<p>Bridges HIGH PERFORMANCE INSULATION TECHNOLOGY</p> <p>Building company culture using FIR best practice</p> <p>CASE STUDY ></p>

350+
 Online resources



Implementing a Menopause Policy - Initiative by an SME



Creating a more inclusive workplace culture



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



Implementing an Apprenticeship Programme using FIR Resources



Redefining company culture using FIR best practice



FAIRNESS INCLUSION AND RESPECT

How Ardmore recruits & retains a diverse workforce

VIDEO

Case Study: How Ardmore recruits & retains a diverse workforce

FIR Ambassadors

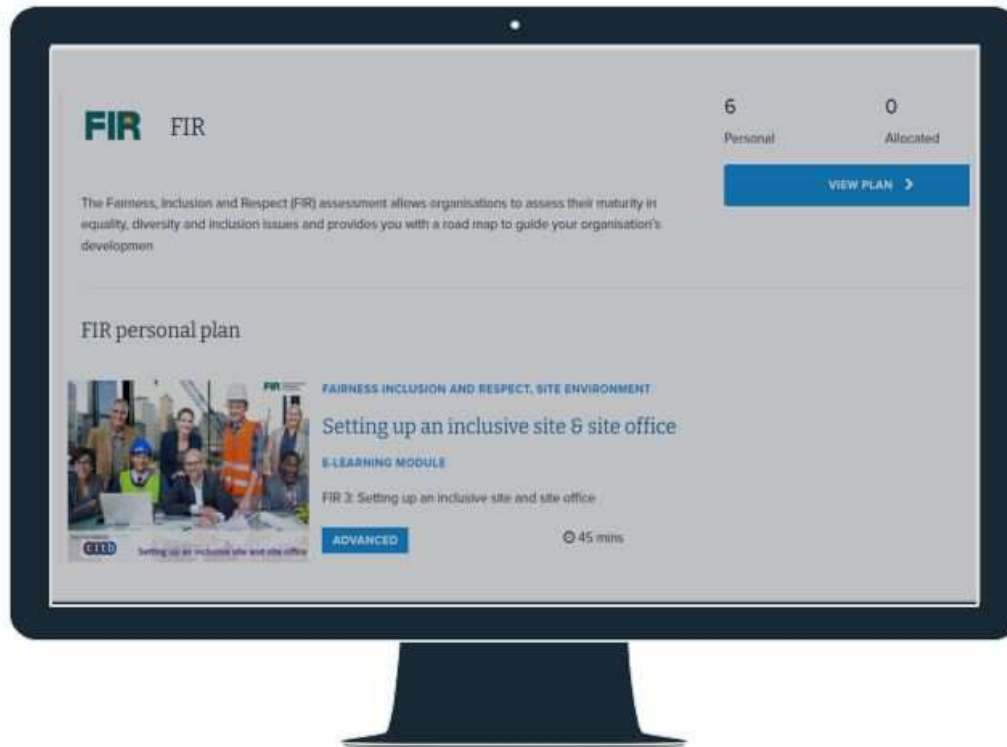


700+

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**
- **FIR Ambassadors Network**
- **Annual FIR Culture Survey**
- **Defined Learner Journeys - *Bronze, Silver & Gold status***

Want to progress FIR? Take the FIR Growth Assessment **FIR**



Take the FIR Growth Assessment to **benchmark your organisation's FIR commitments** against others in your sector.

Use this **free tool** to generate a 10 point learning plan, to help your organisation embed FIR further.

You will need to be an admin on your corporate account to complete the Growth Assessment.

www.supplychainschool.co.uk/topics/fir/fir-assessment/

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!](#)

Infrastructure Industry Workforce Diversity Data Benchmarking - 2022
Tuesday, 13 December 2022, 9:30 AM – 1:00 PM

Being a Good Ally in the Workplace - Webinar
Thursday, 26 January 2023, 11:00 AM - 12:00 PM

Bringing your Whole Self to Work - Masterclass
Tuesday, 31 January 2023, 10:00 AM – 12:00 AM

FIR Ambassador's Next Steps - Workshop
Thursday, 2 February 2023, 10:00 AM - 12:00 PM

Business Case for Fairness, Inclusion and Respect - Workshop
Tuesday, 14 February 2023, 10:00 AM - 1:00 PM

How about hosting a session yourself?

Let's stay in touch...



[@fir4us](#)



[Fairness, Inclusion & Respect Programme](#)

Kate Lloyd

FIR Programme contact details:

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Tel: 020 7697 1977



*Your certificate will
be available on your
School dashboard
within a week*

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