

Respect

We're working to
create an atmosphere
where we can all
succeed – regardless
of our background.

What does respect
mean to you?



Construction: building
careers for everyone

Fairness

Providing the right
support to people to
help them be their best.
That's a fair workplace.

What does fairness
mean to you?

Inclusion

We value all of our
colleagues – everyone
has different skills to
bring to the team.

What does inclusion
mean to you?

Fairness, inclusion and respect

What does it mean to you?

Here's what it means to us. We are committed to ensuring that everyone who works here is valued and respected. We will:

BE CONSIDERATE and thoughtful of how others may wish to be treated

VALUE the people we work with – everyone has different skills that contribute to our overall success

RESPECT our colleagues and create an atmosphere where we can all succeed – whoever we are and regardless of our background

CREATE AN INCLUSIVE ENVIRONMENT to make construction an industry where everyone wants to work

WORK TOGETHER to improve the image of our industry.

TOOLBOX TALK

Fairness, Inclusion and Respect

What is this about? – Building a ‘respect’ culture on site

- An initiative to promote ‘respect’ is currently being run on this site – and you will see posters, and other information, on display and being discussed on site.
- The aim is to promote a fair, inclusive and respectful culture on site; where everyone can succeed, regardless of our background. While it is a campaign the aim is to promote long term change; we want ‘respect’ to be business as usual.
- The initiative is being promoted by CITB, and is part of wider industry efforts to promote respect and greater diversity in the construction industry. It has the full support of [company name] and myself as site manager.
- The initiative is not just being run on this site, but on lots of other sites across the country.
- This fits with the Considerate Constructors Scheme which is actively looking for commitment in this area.

Why should we be doing this?

- It’s about ensuring the wellbeing of everyone on site; and making this the best place to work that we can. An inclusive atmosphere will support everyone to work to the best of their abilities; and help people be more comfortable to suggest new ideas or raise any issues/concerns.
- It is about thinking how we can all make this site as good as we possibly can.
- This is about everyone; and ensuring the working atmosphere supports us all to do our jobs the best we can.

What Fairness, Inclusion and Respect means to us?

Site manager to explain how terms such as respect are being talked about. The posters you will see on site talk about these terms in the following way:

- **FAIRNESS:** providing the right support to people to help them be their best.
- **INCLUSION:** valuing the people we work with – everyone has different skills to bring to the team.

TOOLBOX TALK

Fairness, Inclusion and Respect

- **RESPECT:** create an atmosphere where we can all succeed – whoever we are and regardless of our background

This means thinking about each other as individuals, valuing each other as individuals and not simply 'treating people the same'

Fairness, inclusion and respect – what does it mean to you?

Through the respect campaign – we want everyone to think about what fairness and respect means to us; and how we can best promote on our site.

{The aim would now be for the site manager to start a debate with people on what they understand by 'respect'; and to come up with some ideas on how to promote on site.}

It's about thinking about how people may be different on site, things we might not be aware of or be obvious to us.

There are many things that make us different, for example, who supports Man Utd?

And Man City?

Did we know that about each other, did we make assumptions, what assumptions might you make knowing this, would these be right?

How can we think about this in the context of site?

CCS monitors ask about diversity as part of their assessment process, so how would we best answer this: Does the company demonstrate a commitment to respect, fair treatment, encouragement and support? (Issues such as Bullying, harassment, inappropriate language, equality, diversity and inclusion, management attitudes)

What are your thoughts?

What do we do well/not so well?

Any suggestions?

What to do if you have concerns

- If people have any questions about the respect campaign, please come and talk to me as site manager.