



What the FIR programme is and how your businesses can join in

Liz Holford,

Supply Chain Sustainability School / Action Sustainability

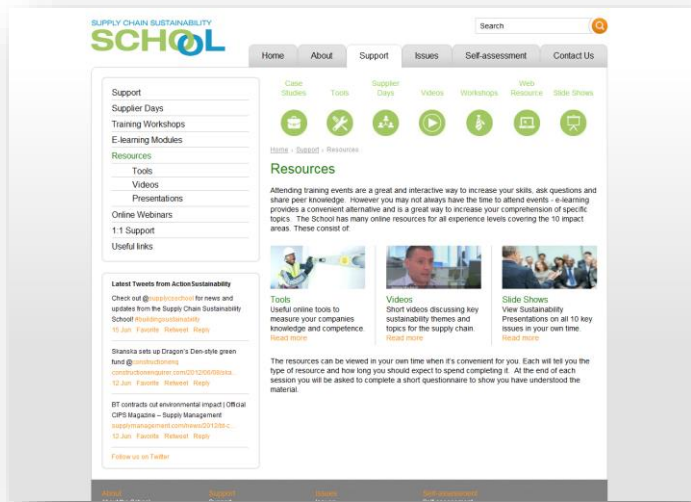
CECA South, London, 20th September 2016



This project has been delivered with support from the CITB Growth Fund, which aims to ensure that the construction industry has the right people, with the right skills, in the right place, at the right time and is equipped to meet the future skills demands of the industry.

Supply Chain Sustainability School **FIR** Fairness, Inclusion and Respect in construction

- ✓ **A virtual learning environment that aims to help construction suppliers and sub-contractors to develop their sustainability knowledge and competence.**
- ✓ Making us all better able to address the sustainability challenges our industry faces.
- ✓ E-learning, case studies, training workshops, personalised action plans
- ✓ 10 Key Sustainability Themes – www.supplychainschool.co.uk
- ✓ **Free to Supplier Members and confidential.**



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40+ contractors and clients . . .

FIR Fairness, Inclusion and Respect in construction

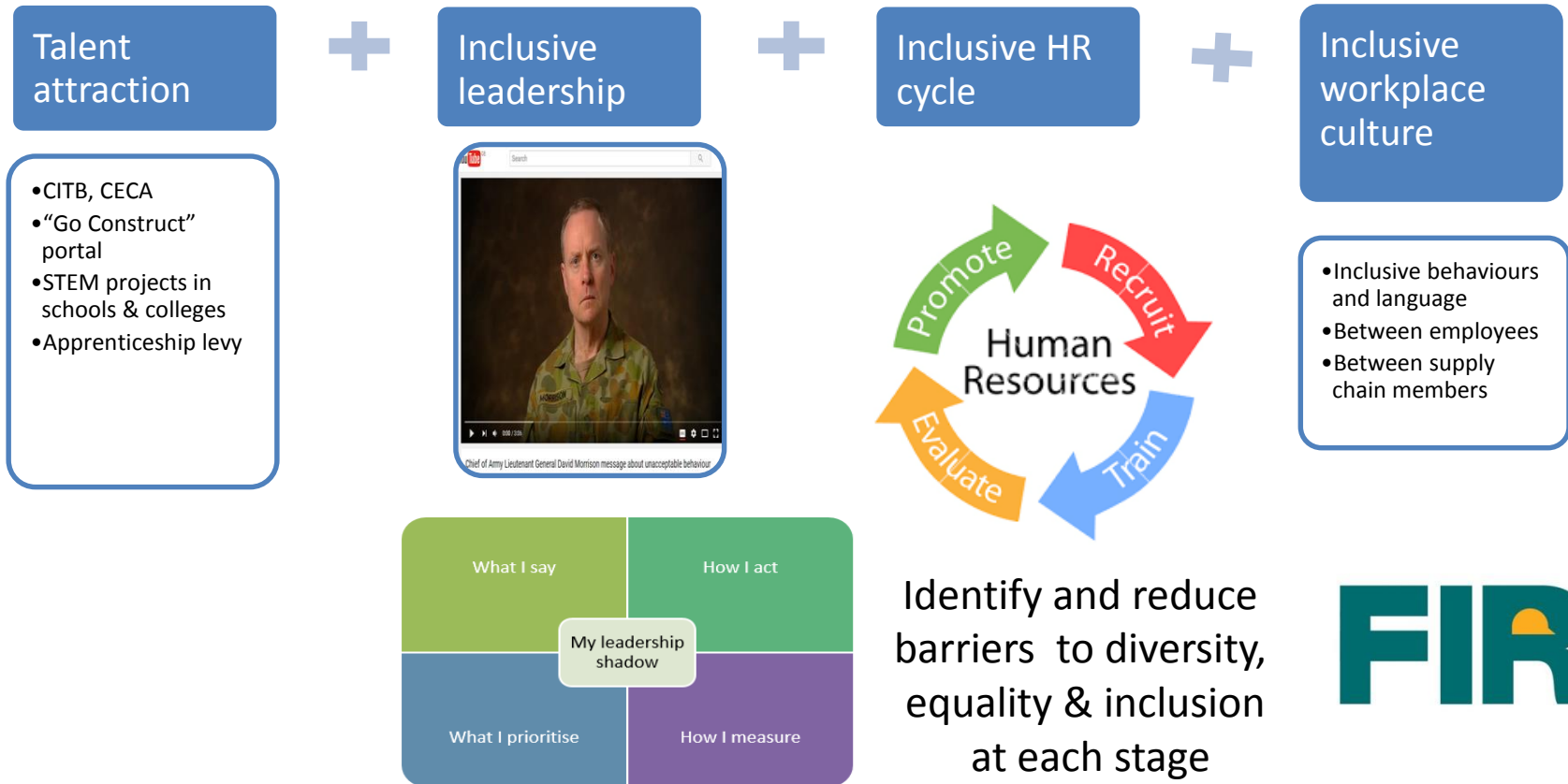


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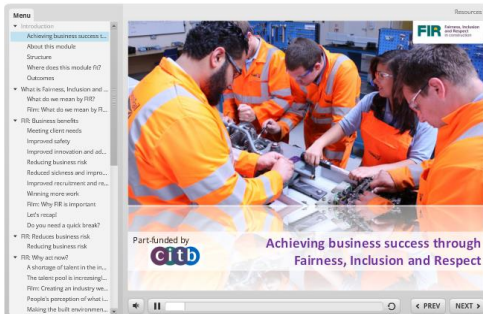
FIR context: Industry challenges

- 44,600 new people needed, each year, to 2019 to meet current pipeline of works (*CITB*)
- Only 9,306 construction apprenticeships *completed* in 2013/14 (*ONS*)
- 3m people working in construction but only c 5% of teenagers interested in doing so (*UKCES*)
- Women: stalled at 11 – 15% of workforce (*Glenigan*)
- Under 24 year olds: down from 12% to 8% of workforce in last 3 years (*Glenigan*)
- Workplace expectations of “millennial generation” are very different to “generation X” and “baby boomers” (*PWC*)
- 15% to 40% of workers tell the School that they have been treated unfairly or have seen others being (*SCSS workplace culture survey*)
- Tap of immigrant talent at risk of being turned off by government policy
- Anecdotal evidence emerging in FM of EU talent leaving UK / not wanting to come here following Brexit vote

Potential solutions



www.supplychainschool.co.uk/FIR



E-learning modules



Toolbox Talks



Resource library



Home > Fairness, Inclusion & Respect > Case Studies

Case Studies



From this page, you can link directly to resources that explain exactly what individual companies are doing to progress Fairness, Inclusion and Respect (FIR) in their workplaces and supply chains.

Two case studies have been prepared specifically for the School: one on John Graham Construction Ltd's company-wide approach to FIR and one on Balfour Beatty's development of an LGBT network.

We would welcome other examples of good practice. Please email it@gractionsustainability.com with any ideas or material.

Case studies

+ Events

+ **FIR Ambassadors Network:** workshops, LinkedIn group, FIRry Friday emails



@FIR4us #FIR4us



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FIR - industry collaboration



FIR Toolkit development led by:



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3 x E-learning Modules

The screenshot shows the interface for the e-learning module 'Fairness, Inclusion and Respect on site: Why it matters and how to achieve it'. On the left is a 'Menu' with a tree view containing sections: 1. Introduction - 3 minutes, 2. What FIR means - 6 minutes, 3. Why FIR matters - 10 minutes, and 4. Rights and responsibilities - 2. The main content area features a video player with a still image of a diverse group of construction professionals in an office setting. The video is part-funded by Citb. Navigation controls for play, pause, and next are visible at the bottom.

The screenshot shows the interface for the e-learning module 'Achieving business success through Fairness, Inclusion and Respect'. The 'Menu' on the left lists sections: Introduction, About this module, Structure, Where does this module fit?, Outcomes, What is Fairness, Inclusion and..., What do we mean by FIR?, FIR: Business benefits, and FIR: Why act now?. The main content area features a video player with a still image of construction workers in orange high-visibility gear working together. The video is part-funded by Citb. Navigation controls are visible at the bottom.

The screenshot shows the interface for the e-learning module 'Setting up an inclusive site and site office'. The 'Menu' on the left lists sections: Introduction, Why FIR matters, The Site Entrance, Site Facilities, Stakeholders, and Site Office. The main content area features a video player with a still image of a diverse group of professionals, some in hard hats, gathered around a table. The video is part-funded by Citb. Navigation controls are visible at the bottom.

- 30 to 60 minutes
- Test + certificate
- “Click and go”
- Pause and return

Coming soon; **Flexible working**



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4 x Toolbox Talks for site operatives

Guidance on how to deliver Toolbox Talks

Respect

- Respect Short film
- Respect trainer script

Wellbeing

- [Wellbeing short film](#)
- [Wellbeing trainer script](#)

Responsibilities

- [Responsibilities short film](#)
- [Responsibilities trainer script](#)

Language

- Language short film
- Language trainer script



Coming soon; **Induction film**, **Mental health & wellbeing**

Summary of a case study



£300m

New work



3%

Staff turnover has decreased



13%

Increase in employee engagement



15%

Increase in management skills



5%

Increase in diversity of recruits

<http://www.supplychainschool.co.uk/fir/case-studies.aspx>



Example event/ workshop content

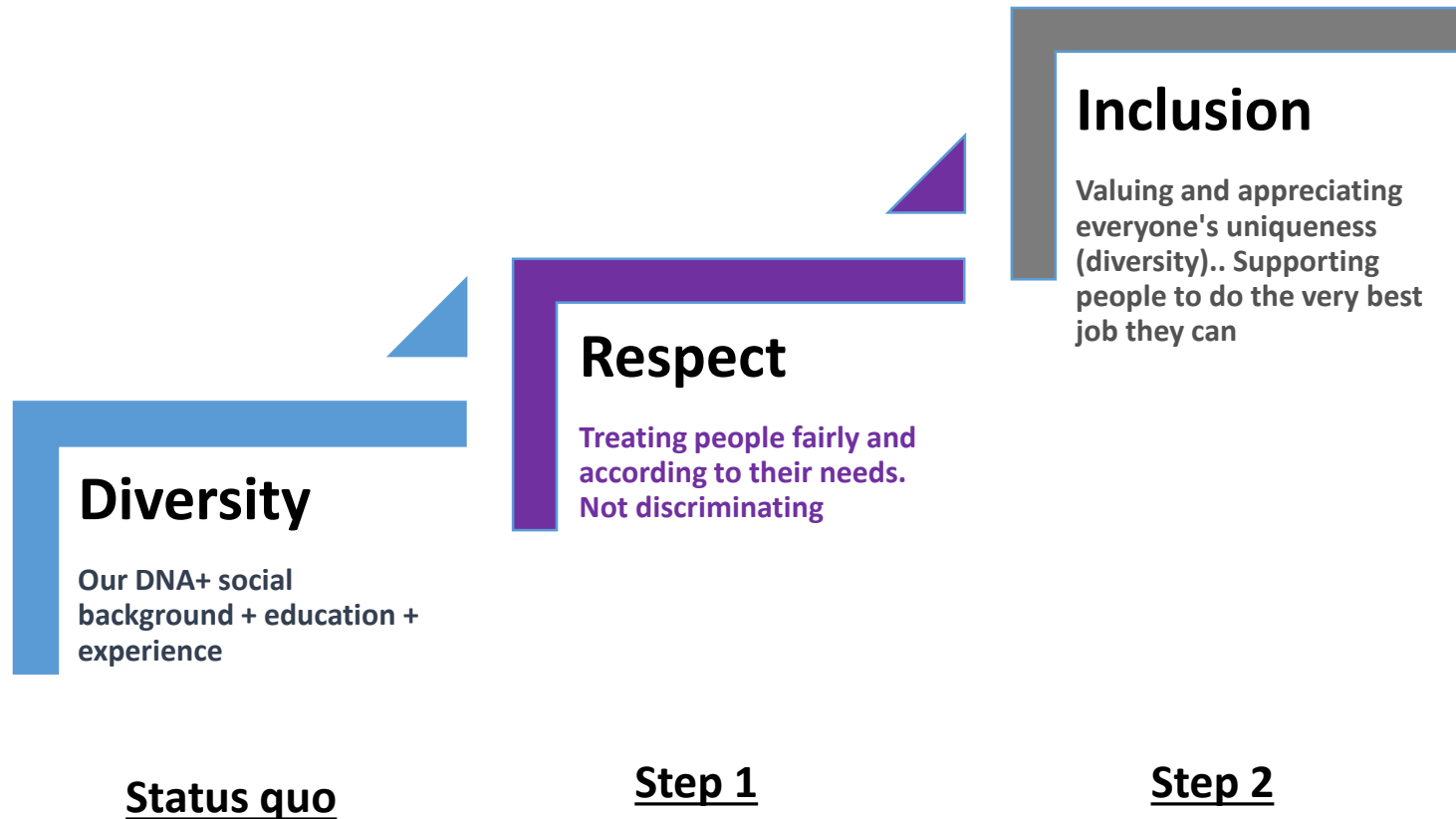


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What is FIR? In the words of clients and contractors



In summary





“Our workplaces are already inclusive for everyone... why discuss it?”



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Because, sadly, workplaces don't feel inclusive to everyone ...

Survey finds homophobia runs rampant in construction industry

Bigotry against LGBT people is at its worst on construction sites and for staff of contracting firms



Tuesday, June 14, 2016 METRO 19

Christian teen 'tied to crucifix by sick bullies'

by TOM DONNELLY

...ING shopfitters ganged up on a Christian apprentice and humiliated him by tying him to a crucifix, a jury heard. Four men also drew phallic and other symbols on his face as he hid in a room and took mobile footage as one of the men lit a deodorant and torched it while he hid underneath. The court was told yesterday. In November 2014 the unnamed 17-year-old was also allegedly tied to a chair with tape and had a metal rod forced into his mouth before he was thrown into the street. The teen started an apprenticeship with Interior Solutions in Yorkshire and the south-east to work on shops and banks with Andrew Addison, 30, Joseph Rose, 21, Christopher Jackson, 22, and Alex Puchir, 37. Austin Newman, prosecuting, said: 'In January 2015 while the team was undertaking another bank refit in Hull, Addison, Jackson and Puchir forced the complainant on to a cross fashioned out of two lengths of wood. '[He] was tied down to the plasterboard by duct tape. He was suspended a metre above the ground in a way that resembled a crucifixion.' The men deny charges of racially aggravated assault, harassment and putting the apprentice in fear of violence. The trial continues.

Accused: Andrew Addison (top left) and Joseph Rose (top right). Bottom: Chris Jackson (left) and Alex Puchir (right)

Hate Crime Reports Up 57% In Brexit Aftermath

The Prime Minister says racially-motivated attacks must be "stamped out" after calls to a special phone line see sharp increase.

News > UK > Crime

Brexit: Surge in anti-immigrant hate crime in areas that voted to leave EU

Police statistics show hate crimes to have tripled in some of the most Eurosceptic parts of Britain

Jon Stone Political Correspondent | @jonstone | Sunday 31 July 2016



Supply Chain Sustainability School Workplace Culture Survey

to ensure that the construction industry has the right set the future skills demands of the industry.

Why FIR matters: In the words of clients & contractors



Business benefits FIR brings

- **Legal & regulatory compliance** - *Equality Act 2010, employment regulations etc.*
- **Meets client & customer expectations** - *e.g. HS2 Ltd, TTT*
- Key differentiator in **attracting new talent** (*Barrow*)
- **Increases staff engagement** - improves responsiveness to changing customer needs, ability to innovate and bolsters team collaboration (*Deloitte*)
- **Innovation** - improves decision making and reduces risk of 'group think' (*Scott Page*)
- Helps collaboration / use of BS 11000 (*WJ Group case study*)
- Improved **productivity** (*AECOM/ Robert Walters*)
- **Safer workplaces** - *evidenced first by London 2012*
- **Improves financial returns** and enables growth into new markets (*McKinsey & Centre for Talent Innovation*)

How to promote FIR: In the words of clients and contractors



What you can do

- Work through the Toolkit and the e-learning
- Promote use of the Toolkit across your business and through your supply chains
- Support FIR Ambassadors in your workplaces
- Encourage professional language and behaviours in the workplace – and stop those that make people feel excluded
- Support your leaders to have an inclusive “leadership shadow”
- Support your HR team to identify and reduce barriers to diversity and inclusion at *every* stage of the HR cycle – let’s move away from hiring based on “cultural fit” / unfair criteria
- Support the programme continuing through 2017 and beyond – and host a supply chain workshop to spread the word

Stay in touch



www.supplychainschool.co.uk/FIR



@FIR4us #FIR4us

liz@actionsustainability.com



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