



Fairness, Inclusion & Respect

Essential to business success

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Inspiring sustainable business









Delivered by:

SUPPLY CHAIN SUSTAINABILITY



One arm of the

People Matters Charter

A workforce strategy for the built environment



















FINALIST

industry awards

PCIPS

SUPPLY

MANAGEMENT

AWARDS 2013

















report issues of labour exploitation

Fairness, Inclusion & Respect

Evidence the implementation of Fairness







monstrate that all payment mechanism in place for employment comply with the egislation. Evidence that all directly mployed or through our the supply chain are not subjected to hidden payments, have access to all benefits and are aware of their entitlements



raining & skills Evidence an employment, skills and training strategy with a monitored



Modern Slavery Evidence processes are in operation and monitored to ensure that the organisation has the capacity & resilience to identify and



Evidence that the organisation is complying with the legal requirement to ensure that all the permanent or have the right to work in this country









Poll Question 1

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



Meaning of FIR



- Treating everyone as individual, according to their needs
- Absence of bias
- Supporting people to do their best
- Making everyone feel they are a key part of the business
- Valuing the people we work with – everyone has different skills
- Creating an atmosphere where we can all succeed

 whoever we are and regardless of our background and beliefs



Poll Question 2:

What are your biggest business challenges at the moment?



Key Business Challenges









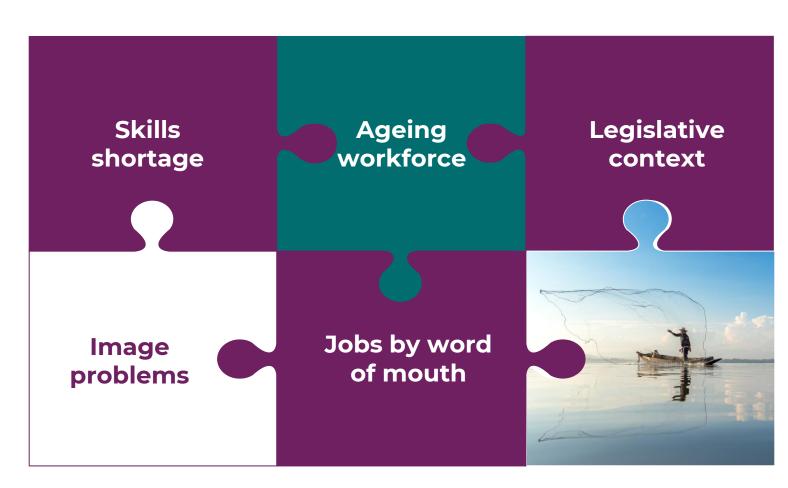
People want to work for organisations that are serious about FIR

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



Equality Act 2010

Protection from discrimination in the workplace and wider society.

Public Sector Equality duty

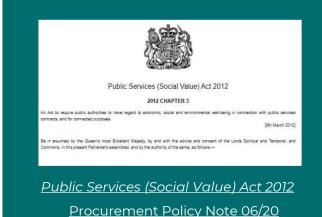
- 1. Eliminate discrimination, harassment, victimisation and prohibited conduct.
- 2. Advance equal opportunity
- 3. Foster good relations (protected characteristics)





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.





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



3. Cost

FIR minimizes risks & saves cost







Talent:

Attraction Recruitment Retention







Better staff engagement







Collaboration





FIR saves you time



- Business time
- Your time
- Staff members' time



KEY STEPS TO SUCCESS

Commit

- Understand & embrace FIR as critical to success
- Review practices, policies, governance
- FIR Growth Assessment

Learn

- Increase knowledge <u>training</u>, <u>tools</u> & <u>resources</u>
- Upskill as a <u>FIR Ambassador</u>
- Set <u>learning pathways</u> for team

Measure

- Capture data to measure progress
- Diversity Survey Tool

Improve

- Identify proactive improvement measures
- · Evaluate, assess and amend as necessary
- Continue to commit, learn and measure



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.

SUPPLY CHAIN SUSTAINABILITY

SCHOOL

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



Measure & track

Diversity Survey & Tool





Benchmark

Dashboard & Learning Pathways

Be inspired

Inspiring Change Awards



FIR Programme



Share practice

FIR Toolkit & Resources library

Allyship & support FIR Ambassador

FIR Ambassador Network



Actioning

Fairness, Inclusion
& Respect
in the built environment



Learn

FIR Training workshops, webinars, masterclasses

Stay informed

News & Articles





Connect & engage

Events & Conferences

Promote FIR Calendar

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.

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.



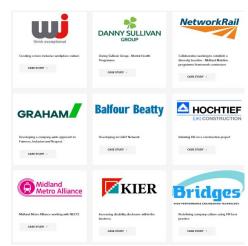
Leading people inclusively

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

Guidance & Tools



Case studies



Video Toolbox Talks



WORKING PRACTICES FIR Toolbox Talk: 'Just a bit of Banter'

This Toolbox Talk describes Banter that is and is not, appropriate in a workplace.



FIR Toolbox Talk: FIR Induction

Fairness, Inclusion and Respect can be an integral part of how an organisation operates



FIR Toolbox Talk: Mental Health and Wellbeing

Everyone experiences mental health; tips for maintaining good

mental health

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.

Access the FIR Toolkit:

https://www.supplychain school.co.uk/topics/fir/firtoolkit/





Set up Learning Pathways



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

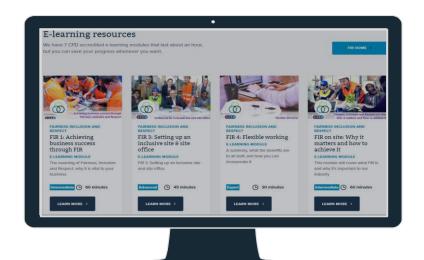


SCHOOL AVERAGE

YOUR SCORE



SECTOR AVERAGE





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.

https://learn.supplychainschool.co.uk/local/tlactionplans/register_form.php





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













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!**



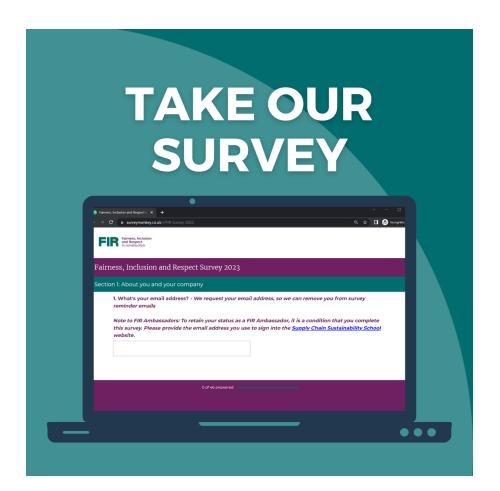
FIR Culture Survey

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 <u>member</u> with 'FIR' as an area of interest to receive details of the next survey and other news.



Benefits of the Diversity Survey

Standardised diversity measuring

Implement best practice reporting to support industry transparency and accountability to foster diverse and inclusive environments

Actionable insights

Leverage annual benchmarks and UK ONS census data comparisons to gain valuable knowledge and enhance competitiveness

Enhanced business performance

Utilise data-driven decisions to boost reputation and attract top talent by monitoring diversity metrics

Progress tracking

Smart dashboards help track year-onyear changes, pinpointing areas for improvement to create a more diverse and inclusive industry

Comprehensive data analysis

The Diversity survey's aggregated data and annual analysis provides insights to the industry's current levels of diversity and inclusion

Free

The survey and benchmarks are available free of charge, making it accessible for smaller businesses to evaluate their diversity efforts

Survey opens: **29th May 2023**Survey closes: **11th August 2023**

Dashboard data released: December 2023

https://diversity.sustainabilitytool.com/





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