



# Fairness, Inclusion & Respect

Essential to business success

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Supply Chain Sustainability School



Delivered by:



An award winning sustainability collaboration

One arm of the

**People Matters Charter**  
A workforce strategy for the built environment



Enabling  
 a more sustainable  
 built environment



## Poll Question 1

What do you understand by the phrase 'Fairness, Inclusion & Respect'?

## Meaning of FIR



## Poll Question 2:

What are your biggest business challenges at the moment?

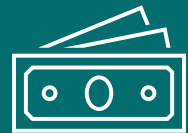
# Key Business Challenges



People  
(Talent)



Win work



Costs



Time



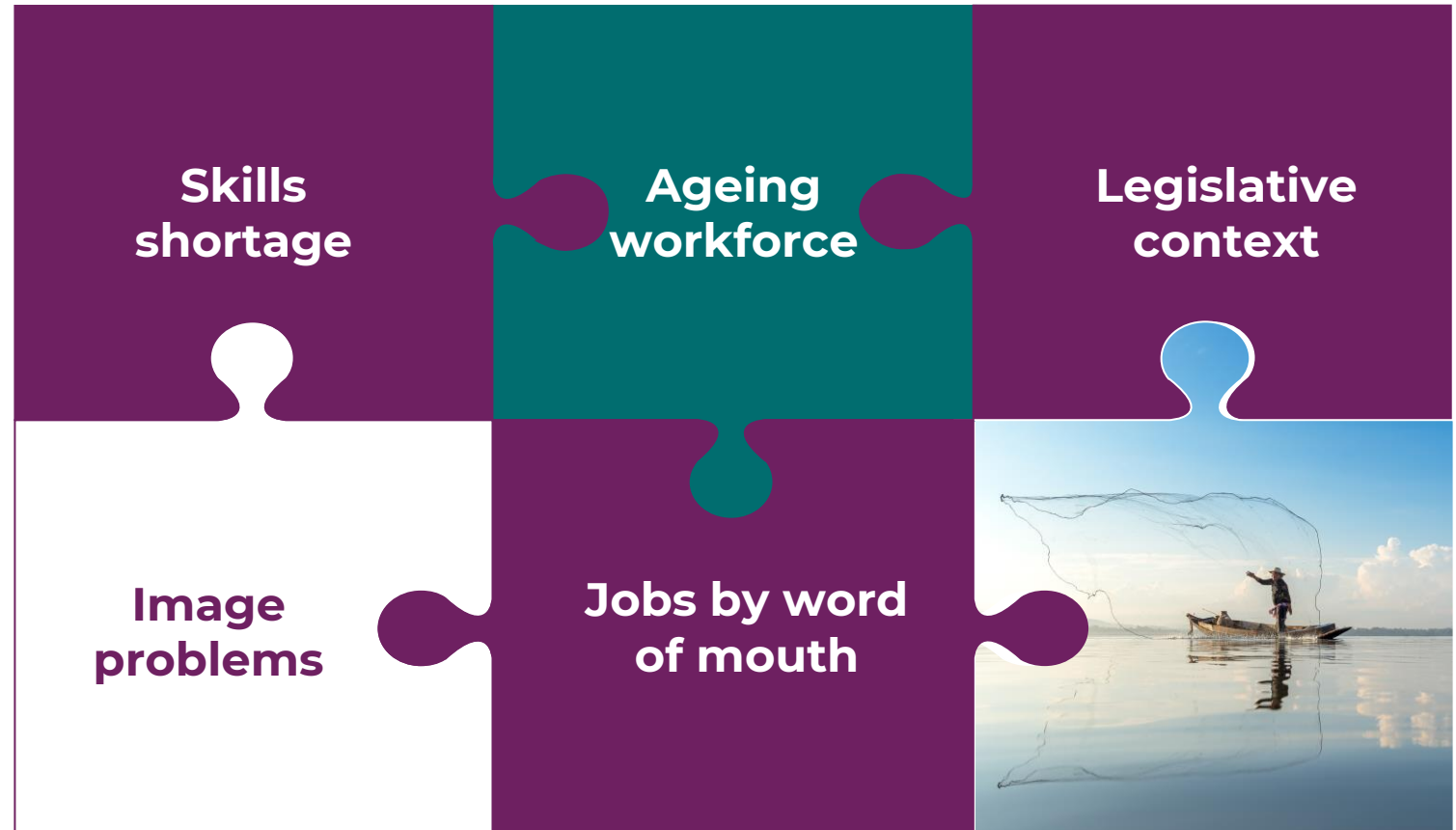
# People want to work for organisations that are serious about FIR

## High demand

Need additional:

- 266,000 people by 2026
- Retrofit 29 mill properties
- 70% increase in 5 years!

**Challenge = stand out from the crowd**



## People stay in happy environments that meet their needs



Fairness



Inclusion



Respect

# FIR is Critically Important for Clients

*“If people are treated fairly, feel respected and feel valued in the roles that they do, they’re going to deliver it better in terms of the way that they perform.”*

VINCI Construction UK

*“We want to work with contractors and consultants that really, genuinely have equality diversity and inclusion on their agendas.”*

National Highways

*“If you have a wider, diverse workforce you’ll be able to provide better products and services to Skanska and ultimately be more attractive in winning work going forward.”*

Skanska

*“...Absolutely vital part to play in helping the industry meet the approaching skills shortages...”*

Osborne



*“It’s very important we are seen as being an attractive employer.”*

GRAHAM Construction



# Inclusion is an expected part of doing business



## Law

### Equality Act 2010

Protection from discrimination in the workplace and wider society.

### Public Sector Equality duty

1. Eliminate discrimination, harassment, victimisation and prohibited conduct.
2. Advance equal opportunity
3. Foster good relations (protected characteristics)



## Procurement Practice

### Social Value Act

### Procurement Rules

Authorities must consider how procurement can improve the economic, social & environmental well-being of the relevant area, and act accordingly.



*Public Services (Social Value) Act 2012*

*Procurement Policy Note 06/20*



## Sustainability

### Sustainable Development Goals

Goal 1: No poverty, Goal 3: Good health and wellbeing, Goal 5: Gender equality, Goal 8: Decent work and economic growth, Goal 10: Reduced inequalities, Goal 16: Peace, justice and strong institutions



<https://sdgs.un.org/goals>

# FIR makes financial sense

## 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

# FIR minimizes risks & saves cost

Safer workplaces



Talent:  
Attraction  
Recruitment  
Retention



Innovation



Improved returns



Meeting customer expectations

Better staff engagement



Increased Productivity



Collaboration



Legal compliance

## FIR saves you time



- Business time
- Your time
- Staff members' time

# KEY STEPS TO SUCCESS







Fairness, Inclusion  
and Respect  
in construction

<https://www.supplychainschool.co.uk/topics/fir/>

*Developing a more diverse & inclusive industry that is **better for all***

FIR supports businesses to be more innovative and profitable by addressing workplace culture challenges and building inclusive and respectful environments.

Delivered by:



FIR benefits individuals, teams, businesses, the sector and the community



# FIR Toolkit & Training

## CPD-accredited 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).

**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.

**Setting up an inclusive workplace**  
For project directors and managers  
A step-by-step guide for good practice via a recruitment process flowchart.



**Recruiting fairly and inclusively**  
For managers and supervisors  
A step-by-step guide for good practice via a recruitment process flowchart.

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

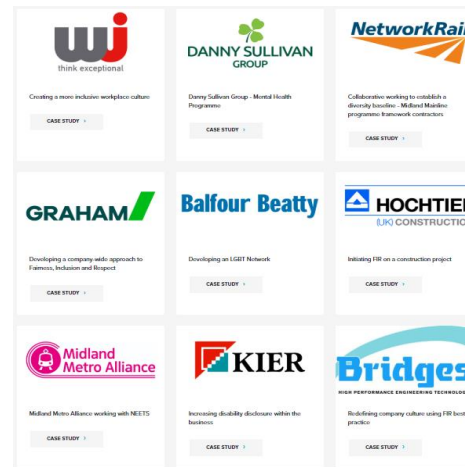
**Leading people inclusively**  
For managers and supervisors  
What it means to lead people inclusively and the difference between leadership and management.

## Guidance & Tools



**400+**  
Online resources

## Case studies



## Video Toolbox Talks



**WORKING PRACTICES**  
FIR Toolbox Talk: 'Just a bit of Banter'  
**VIDEO**  
This Toolbox Talk describes Banter that is and is not, appropriate in a workplace.

FIR Toolbox Talk: FIR Induction  
**VIDEO**  
Fairness, Inclusion and Respect can be an integral part of how an organisation operates

FIR Toolbox Talk: Mental Health and Wellbeing  
**VIDEO**  
Everyone experiences mental health; tips for maintaining good mental health

<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.

## Virtual & face to face workshops



**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.

Access the FIR Toolkit:

<https://www.supplychain.school.co.uk/topics/fir/fir-toolkit/>

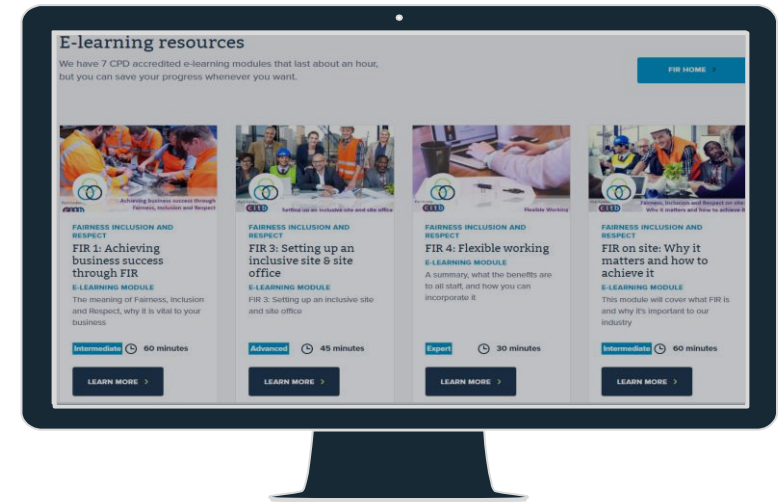


SCAN ME

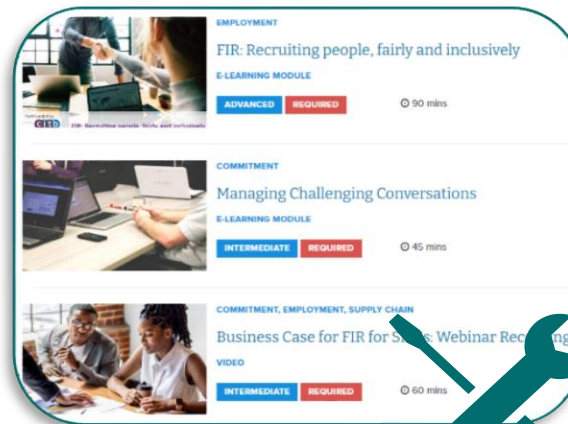
# Set up Learning Pathways



**Sign up as a corporate or individual member** to access the full range of free resources (*add FIR as an area of interest*)



Organisational assessment



**400+**  
**Online resources**

- Benchmark your FIR skills & knowledge against the market
- Access learning portals (individual and company-wide)
- Upskill your team across a range of sustainability areas, including FIR.

● YOUR SCORE      ● SCHOOL AVERAGE      ● SECTOR AVERAGE

[https://learn.supplychainschool.co.uk/local/tlactionplans/register\\_form.php](https://learn.supplychainschool.co.uk/local/tlactionplans/register_form.php)

# FIR Growth Assessment for Organisations

Structured **maturity assessment** tool to benchmark an organisation against industry and obtain a roadmap for improvement (10-point learning plan).

## Assessment areas:

1. Commitment
2. Employment
3. Working Practices
4. Site Environment
5. Supply Chain

Access the Growth Assessment:

<https://www.supplychainschool.co.uk/topics/fir/fir-assessment/>



# FIR Ambassadors Network

Individuals train to become FIR Ambassadors to positively impact fairness, inclusion & respect (FIR) in their organisation

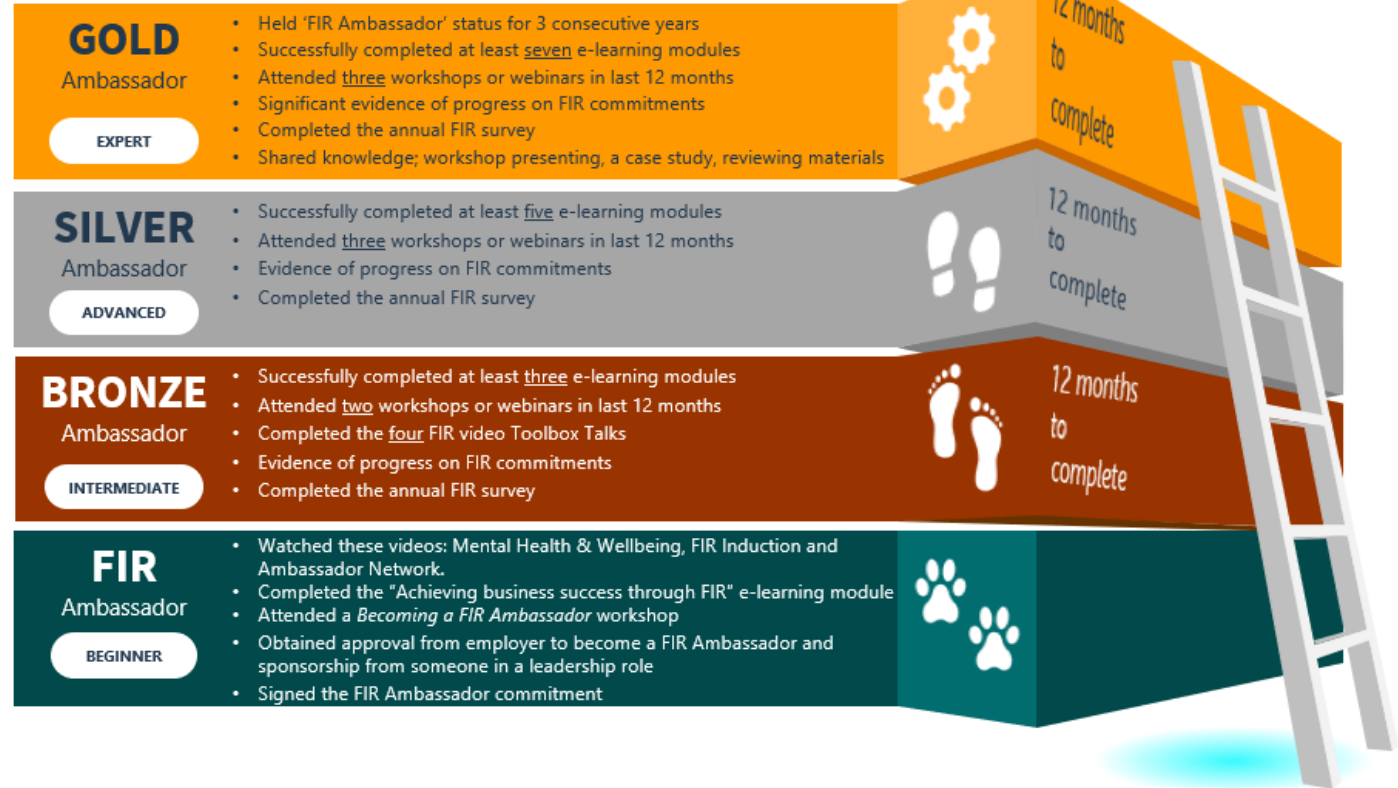
Develop skills and achieve Ambassador badges demonstrating FIR commitment

Businesses support Ambassadors to contribute to making the workplace better for everyone

Badges:



## FIR Ambassador's Journey



Find out more:

<https://www.supplychainschool.co.uk/topics/fir/fir-ambassadors/>

## 2023 INSPIRING CHANGE CONFERENCE

Join the discussion around workplace culture, best practice and innovation to achieve fairness, inclusion and respect.



 Tuesday 27 June

 11 Cavendish Square, London

Limited places available – **Register Now!**

## 2023 INSPIRING CHANGE AWARDS

Recognise and celebrate organisations and individuals creating more inclusive cultures across their workplaces, education and the community.

 Share your story and inspire others – **Nominate Today!**

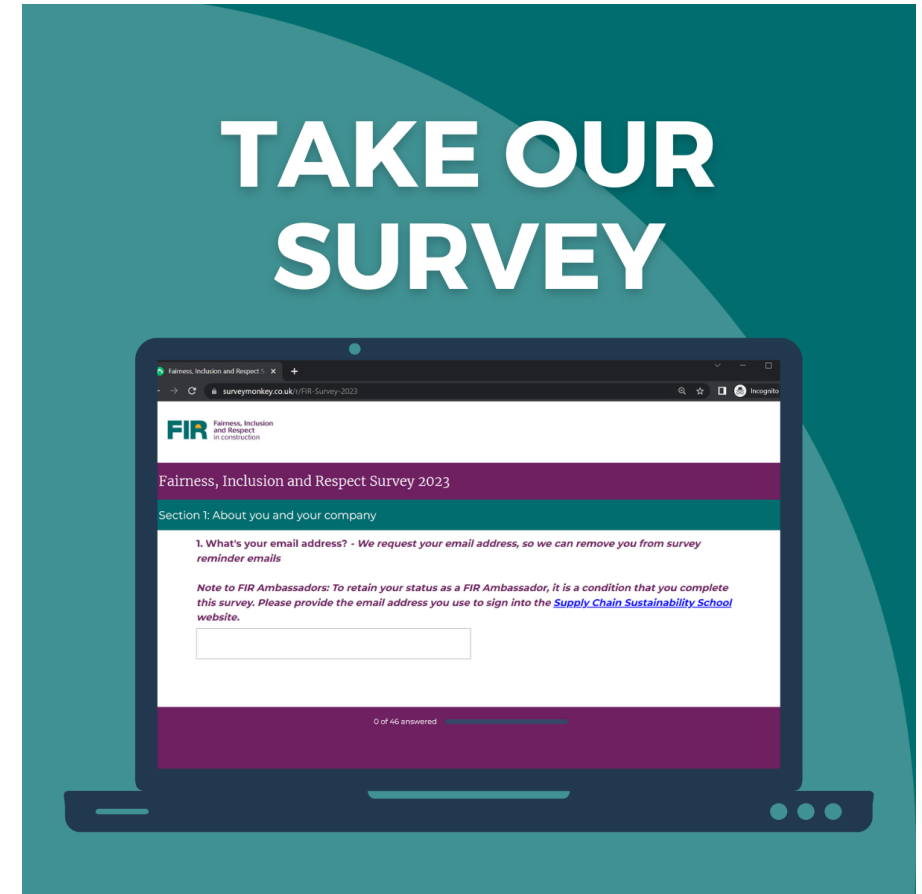
# FIR Culture Survey

**Have your say** on whether the industry is fair, inclusive and respectful.

**The annual FIR Culture Survey runs in March & April**

- Your input helps to drive the FIR Programme for our industry.
- FIR Ambassadors must complete the survey to progress to the next Ambassador badge level.
- [2022 Annual FIR Culture Report](#)

Sign up as a [member](#) with 'FIR' as an area of interest to receive details of the next survey and other news.

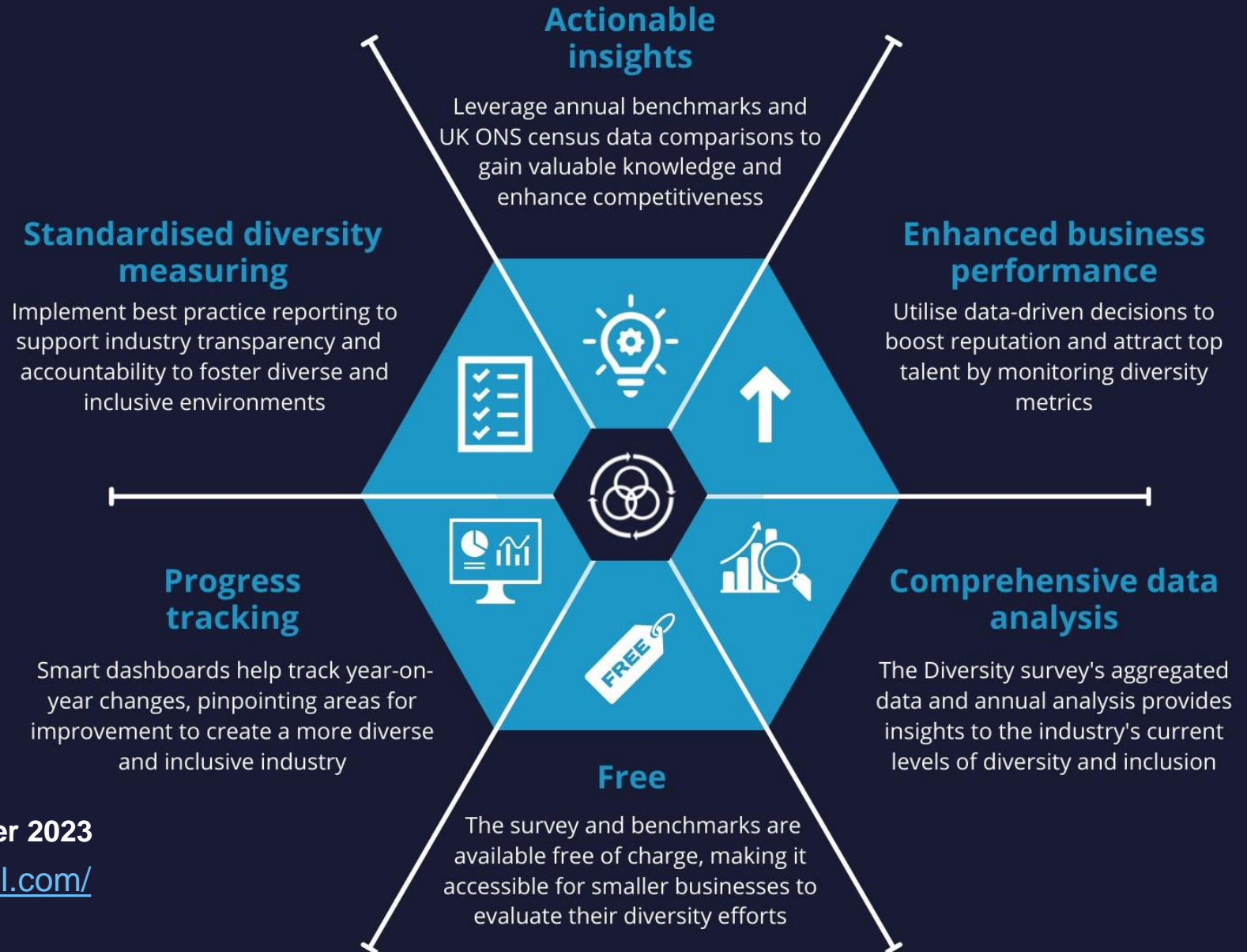






# Benefits of the Diversity Survey

Survey opens: **29th May 2023**  
Survey closes: **11th August 2023**  
Dashboard data released: **December 2023**  
<https://diversity.sustainabilitytool.com/>



# Questions?

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[supplychainschool.co.uk/FIR](https://supplychainschool.co.uk/FIR)

