

Systematic Inclusion : Design No Barriers

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CDM 2015 + EDI

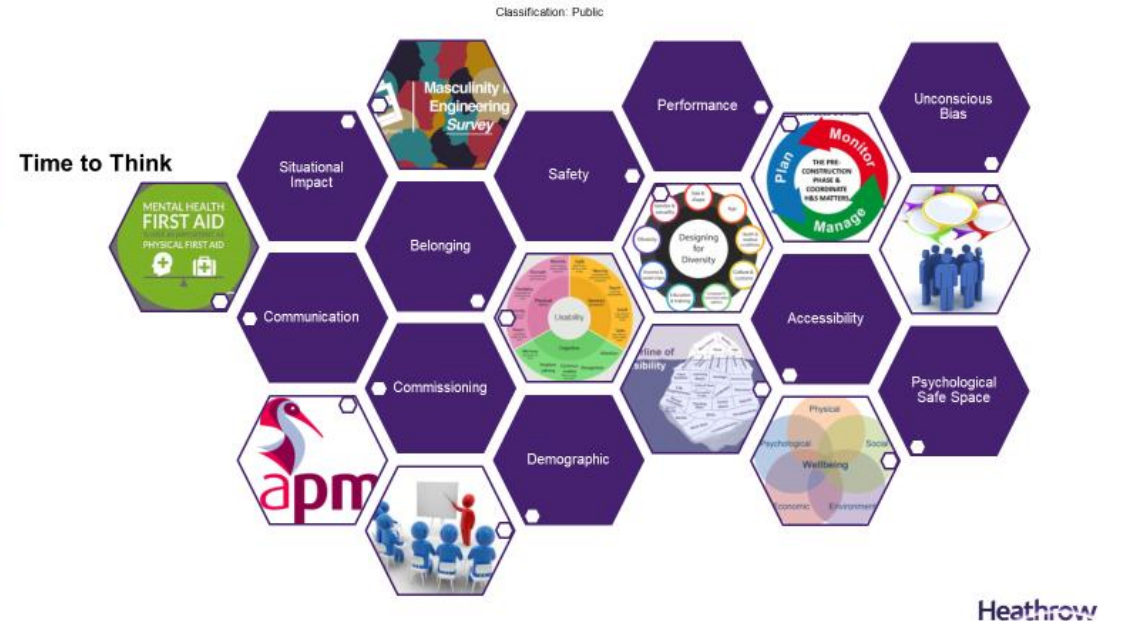
The pilot project undertakes to combine:

The Construction (Design and Management) Regulations 2015 (CDM 2015) which aims to ensure health and safety issues are appropriately considered during the development of construction projects. The overall goal is to reduce the risk of harm to those who build, use and maintain infrastructure.

AND

Inclusive design which aims to remove the barriers that create undue effort and separation. It enables everyone to participate equally, confidently and independently in everyday activities.

Dame Judith Hackett has said “*Managing risk means managing people and every one of them is different.*” [August 2012]



“As we continue to push the limits of not only making athletes better, we also need to push the limits in terms of allowing all athletes to wear our product.”



“Ergonomics is based on ‘standard male’ and does not ensure we meet all demographic requirements”

PARASTRONAUT PROJECT

As part of ESA's commitment to enhance inclusiveness and fair representation, the Agency is launching the parastronaut feasibility project to assess the conditions for including **astronauts with disabilities** to work in space. This project is a new endeavour for Europe and a global first.

The selected candidate(s) will work with ESA to assess and optimise the conditions allowing people with physical disabilities to **work and live in space**.

The educational and psychological requirements for these candidates are the same as for the ESA astronaut selection. However, with respect to **physical requirements**, this feasibility project will allow the inclusion of candidates with the following disabilities:

- a lower limb deficiency, as follows:
 - Single or double foot deficiency through ankle
 - Single or double leg deficiency below the knee
- a pronounced leg length difference
- a short stature (<130 cm)

The feasibility project aims at offering **professional spaceflight opportunities** to a wider pool of talents. Starting with selected disabilities to have a thorough understanding of the potential challenges in terms of safety and operations in space, the scope of disabilities may then be extended aiming at broader inclusion.

“Diversity is not a burden for us. Diversity is an asset”

“it’s only technology that is stopping us”

Green Heron's Signature Tools

Hergonomic® tools are scientifically designed to work with women's bodies and build on our strengths. They function well, help prevent injuries and support good health. Discerning men appreciate our designs, too. And all tools are built to last, right here in the U.S.A.



Case Study | Commercial Client

Commercial Client CDM Requirement	EDI Lens	Example
Appoint Designer and Contractor with appropriate knowledge	Designer / Contractor understand principles of inclusive design	Can they explain how the demographic of their workforce will be affected differently by risks and how to mitigate these risks equitably?
Allow sufficient time and resources	Ensure that EDI is part of procurement, design brief, planning process, change control etc.	If a change is required that needs to be assessed against an EDI impact assessment, this should be mandatory, not left out because of time constraints
Assurance	When reviewing the contractors and designers work this should include EDI indicators in H&S and Quality	Check those items in the Construction phase plan ensuring equitable safety during construction are being implemented.
Suitable Welfare	For full demographic	Transgender changing spaces, returning mothers spaces, prayer rooms etc
Preconstruction Information	Should include learnings on barriers from previous related works. Demographics of maintenance.	How assets will be maintained should take into account the demographics of workforce now and to be

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Next Steps

- Accessibility bootcamp - upskill
- Record accessibility on assets – prompt innovation
- Improved understanding of inclusive health and safety culture
- Lessons learnt includes accessibility – knowledge sharing across industry
- Imbed in existing process – digital / procurement / governance

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Making every journey better