



FIR Fairness, Inclusion
and Respect
in construction

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Fairness, inclusion and respect

What is fairness?

- Consistency
- Transparency
- Treating everyone as individuals, according to their needs
- Being unbiased

What is inclusion?

- Involvement / sharing knowledge
- Engagement
- Confidence to be involved / ask
- Understand roles and feel you can contribute
- Making everyone feel a key part of the business
- Valuing the different skills that everyone brings to the team

What is respect?

- Treat people how you want to be treated
- Respecting differences and adapting our practices
- Meeting client and labour needs
- Attracting from a wider talent pool
- Changing perception of industry
- Safety / greater collaboration
- Creating an atmosphere where we all succeed, whoever we are and regardless of our backgrounds and beliefs

Why do you want to be FIR ambassador?

- Mix of business and personal reasons
- Realisation of FIR importance through survey data
- Retention / recruitment of staff
- Changing the image of construction to attract young talent
- Employee engagement strategy link
- Attract more people to our industry
- FIR as part continued business improvement
- Get people taking / feel confident
- Learn more about EDI beyond gender
- Share knowledge

What does FIR mean to you?

- Be part of positive change
- Work together
- Get people talking
- Shift focus from being targeted by protected characteristics to values and behaviour
- Drive behavioural change

What are the main elements of FIR?

- Behavioural
- Confidence to challenge
- Open your eyes to what we mean by talent: attitude is as key as academic skills
- People skills
- Know your audience
- Allow everyone to contribute ideas – not just top down
- Embrace technology and learn from young employees
- Leadership 'walking the talk'
- Recognising bias when recruiting and managing people

Why is FIR important?

- To help improve productivity
- Make people feel proud to work in our industry
- Culture of respect to be developed / ripple effect across industry and supply chain. Shift to team partnership / collaborative not client - contractor.
- Reputation as well as commercial / client expectation
- To win bids
- Next generation will be building HS2 etc. Need to persuade the workforce of the future to enter and stay in our industry
- Meet the expectation of our clients who are showing leadership