

Safety briefing: language and behaviour

If you are concerned about someone's language or behaviour on site, whether or not it is directed at you, please raise it with your supervisor immediately.

Don't wait until someone reacts.

Equality, diversity and inclusion (EDI) are fundamental to how VGC Group works. We need all our staff to feel they belong to our team, and they will not encounter any form of discrimination under any circumstances. So it is very important to consider how we speak to and about each other.

Unacceptable language and behaviour includes offensive jokes, swearing, trying to annoy someone, being aggressive and abusive – either to a single person or to a particular group of people.

The Equality Act 2010 promotes a fair and more equal society. It protects us all from unlawful discrimination due to age, sex, gender reassignment, marital or civil partnership status, pregnancy and maternity, disability, race, religion or belief, or sexual orientation. These human features are known as 'protected characteristics'.

If someone believes they are being treated unfairly or being excluded, their emotional distress can cause mental health problems. These may lead to fatigue, impaired concentration and poor memory.

These make it more likely that they will have an accident, especially in the place – like at work – which they view as a hostile environment.

Fairness, inclusion and respect are important to everyone. They help teams to succeed, because they:

- make workplaces safer
- improve productivity
- improve people's wellbeing
- enhance reputation
- reduce absenteeism

If you are worried about language or behaviour on your site, tell your labour manager or HSQE - call or text **07876 448 119** or email BeSafe@vgcgroup.co.uk

Or use our confidential whistleblowing online form at vgcgroup.co.uk/whistle