

Challenges:

At HE Simm culture is very important. We couldn't do what we do, without the people who work for us. Therefore, it is important to us that everyone enjoys being at work. We want everyone to be the best versions of themselves, to work together as a team to provide a superior service and quality. In order to achieve this our behaviours need to be right. Not only will the workplace be better for everyone, but personal performance will be better, thus improving the performance of the business. The labour market is currently very tough and it is more challenging than ever to recruit and retain employees.

As part of our commitment to the people matter charter, we want to raise awareness on the importance of diversity, fairness, inclusion and respect, and improve wellbeing across the group, in order to make HE Simm Group the employer of choice.

Impact:

In the last year, we have focused on educating our colleagues and supply chain. We have created a competency matrix to help upskill our colleagues, and rolled out a presentation called "reflecting on behaviours". This presentation was created to educate our employees and subcontractors on the importance of equality, diversity, fairness, inclusion and respect. Whilst also raising awareness on bullying, harassment and banter, and the effects this behaviour can have on individuals and the workplace.

We have had a wide range of individuals attend the workshop so far, including Directors, Project Managers, Supervisors, Document Controllers and Engineers. The intention is to roll this out business wide in 2024, including our subcontractors, as they are part of the wider HE Simm family. It is crucial they also have a general understanding of the above topics, to ensure that they are portraying the right behaviours in line with HES values.

Value gained:

Since rolling out the presentation in November 2023, we have gained an insight in to why it is important to individuals across the group. Hearing from their past experiences through engagement within the workshop.

Feedback from our colleagues have shown that the presentation has made people reflect on their own behaviours and rethink how they approach situations due to this.

One colleague said that the workshop had given them an "Awareness of how certain words or actions can have an impact on a person".

Fact box

Company
HE Simm

No of employees
360

HQ
LIVERPOOL

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Services

About

And another said they would “Be more considerate with the words I use around people taking into account how it could effect a person.”

I think as a business this is a step in the right direction, by a creating a working environment which is efficient and profitable, whilst at the same time being enjoyable and respecting diversity in others at all times.