Examples of Good Practice – Equality and Diversity (E&D)

General good practice witnessed by Monitors

• The E&D policy was posted around site so operatives know the basics expected.
• Appointment of a site E&D champion to ensure operatives understood practical implications of E&D.
• Notices to promote awareness of stress, bullying and those organisations which support those affected by depression and suicide e.g. CALM (Campaign Against Living Miserably).
• Site manager had an open door policy that included any issues whether on safety or not. This gave rise to instances of personal problems being brought to the site manager who offered support.
• The contractor issued an email at the start of the project to all operatives, subcontractors, architect/engineers etc. attaching copies of the company’s policy statements on equality, diversity, harassment and bullying. These policies now form part of their induction.
• The best performance is by contractors following equalities frameworks. An example was a contractor registered as an ‘Investor in Diversity’. See www.nationalcentrefordiversity.com for more information.
• The contractor won an Investors in Diversity Level 2 status award last year from the National Centre for Diversity.
• UKCG’s Worker Engagement policy is accessible on the internet. See http://www.ukcg.org.uk/activities/health-safety/worker-engagement/ for more information.
• Specific staff training on equalities as part of a training matrix.
• Concrete ramps built within the site accommodation leading to all cabins.
• Engagement of a deaf operative who worked with a buddy arrangement with another operative.
• This building was part of the HFH initiative to help wounded soldiers on return to the UK. As a consequence of this project, the contractors CEO agreed to partner in the re-education and employment of disadvantaged soldiers so on site the scaffolding was redesigned to improve access for amputees to be employed and trained in construction activities.
• Facilities for women and people with disabilities including toilets, showers and changing/drying rooms. – even some smaller jobs manage to set up dedicated facilities, WC’s, level door thresholds etc.
• The company appointed a young woman to be the mentor for three young women taken on.
• Facilities for certain ethnic and foreign workers – prayer room, prayer mats, time allowed for prayers, induction/signage translations, varied food menus etc.
• Several sites have measures in place to respect Muslims fasting during Ramadan (from just raising awareness that colleagues are not eating to having separate areas of the canteen where they can sit and no food is being consumed).
• Ethnic menu options in hot canteen and other food to suit cultural differences.
• Display of inter-faith/multi-religious festivals calendar for general information, so that operatives can be aware of key cultural and religious events which local communities or residents may be affected by or may be enjoying.
• Assistance with languages, interpreters and material printed in multiple languages, including multilingual inductions.
• Talks given by foreign nationals to the workforce to explain their culture and raise awareness of differences.

• A board game was devised by the contractor called ‘Equally Yours’ to raise awareness of diversity issues on site.

• Pictorial signage (for operatives with poor reading/English skills).

• Help for the under privileged – employment for ex-offenders, homeless, long term unemployed, young and old.

• Walkie-talkie left at the site entrance with a note for the less able visitors to contact the site manager for assistance.

**Good practice in employment**

• The message on diversity and inclusion is reinforced by the engagement of a specialist consultancy that use actors to demonstrate the approach and attitudes expected of all on the project.

• As part of the company’s respect, equality and diversity (RED) policy, a document, “Understanding Different Cultures”, was issued free to all on site.

• As part of a programme of community engagement and employment creation, the site manager lead a group of 40 graduate engineers, including those with ability impairment, on a visit to this and another site.

• Working with the Prince’s Trust to provide placements for disadvantaged young people to provide skills for future possible employment.

• A specialist organisation was used to make site signs, which provides opportunities for disadvantaged people, and produced a CCS best practice poster to promote this fact to the workforce on-site.

• Site has considered potential literacy and numeracy needs and has provided a book club facility in the mess and approached the school who have offered educational help on cases of need.

• The site has a dedicated skills centre on site which is licensed to train all sections of the community, including the unemployed, in obtaining CSCS cards. The facility is also used by school children for workshops and for numeracy testing.

**Good practice in service provision**

• The works necessitate extensive deployment of plastic road barriers and following a meeting with RNIB, the site purchased alternative barrier feet. The barrier feet are high visibility yellow with one side of each foot designed as low profile/flat to mitigate trip hazard for both people with impaired sight and also those with no-sight difficulties.

• The voluntary refurbishment of a disadvantaged family’s home.

• The site specifically selected a local (charitable organisation) contractor, who offer employment to local young people and retrain them in environmental work. This included creating an 'eco' garden which was designed by students at the school and will be maintained and enjoyed by the school for years to come.