



Inspiring Change Conference & Awards 2019

Promoting inclusion and
diversity in the wider
community.



**Fairness, Inclusion
and Respect
in construction**

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2019 Inspiring Change partners:



Introduction: inspiring change awards

Now in its fourth year, the Inspiring Change Awards highlight and reward organisations within the construction and infrastructure sector that have created a more inclusive culture. Creating an open and inclusive workplace in which everyone feels valued, and respects colleagues, is recognised as key to business success. Increasingly, clients are focussing on diversity and inclusion within their procurement policies and employees want to work in companies that recognise the importance of diversity and equality of opportunity.

Submissions to the 2019 Awards were asked to provide evidence that the organisation recognises the value of employee and/or community engagement and that they had introduced initiatives that have achieved benefits for both the business and the community. Entries needed to show how initiatives are aligned to company goals, made a sustainable and positive impact on the workforce or community in which it operates, and have delivered positive results such as:

- Attracting new employees from a wider talent pool
- Improved business performance
- Helped address gender or racial inequality in the industry
- Achieved higher retention and promotion levels
- Removed barriers to inclusion, enabling all employees and potential employees to have the same opportunities
- Increased employability rates in the community
- Helped tackle issues in today's society
- Built collaborative relationships with stakeholders and suppliers.

Judges were looking for innovative interventions that are aligned to company strategy and will inspire other employers to follow their lead. The awards recognise businesses that improve the quality of life of the workforce and their families as well as of the local community and society at large.

Categories

The following titles will be awarded:

- Inspiring Change in the Workplace
- Inspiring Change in the Community
- Inspiring Change in Education
- FIR Inspiration Award
- Inspiring Change SME Award
- Inspiring Change Project Award

Eligibility

The Inspiring Change 2019 Awards were eligible for all those working in the construction industry and built environment in the UK.

Criteria

Entries were invited from organisations that have introduced innovative and creative interventions within the last two years that are aligned to the business strategy and will inspire other employers to follow their lead.

This event has been delivered with support from the CITB Flexible Fund. CITB are the Gold Sponsors of CECA's Inspiring Change Awards.



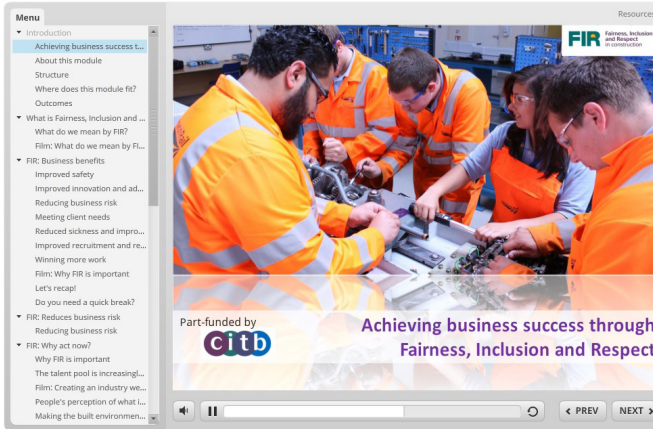
inspiring **change** conference programme

21 May 2019, No.11 Cavendish Square

Burdett Suite - chaired by CECA chief executive Alasdair Reisner		
9.30-10.00	<i>Registration</i>	
10.00-10.10	Burdett Theatre - Welcome - CECA chief executive Alasdair Reisner	
10.10-10.30	Keynote Speaker - Baroness Ruby McGregor-Smith - Inequalities in the Workplace	
10.25 -11.30	Panel 1 - Agents for Change/Change Infrastructure	John Russon, Environment Agency/ICG Helen Wollaston, WISE Lisa Kelvey, KPMG
11.30-11.50	<i>Refreshment break & networking - Orangery</i>	
12.00-12.30	Changing Hearts & Minds	Stephen Cole, CITB Head of Careers with construction employees
12.30-13.00	Keynote Speaker - Mark Reynolds - CEO of Mace and Chair of Skills Workstream, Construction Leadership Council	
13.00-13.45	<i>Lunch & networking - Orangery</i>	
	Burdett Suite - chaired by Manon Bradley	Maynard Theatre - chaired by Ian Heptonstall
13.45 - 14.35	Panel 2 - Game Changers - Education: Inspiring the Next Generation Jonathan Sobczyk Boddington, CEO, Peter Jones Foundation Adam Brown, MyKindaFuture Theodore Vasiliou, LDE UTC	Panel 3 - Workplace - Time for Change: Agile Working Ricky Prett, Costain - introduced agile working on site Darren Colderwood, Heathrow - agile working Jane Van Zyl - working families
14.35-14.55	<i>Refreshment break & networking - Orangery</i>	
	Burdett Suite - chaired by Manon Bradley	Maynard Theatre - chaired by Ian Heptonstall
14.55-15.45	Panel 4 - Step Change - Communities: Broadening the Talent Pipeline Usman Shah, Diversity Hut Nicole Dulieu, Young Woman's Trust Matt Corbett L&Q Foundation	Panel 5 - Change for the Better - Workplace: Taking Positive Action Sarah Underhill, Future Leaders Board, Anglian Water Dawn Moore, Morgan Sindall - 2018 Inspiring Change Workplace Winner David Stenning, Kent Supported Employment Service
Burdett Suite - chaired by CECA chief executive Alasdair Reisner		
15.45 - 16.00	Keynote Speaker - Gillian Unsworth, Head of Gender Pay Gap Reporting, Government Equalities Office	
16.00 - 16.30	Inspiring Change Awards 2019	
16.30-18.00	<i>Drinks reception - Orangery</i>	

FIR Toolkit

FIR Fairness, Inclusion
and Respect
in construction



Help make our workplaces more inclusive and better for everyone

Use the FIR Toolkit for Construction – free resources

Join the FIR Ambassadors network

Host or come along to events

The FIR Toolkit is now available for uploading to company Learning Management Systems free of charge. For more details contact: tolu@supplychainschool.co.uk

Visit: www.supplychainschool.co.uk/FIR

The FIR Toolkit has been developed by industry for industry:

Work led by  **ceca** in association with



Part funded by



This project has been delivered with support from the CITB Flexible 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.

inspiring **change** awards 2019

CECA would like to thank:

Gold Sponsor:



Award Sponsors:



Programme
Sponsors:



Speaker Biographies

Baroness Ruby McGregor-Smith CBE

Ruby is a portfolio Non-Executive Director and Advisory Director with current positions which include Mace Group, the Department of Education and Bath University. Ruby was the Chief Executive of MITIE Group PLC, the strategic outsourcing company, employing over 65,000 people predominantly in the UK. She joined MITIE in 2002 and was appointed as CEO in 2007. She is one of a small number of women who have held the position of Chief Executive in the FTSE 100 and FTSE 250 and is the first Asian woman to be appointed in such a role within that group of companies. She was recognised as a top 50 female world business leader by the FT in 2013. Ruby was also an Independent Non-Executive Director of PageGroup, appointed to the Board in May 2007. She chaired the Audit Committee, was a Member of Nomination and Remuneration Committees and also latterly their Senior Independent Director. PageGroup has 35 years expertise in professional services recruitment and currently employs more than 5,300 people in over 160 offices and 34 countries worldwide.



John Russon

John Russon is the Deputy Director of Allocation and National Programme Management for flood risk management at the United Kingdom's Environment Agency (EA). The EA is part of the UK Government. His role is to design programmes of new build flood protection schemes (capital) and maintenance (revenue) investment across England to achieve Government targets. The total annual budget is approximately £750 million. John works closely with national Government including the Department for Environment Food and Rural Affairs and HM Treasury.



Helen Wollaston

Since her appointment in June 2012 as Chief Executive, Helen has transformed WISE into a thriving, independent social enterprise, enabling business and education providers to increase the participation, contribution and success of women in the UK's scientific, technology and engineering workforce. Helen is an energetic, inspirational advocate for social change, with a track record of transformational leadership across public, business and not-for-profit sectors. An alumni of the Goldman Sachs 10k small business programme, she now supports enterprise as a member of the Advisory Board for the Management Division of Leeds University Business School. In December 2017, Helen joined the Board of Zero Waste Scotland, an agency supporting businesses in Scotland to increase recycling, reduce waste and create a market for the circular economy. Former Non-Executive roles include Senior Independent Director and Deputy Chair of South West Yorkshire Partnership NHS Foundation Trust and Chair of YWCA England and Wales (now the Young Women's Trust).



Lisa Kelvey

Lisa Kelvey is Director of KPMG's Major Projects Advisory team and KPMG's lead on Programme and Portfolio management for infrastructure and Government. She has 20 years' experience of planning and delivering major programmes using a practical, people-focussed approach to deliver sustainable change in complex and time-pressured environments. She specialises in supporting programme leaders with strategy, planning and decision-making for major programmes and portfolios and regularly speaks on decision-making at industry events including for the Major Projects Association and APM. A Chartered Civil Engineer, Lisa started her career with a major international design consultancy before moving into design management, project management and advisory roles. Lisa is an ambassador for inclusion and diversity, leading regular initiatives to create an inclusive environment which attracts a diverse range of talent to KPMG.



Stephen Cole

Stephen joined CITB as its Head of Careers Strategy in September 2018 and previously worked at the University of Westminster, where he was an Employability Manager. In this role, he sat on the Employability Task Force responsible for setting the institution's Employability Strategy, headed the team's support for Care Leavers, led the provision of careers advisory services to over 16000 students and co-founded (and project managed) what is now an Approved Provider Standard accredited, award-winning and international mentoring scheme.



Mark Reynolds

Mark was appointed Mace's Chief Executive in January 2013, and has overseen the company's revenue growth from £1bn to £2bn in 2018. He has consistently championed change within our industry, driving innovation to improve service excellence. He is passionate about improving Health, Safety and Wellbeing standards across the construction industry by finding better ways of delivering major programmes and projects, modernising the industry to meet its growth opportunities, whilst ensuring Mace continues to be more productive, more efficient and a responsible company. Mark gained his early experience in the commercial and aviation sectors. He was the Deputy Programme Director for the London 2012 Olympic and Paralympic Games. He is a member of the Construction Leadership Council and leads the Skills workstream. He is also on the Board of London First, the Northern Powerhouse Partnership and is a trustee of LandAid.



Gillian Unsworth

Gillian is head of Gender Pay Gap reporting in the UK Government Equalities Office. She leads work to enable over 10,000 employers to publish their gender pay gap data each year. She and the team set up and manage a digital reporting service and employer resource portal that receives over a million visitors annually as well as leading an extensive engagement campaign to share best practice and support employers in closing the gender pay gap. Gillian is an experienced civil servant, previously working in several UK government departments including the Home Office and Foreign and Commonwealth Office. In addition to gender equality, Gillian has worked on policy areas as diverse as immigration, passports and the European Union.



2019 Judges



Kevin Bowsher, Diversity & Inclusion Manager, Network Rail

Kevin Bowsher joined Network Rail in October 2013 as Diversity and Inclusion Manager. Since then, he became a member of the Fairness, Inclusion and Respect Steering Group and a member of various sub-committees formed by the Royal Academy for Engineering diversity and inclusion project groups. Kevin is actively involved in developing national and international standards around equality, diversity and inclusion. Recently, Kevin also took on a Trustee Director's role at the Milton Keynes Art Gallery, covering the equality, diversity and inclusion portfolio. Between 2008 and 2011, during the construction of London 2012's venues, Kevin was the lead for Equality and Inclusion for the Olympic Delivery Authority's Delivery Partner. Before this he served as a police officer for thirty years, primarily in community relations.



Belinda Blake, EDI Manager Highways England

Belinda Blake joined Highways England in September 2016 as an EDI manager to support the business and supply chain in meeting Highways England's ambition to embed equality, diversity and inclusion in all they do. Belinda has worked in the equality field for over fourteen years, acting as a critical friend to the private, public and voluntary sectors to improve equality of access and opportunity for employees, customers and communities.



Nike Folayan, Associate Director & Technical Discipline Leader for Communications and Control, Railways Division, WSP

A Chartered Electronics Engineer with a doctorate in electronics engineering, Nike is currently Associate Director and the Technical Discipline Leader for Communications and Control within the Railways Division of WSP, an engineering consultancy where she leads a team of telecommunications engineers working on a variety of projects within the transport industry including railways and the highways projects in the UK, Australia, Middle East and Africa. Nike chairs AFBE-UK, a not for profit organisation which aims at challenging and inspiring people of BME origin to enter the field of Engineering and make enhanced contributions to their respective fields, and to local communities using engineering as a platform.



Tracey Goddard, Head of Strategy, Anglian Water @one Alliance & MWH Treatment Ltd

As Head of Strategy Tracey Goddard is leading the evolution of Anglian Water's @one Alliance, working to ensure the organisation has a clear vision, objectives and strategic actions that meet the future challenges of the alliance, water industry and wider infrastructure sector. As an active member of the Infrastructure Client Group's Equality Diversity and Inclusion workstream, Tracey is passionate about inspiring change in the workplace. Drawing on over 20 years experience of managing high pressure teams, Tracey mentors future leaders and supports community engagement and STEM events across the business. Outside of work Tracey enjoys singing in a choir and 'educating' her daughter about the diverse career opportunities that the construction sector can offer!



Debbie Johnson, Fund Manager, CITB

Debbie is responsible for directing CITB funds for careers, training and development to priorities which best address industry need. Debbie has worked in a number of local and national roles at CITB and has most actively been involved with establishing approaches which enable employers to embed approaches to workforce development. Having led the development of the National Skills Academy for Construction and securing Government funds for industry through the Employer Ownership of Skills pilots and the Construction Skills Fund, Debbie is proud to support industry in increasing the talent available to meet employers' needs.



Kara Reed, Business Change Manager - T5+ Programme, Heathrow

Kara joined Heathrow in 2006 after seven years in the retail sector and has held a number of roles at the airport, with many having a focus on Operational Readiness and Business Change. Currently she is a Business Change Manager within the Heathrow Additional Capacity programme, Heathrow's project to increase Terminal 5 passenger numbers by 25% to 40 million by best using its existing space. Kara believes that people are at the heart of any great team and is a strong advocate of the benefits of coaching, mentoring and creating an inclusive work place. She is a charity trustee, a volunteer with the Scout Association and it is her work with young people with special needs that drives her passion to create diverse and inclusive teams.



Usman Shah, Founder, Diversity Hut

Usman Shah is a multi-award-winning social entrepreneur who founded Diversity Hut, a social enterprise which helps organisations get better at diversity through recruitment, retention and cultural change. Diversity Hut now consults organisations across the world on diversity & inclusion. Through this initiative, Diversity Hut has now created over 60 jobs for people of disadvantaged backgrounds and mentored over 500 young people in STEM. Usman was recently elected as a fellow by the Winston Churchill Memorial Trust and is now due to travel to the USA, UAE and Asia to research Diversity and Inclusion – returning back to the UK to promote global best practice and inspire UK businesses. Usman is also a Chartered Quality Professional.

Inspiring Change in the Community

Company: FM Conway

Number of employees: 1,000+



Synopsis: As part of FM Conway's commitment to cultivating a diverse and inclusive environment, the company engages in a variety of targeted interventions, covering employment, education and charitable partnerships. Each stage of engagement is designed to communicate and resonate with people of all skill ranges from diverse and disadvantaged communities. The positive feedback from clients, employees, and community organisations that FM Conway support drives the company's ambition to continue to develop and share best practice.

Company: Morgan Sindall Infrastructure

Number of employees: c. 2,500

Synopsis: Originally established in 2014, Morgan Sindall Infrastructure created an employability development programme which helps long term unemployed people to return to work. 'Creating Careers in Cumbria' is the first initiative of its kind which selects people from the local area who are unemployed, and up-skills them to make them more employable in the future.

**MORGAN
SINDALL**

INFRASTRUCTURE

Inspiring Change in Education



Sponsored by:



Company: Alun Griffiths (Contractors) Ltd

Number of employees: 850 Direct Employees

Initiative: Apprentice+

Synopsis: Griffiths have developed an all-encompassing training and development initiative called Apprentice+. The purpose is to increase the number of young people entering the construction industry through apprenticeships and critically help address the skills gaps the industry currently faces. The aim is to start interacting with pupils in primary schools, engage and inspire them through secondary school and college, and ultimately result in more young people entering the industry, with a clear idea of their career aspirations.

Company: Balfour Beatty and Scape Group

Number of employees: 3,000

Project: National Civil Engineering and Infrastructure Framework

Synopsis: Working on Scape Group's national framework has enabled Balfour Beatty to develop and deliver an inspirational educational programme to a vast, young and diverse audience. Alongside providers A Class of Your Own (COYO), Learn Live and Engineering Development Trust (EDT), Balfour Beatty is providing a pathway to construction at a local level. The pathway uses the framework's national reach to enable mass participation and from early project stage, the development bespoke delivery plans with local schools and customers.

Balfour Beatty
Civil Engineering





Company: BAM Ritchies

Number of employees: 355

Initiative: BAM Ambassador Network

Synopsis: Developing the young workforce is the Scottish Government Employment strategy to better prepare young people for the world of work. BAM Ritchies have partnered with a local secondary school, Kilsyth Academy, to support the skills enhancement of young people by providing free resources and interventions, promote careers in engineering and make a positive impact in the local community. The partnership also facilitates the development of BAM Ritchies' employees through their participation in activities and events and is a cost effective way of delivering social impact.

Company: ENGIE

Number of employees: 860

Project: ENGIE Educational Interventions Programme

Synopsis: ENGIE have identified that early intervention in the education sector is key to de-mystifying the myths surrounding the industry and inspiring the next generation of talent. There are various measures and initiatives that need to be in place for this to be effective as one event cannot do this alone. For this reason, ENGIE undertake a comprehensive programme of activities that support and educate students from early years/primary through to further education.





Company: Siemens

Number of employees: Globally 379,000/UK 15,000

Initiative: 'Ingenious Engineering' App

Synopsis: Education is an ever-changing area for innovation and improvement. It is vitally important that our future generation is equipped with necessary skills and innovative technology that enables success in the future. At Siemens, inspiring young people to take up a career in engineering is at the very heart of what the company does. At the forefront of digital innovation, Siemens have created 'Ingenious Engineering'; an app inspiring young people to further explore the world of engineering.

Inspiring Change in the Workplace

Sponsored by:



Balfour Beatty
Civil Engineering

Company: Balfour Beatty

Number of employees: 29,000

Initiative: Multicultural Affinity Network

Synopsis: Balfour Beatty's Multicultural Affinity Network (MCAN) was set up to help the business better understand cultural issues, communicate & promote the business case for a diverse workforce with a focus on addressing the under-representation by proactively supporting existing ethnic minority employees. The network seeks to raise the profile of ethnic minority issues within the business and sector more broadly, creating an environment where people feel comfortable to talk about race related issues.

Company: BAM Nuttall

Number of employees: 3,000

Initiative: Reverse Mentoring Programme

Synopsis: BAM Nuttall are turning the concept of traditional mentoring on its head. The company's Reverse Mentoring Programme sees the millennial generation coaching senior leaders on what the workplace could look like. Building a bridge between younger people and senior managers, the Reverse Mentoring Programme challenges existing mindsets and strives to continually develop an inclusive culture. A first successful pilot in 2017-2018 provided BAM Nuttall with key learning points that have informed its 2019-2020 programme.





Company: Barhale

Number of employees: 900

Initiative: Mental Health Programme

Synopsis: Barhale is a leading provider of civil infrastructure with people truly at the centre of what the company does. Barhale supports its people to have a healthy mind as well as a healthy body and providing a healthy work environment. The company's innovative mental health programme is promoting good mental health and reducing mental ill health, creating an open and inclusive culture where poor mental health root causes are discussed and actioned, reducing the stigma.

Company: Danny Sullivan Group

Number of employees: 1,350

Initiative: Be Fair Accreditation

Synopsis: Danny Sullivan Group (DSG) became the first UK Labour Supplier to achieve the CITB Be Fair Accreditation in 2019. In the past year, DSG have been working hard to achieve the accreditation which supports organisations across the construction industry to develop and embed fairness, inclusion and respect (FIR) in a structured way. The accreditation is based on the UK Equality Act, but goes beyond compliance, encouraging businesses to consider what meaningful FIR engagement looks like.





Company: Jackson Civil Engineering

Number of employees: 280

Initiative: 'Our take on...'

Synopsis: In November 2018 Jackson ran a campaign entitled 'Our take on...' which aimed to consult and engage staff on how as a business it should address the most important challenges facing our industry, such as diversity, inclusion, health and wellbeing, and collaboration. By inviting everyone across the business to get involved and have their ideas heard, Jackson has improved its culture of fairness, inclusion and respect, and together, implemented tangible improvements to the way the company operates.

Company: Kier Highways

Number of employees: 3,817

Initiative: Disability Inclusiveness

Synopsis: Kier Highways understands that a diverse workforce, representative of its customers, allows it to understand risk, identify opportunities and increases the productivity of its most valuable resource, the workforce. In its annual demographic survey of the workforce results showed that 11.6% of employees did not feel comfortable to share their disability status. Kier Highways therefore made a commitment to improve the confidence amongst its people living with disabilities and becoming a more disability inclusive employer.





Company: WJ Group

Number of employees: 456

Initiative: Fairness, Inclusion & Respect

Synopsis: WJ decided, that to fully realise the benefits that fairness, inclusion and respect bring to the workplace a cultural step change was needed. This involved embedding fairness, inclusion and respect into every area of the business, which has led to a more diverse workforce and further established a culture where everyone is equally valued. This has empowered the workforce and has brought a wealth of fresh and different ideas to the business.

Inspiring Change: Project Award



Company: Costain Ltd

Project: A465 Section 2 Dualling Project

Value of the Project: £285,000,000

Number of employees: 400

Synopsis: In 2015 and prior to the commencement of the project a partnership was formed between the Welsh Government, Costain, the Construction Industry Training Board, Coleg Gwent, the Blaenau Gwent and Monmouthshire County Councils and the Job Centres in Abergavenny and Ebbw Vale to gain the optimum level of employment and training benefit from the project. In a four-year period 69 apprenticeships were created along with 270 employment opportunities and 14,000 hours of development training.

Sponsored by:



Company: BMV JV

Project: Oldbury Viaduct Major Renewal Scheme

Value of the Project: £100,000,000+

Number of employees: 450-500

Synopsis: BMV joint venture is delivering the M5 Oldbury Viaduct Major Renewal Scheme between M5 J1 & 2 on behalf of Highways England. The project's Inclusion Action Plan (IAP) has facilitated the use of targeted, long-term strategies to access communities, educational organisations and other employment agencies to recruit talent from both traditional and non-traditional routes. The JV's successes include its Trade Apprentices Scheme, and providing quality employment for local ex-offenders and homeless people.





SKANSKA

**Working on
behalf of**

HS2

Company: Costain Skanska JV

Project: HS2 Enabling Works

Value of the Project: £300,000,000

Number of employees: 1,600

Synopsis: CS JV are committed to delivering a high impact and sustainable legacy for all those living around the HS2 works which will help support economic growth, jobs and community cohesion. Through great collaborative partnerships with the client, local stakeholders and the community, the JV aims to maximise the opportunities for local people to benefit from community engagement, working together to create a brighter future.

Company: Dyer & Butler Ltd

Project: Valley Gardens Highways Improvement Scheme

Value of the Project: £7,400,000

Number of employees: 13 direct employees

Synopsis: Dyer & Butler aim to attract employees from a broad range of backgrounds to inspire change in the local community. The company's culture of diversity, inclusion, and respect helps build a diverse and innovative team, ready to create new ways of thinking. Dyer & Butler's vision is to inspire individuals to pursue a career in construction, challenging traditional assumptions about routes into the industry. The business encourages applications from people from all backgrounds on this scheme in Brighton.



DYER & BUTLER

A part of **MGroup**Services



Company: Scotland TranServ

Project: 150 Polmadie Road/Neatebox

Value of the Project: £20,000

Number of employees: Per location - 1 person

Synopsis: Scotland TranServ, working with fledgling Edinburgh business Neatebox, has delivered a world first on a trunk road, levelling the playing field for thousands of individuals with visual and mobility impairments. Crossing a road can be the greatest barrier to accessing the world of work. Providing the power to control crossings through a smart phone app, is helping to change lives, make the world of work accessible, social events achievable, and enriching our wider society.

Company: A14 Integrated Delivery Team

Project: EDI Training and Inclusion Action Plan

Value of the Project: £1.5 Billion

Number of employees: c. 2,000

Synopsis: The A14 IDT (Integrated Delivery Team) is a £1.5bn infrastructure project and is Highways England's biggest road project. The team want to create a fair and inclusive environment where everyone feels valued, respected and part of the team. The IDT's EDI Training and Inclusion Action Plan each year delivers on Fairness, Inclusion and Respect (FIR) commitments that help to promote a commitment to creating and maintaining a fair and inclusive environment. FIR training has been rolled out to over 1,500 people on the project since July 2018.





Company: BMV JV

Project: Oldbury Viaduct Major Renewal Scheme

Value of the Project: £100m+

Number of employees: 450-500

Synopsis: Oldbury Viaduct is flanked by Sandwell's diverse communities, with a richness of backgrounds, culture and language. Equally, there are high levels of local poverty and deprivation that can make everyday life difficult for some members of the community. Therefore, from the outset BMV, working on behalf of Highways England, has been committed to embedding an inclusive approach to the workforce and the community to ensure that all are considered during the works.

Company: Kier Highways on behalf of SRN Alliance(s)

Project: SRN Alliance: Area 3 and Area 9

Value of the Project: £30,408

Number of employees: 24 organisations, 73 individuals

Synopsis: A collaborative joint venture between 24 individual partners formed to adopt a common focus and shared approach to deliver a sustainable balance between meeting the needs of highways users, improving quality and minimising costs. The project's strategic objectives are aligned to Highways England's three imperatives: safety - the aim is that no one should be harmed when travelling or working on the strategic road network; customer focus - improving how work impacts those that use our roads; and delivery: on time and efficiently, whilst seeking innovations to realise efficiency savings.



Inspiring Change: SME Award

Sponsored by:



Company: MB Roche & Sons Ltd

Project: 'Building Potential'

Number of employees: 18

Synopsis: Working with motivated unemployed & underemployed people from disadvantaged areas, 'Building Potential' is preparing participants for work within construction. The project aims to get people 'site ready' for entry level jobs. The programme covers essential basic training including CSCS cards, but crucially also looks at the expectations of employers in terms of attitudes and behaviours. Site visits, in-house workshops, and work experience is supported by one-to-one mentoring and, vitally, links with construction employers.

Company: CPUK Civils & Remediation

Project: Construction Plant Simulator Training For Ex-Offenders

Number of employees: 22

Synopsis: This joint venture with CPUK Civils and Remediation, HM Prison Service, Novus and Tenstar Simulation is to encourage ex-offenders into the industry via the Plant Operative career path. This ground-breaking initiative is aimed at increasing interest in the Plant Operator area of the industry as a fulfilling, long-term work prospect and to help contribute to decreasing the shortage of well-trained skilled operatives and experienced staff in the industry as a whole.





Company: Worksmart Contracts Ltd

Project: Raising Team Emotional Intelligence

Number of employees: 39

Synopsis: There is an underlying vibration of social and emotional 'energy' beneath every culture that defines a team's emotional intelligence. Worksmart Contracts's goal was to align its people and redefine its culture together creating the conditions of transparency, empowerment and collaboration to raise the frequency of that vibrational energy. By so doing the company has moved from a managed compliant culture to an 'inclusive committed culture' and achieved synchronicity to maximise commitment, potential and performance.

Inspiring Change: FIR Inspiration Nominees

Sponsored by:

Heathrow
Making every journey better



Doreen Aitken, Business Development Assistant, BAM Nuttall

In a voluntary capacity Doreen has proactively used her creativity to organise careers events at which she engages innovatively with young people to break down misconceptions about and inspire consideration of a career in civil engineering for both boys and girls. Recognising a gap in information she has produced handouts that graphically explain the possibilities in a more dynamic way. She has also assisted a colleague by producing engaging graphics for an information leaflet about flexible working.



Brusk Korkmaz, Managing Director, Hercules Site Services

Brusk takes the welfare of his team personally and understands how crucial people are. Brusk has put FIR at the heart of the company, promoted from the top and installed at all levels. He leads by example and gave his nominator the opportunity to change his life and gave him a platform and voice to help others.



Tracey Lucas, People Collaboration and Improvement Manager, Kier Highways

Tracey is passionate about delivering real change and is an ambassador for FIR at every opportunity. Her energy to influence others to join the journey is clear to see. She has formed a team to reinvigorate the Kier Highways approach to EDI and this is delivering benefits, showing real change in the diversity and inclusion statistics. Beyond that she has people talking about FIR, and understanding the real business difference a diverse workforce can bring.



Claire Preston, Social Value Manager, ENGIE

Claire joined ENGIE in December 2017. Since then her commitment and desire to engage with hard-to-reach groups and promote employment opportunities to them has been inspirational. To succeed in achieving her vision, Claire has developed her team of Social Value officers to have the skills, confidence and desire to join her on this journey of moving away from the "norm" to be trailblazers and role models of Social Value impact.



Anusha Shah, Founder & CEO, Plan for Earth Ltd

Anusha is an exemplary role model who has worked relentlessly for over a decade to bring a change in the industry. Highly regarded in the industry as a leader with a genuine passion for creating a fair industry, she is courageous and honest in speaking up for what she believes. Anusha is an articulate, empathetic and intelligent leader who constructively challenges unacceptable behaviours, injustice and inequities. She is a shining beacon of FIR in our industry.



Syed Shah, Public Liaison Officer, Costain/Galliford Try

Syed has respectfully challenged the norms of construction community engagements and focussed on attending and speaking at numerous 'harder to reach' community events, being totally inclusive. His enthusiastic approach is always keen to spread the Fairness, Inclusion and Respect message. He has now created a unique interfaith room on site for all faiths at work and for all visitors to attend including bespoke washing facilities. The faith books have been donated by the local community.

ScotlandTranServ
A Balfour Beatty Mouchel Joint Venture



Vincent Tait, Road Safety Manager, Scotland TranServ

Vincent Tait is working with Neatebox to deliver a world first on a trunk road, levelling the playing field for thousands of individuals with visual and mobility impairments. Vince recognised that crossing a road was their greatest barrier to accessing the world of work. Through the 'Button' app, Scotland TranServ provide control of pedestrian crossings, making the world of work accessible, enriching our wider industry and society, with the inclusion of these skilled and talented individuals.

Balfour Beatty
Civil Engineering



Teik Tan, Assistant Supply Chain Manager, Balfour Beatty

Teik is a passionate FIR ambassador who has been empowered by the FIR programme and is committed to promote diversity and inclusion and relentlessly delivers FIR programmes, toolbox talks and coordinates mentors across the UK. His 'can do' attitude has created positive change to help Balfour Beatty be more a more inclusive place to work. Alongside a busy day job Teik co-chairs the Multicultural and Ability Employee Networks and actively participates in Balfour Beatty's LGBT network.



Ben Wilcox, FIR Ambassador - Development Manager, Osborne

Ben has taken the lead with Osborne's early group of FIR Ambassadors. He set up FIR Workshops targeted at the SME Supply Chain in the rail and housing sectors, and has further supply chain FIR Workshops in planning. Ben's energy and commitment has made sure all the learning he has gained through his FIR Ambassador role has been used to develop the Osborne EDI Strategy.

Notes

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