



Inspiring Change Conference & Awards 2021



Promoting inclusion and
diversity in the wider
community.



**Fairness, Inclusion
and Respect**
in construction

Fairness, Inclusion & Respect: Partners Leading Our Work

Balfour Beatty



SKANSKA



HS2

Introduction:

inspiring change awards

Now in its fifth 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 2021 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 2021 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, which are also supported by the Construction Leadership Council.



Construction
Leadership
Council

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.

Visit: www.supplychainschool.co.uk/FIR

The FIR Toolkit has been developed by industry for industry:

Work led by  **ceca** in association with

SUPPLY CHAIN SUSTAINABILITY
SCHOOL

 **national highways**

 **Construction Leadership Council**

NetworkRail

Balfour Beatty  **bam** **GRAHAM**



SKANSKA

VINCI
CONSTRUCTION

UK

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** conference programme

Tuesday 30 November 2021, 10.00am-4.30pm
No. 11 Cavendish Square, London W1 G0N



Time	Speaker	Content
9.30-10.00am	<i>Registration</i>	
10.00-10.10am	Alasdair Reisner, Chief Executive, CECA	Welcome
10.10-10.30am	Rick Lee, Willmott Dixon	Keynote - Change Maker
10.30-11.30am	Gillian Unsworth, Government Equalities Office Iain McIlwee, FIS	Inspiring Change - Agents for Change
11.30-11.50am	<i>Refreshments & Networking</i>	
11.50-12.10pm	Ian Heptonstall, Supply Chain Sustainability School	Launch of the Fairness, Inclusion & Respect Assessment Tool
12.10-12.45pm	Stephen Cole, CITB	Supporting Careers in Construction
12.45-1.30pm	<i>Lunch & Networking</i>	
1.30-1.45pm	Construction Minister Lee Rowley MP	Keynote - How Government and Industry Can Inspire Change in Construction
1.45-2.50pm	Panel 1 - Education Game Changes (Burdett Theatre) Oli Hallam - Careers & Enterprise Company Kerry Baker - STEM Learning Natalie Bell - Accxel	Panel 2 - Workplace Change for the Better (Maynard Theatre) Tracey Collins - Kier Highways David Stenning - Kent Supported Employment Kate Walker - Diabetes Safety
2.50-3.10pm	<i>Refreshments & Networking</i>	
3.10-4.00pm	Panel 3 - Communities - Life Changing - Broadening the Talent Pipeline (Burdett Theatre) Ron Everton - Transitions UK Shenaaz Chenia - Youth Build Jack Rowley - CPUK	Panel 4 - Workplace Time For Change (Maynard Theatre) AyoOluwa Ogunbambi-Alao - Balfour Beatty Amos Simbo - BPIC Hannah Brooke - Renaisi
4.00-4.30pm	Inspiring Change Awards Presentation	
4.30-6.00pm	<i>Drinks Reception</i>	

Speaker Biographies

Lee Rowley MP, Department for Business, Energy and Industrial Strategy

Lee Rowley was appointed Parliamentary Under Secretary of State in the Department for Business, Energy and Industrial Strategy on 17 September 2021. He was elected the Conservative MP for North East Derbyshire on 8 June 2017. As Parliamentary Under Secretary of State (Minister for Industry) his responsibilities include levelling up / regional growth, skills, infrastructure and materials, aerospace, maritime, construction, rail, defence, and supply chains.



Marwah Aziz, Urban Designer, CPMS Group-Egis

Is a passionate Urban designer/Architect from Yemen with over 10 years' experience in the industry educated to March from University of Nottingham with BREEAM AG, and a Chevening Alumini 2018. She worked in heritage conservation and the concept of Contemporisation through studying the old city of Sana'a-Yemen morphology and reflecting on projects in city restoration. Did a research on the Urban design role in rebuilding urban identities post crises through public places taking Mostar and Beirut as case studies. She is focused on sustainability and working to demonstrate the importance of Urban design in sustainable construction, planning and city reconfiguration.



Dr Kerry Baker, Strategic Initiatives Lead, STEM Learning

As the Strategic Initiatives Lead at STEM Learning Kerry works across the organisation to support cohesive working, collaborations, new initiatives and dissemination of good practice and success stories. Kerry is an engineer by education and completed a PhD. Kerry is a passionate supporter of promoting STEM knowledge and skills amongst people of all ages and backgrounds, because knowledge, understanding and manipulation of these subjects and skills will empower the next generation of scientists and engineers to solve the big issues this world is currently facing.



Natalie Bell: Growth & Partnership Director, AccXel Ltd.

Natalie is the Growth & Partnership Director of AccXel. AccXel is the UK's first co-funded, industry-led construction school recently built in Gloucestershire. The state-of-the-art £3m project has been co-funded by GFirst LEP and regional contractor, K W Bell Group, to revolutionise construction education and combat the skills and diversity emergencies prevalent within construction. As co-Director on a female Board, and past Chair of a regional branch of Women in Property, Natalie is passionate about encouraging women into construction, especially at management and Board level, and is leading on AccXel research into the attraction of talent into all levels of construction as an aspirational career route.



Hannah Brooke, Transitions Sector Engagement Manager, Renaisi

Hannah is the Transitions Sector Engagement Manager for Renaisi. Transitions, now a part of Renaisi, is an inclusive recruitment service for professional refugees working in engineering, architecture, and business services. The service is designed to enable UK employers to access the skills of refugee professionals to meet their talent needs. Hannah's role is to engage employers to create paid placements and support our candidates to gain permanent employment.



Stephen Cole, Senior Customer Engagement Manager, CITB

Stephen joined CITB as 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. He is now CITB's Senior Customer Engagement Manager.



Tracey Collins, Talent, Development and Inclusion Manager, Kier Highways

Tracey has worked as a people professional within the transportation industry for over 10 years and has a passion for helping new talent flourish and progress. Within her role in Kier Highways as Talent, Development and Inclusion manager she is passionate to drive an inclusive and diverse business where people can bring their wholeselves to work. Today Tracey will be focusing on Kier's journey to become a Disability Confident Leader. Sharing some of her experiences and lessons learnt during the journey and how the Kier Highways is now a more disability inclusive business as a result.



Shenaaz Chenia, CEO, YouthBuild

Shenaaz Chenia is an experienced professional who began her career in finance and moved from the private sector to become the founding CEO of YouthBuild in the United Kingdom. Prior to her role at YouthBuild, Shenaaz's previous experience includes 20 years in audit and financial control in the UK, France and South Africa. During her time as Head of Finance for Saint-Gobain's Southern African region, Shenaaz was well placed to see first-hand the injustices facing youth leaving the education system. This was a turning point in her career and having found her purpose, she moved back to the UK as the Director of Industry and Community Training for the Saint-Gobain, UK and Ireland.



Oliver Hallam – Employer Engagement & STEM Lead at the Careers & Enterprise Company

Oli started his career as a science teacher in a secondary school in Yorkshire. Having been shown the importance of high quality extra-curricular and careers opportunities first-hand he spent time working for Teach First, Inspiring the Future and founded a Free School. He moved to The Careers & Enterprise Company over four years shortly after its formation.



Rick Lee OBE, Chief People Officer, Willmott Dixon

Rick is Chief People Officer at Willmott Dixon, a privately owned construction and property services company that values innovation, partnership, sustainability and people. Rick started his career at Shell, working in the Middle East, followed by roles at QA plc and the University of Nottingham. Rick is passionate about equality and diversity – he is a member of the Women’s Business Council and heads up Willmott Dixon’s Centre for Leadership Excellence, which is developing and promoting outstanding women leaders. Rick was instrumental in securing the RICS Inclusive Employer Quality Mark for Willmott Dixon. Rick is married with three children – a daughter and two sons.



Iain McIlwee, CEO, Finishes and Interiors Sector

Iain McIlwee is a Materials Engineer whose journey in construction started in a scaffolding yard in Hanwell in 1995. Since this time, Iain has worked in around construction in a number of roles including CEO of the British Woodworking Federation, Director of the Fire Door Inspection Scheme and serving as a non-Exec Director of FENSA. Iain is currently CEO of Finishes and Interiors Sector, the trade body for the £10 billion fit-out, interiors and finishing sector. In addition to his role at FIS, Iain is a Fellow of the Institute of Materials, Minerals & Mining and currently serving as Vice Chair of the Construction Products Association. Iain completed the process to become a FIR Ambassador in 2021.



AyoOluwa Ogunbambi-Alao Project Engineer, Balfour Beatty

AyoOluwa will be sharing her experience of building a culture that is working towards achieving racial equality, with tips on the specific roles that employees, managers and leaders can play. Ayo is a Project Engineer within Balfour Beatty’s Power Transmission & Distribution Business and is working on the new Littlebrook 400kV Substation in Dartford. After completing her MEng, Ayo joined Balfour Beatty’s electrical engineering graduate scheme where she was pleased to discover that working on site differed greatly to previously held negative stereotypes. She has reverse mentored the CEO of Balfour Beatty and contributed to the development and current execution of the Black Inclusion Plan.



Ron Overton, Transitions UK

Ron is the founder of the charity and initially was Chair of Trustees. He stepped off the Board to manage the charity day to day and provides much of the vision and drive that has seen the charity develop substantially over the last five years. He has a wide of experience of charity & youth work and has a contagious passion for the work and vision of Transitions UK.

**Jack Rowley, Civil and Remediation Ltd**

Jack Rowley FCICES MIVM is the CEO of Civil and Remediation Ltd. He has a wealth of experience built up over 30 years in contaminated land, earthworks and infrastructure. Civil and Remediation Ltd are based in the North West of England and specialise in Civil Engineering, Remediation and Demolition. They have an in-depth knowledge of local ground conditions and ability to draw on an established set of supply chain partners. Civil and Remediation provide services as either the main contractor or as enabling the work of another firm. They undertake both traditional and design & build schemes.

**Amos Simbo, Black Professionals in Construction**

Amos Simbo is the founder of BPIC Network (Black Professionals in Construction). BPIC Network is an independent organisation dedicated to providing guidance, careers, training and networking events tailored to those currently working in the industry, as well as curating an aspirational platform for the youth and those seeking to join the extremely exciting world of construction. Amos oversees all aspects of BPIC from chairing meetings and underwriting leadership for the network. After graduating from Loughborough University he started a trainee position with Imtech Aqua as a Projects Engineer. He has since moved on



David Stenning, The Education People

David is the Supported Employment Manager for The Education People, a local authority traded company owned by part of Kent County Council. He is also the South East regional chair for BASE (British Association for Supported Employment). He started his career in Supported Employment over 15 years ago and has designed and managed programmes that support people with disabilities to find and sustain employment. He will be talking about how Supported Employment is used on an individual basis to support all sizes of businesses to be inclusive recruiters and employers.



Gillian Unsworth, Gender Equality and Workplace Fairness Policy, Government Equalities Office

Gillian is head of Gender and Workplace Equality in the Equality Hub. She leads work covering all aspects of gender equality policy with particular focus on improving gender equality in the workplace. More recently this work has expanded to develop initiatives, going beyond just gender equality, to create more inclusive workplaces for everyone. Using the latest evidence to target interventions and to identify actions that are proven to work is central to all that she does.



Kate Walker, Diabetes Safety Organisation

Kate Walker, CEO, Diabetes Safety Organisation has been working in the health and wellbeing industry for the past twenty-five years. She has transferred her expertise and knowledge of behaviour change into education and support for people with diabetes and obesity. Kate is passionate about helping people manage their condition and provide support for companies to create a safe environment for people to work in.



The Judging Panel

Manon Bradley, Development Director, Major Projects Association

Manon is the Development Director of the Major Projects Association the purpose of which is to improve the initiation and delivery of major projects. She is also Founding Director of Strength 2 Strength, a consultancy specialising in helping companies to harness the potential of a fully diverse workforce. Over the past 15 years at the Major Projects Association Manon has been involved in every aspect of delivering the strategic vision of the Association: from the production of thought leadership publications to the development of the Major Project Knowledge Hub. She has a keen understanding of the barriers to major project success. Her knowledge of the systemic issues underlying the root causes of major project delivery and initiation is founded on more than a decade of involvement with members, PhD researchers and communication with members throughout the supply chain.



Belinda Blake, EDI Manager, National Highways

Belinda Blake joined Highways England (now National Highways) in September 2016 as an EDI manager to support the business and supply chain in meeting National Highways' ambition to embed equality, diversity and inclusion in all they do. Belinda has worked in the equality field for over 16 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.



Ian Heptonstall, Action Sustainability

As Director of the multi award-winning www.supplychainschool.co.uk, Ian Heptonstall leads the team that provides sustainability advice to over 3,000 construction suppliers annually. In addition, Ian provides strategic leadership for our Fairness, Inclusion and Respect, Social Value and Design for Manufacture and Assembly workstreams. Having worked in supply chains since the late-1980s, Ian has a deep understanding of the dynamics of supply chains and how these can bring social benefits to their local communities. Ian has used this knowledge to successfully launch and run a number of skills and construction related businesses since he started his first business in 1991, all of which are still flourishing.



Rick Carl Licorish, Customer Engagement Manager (London), CITB

Rick Carl Licorish has spent the majority of his working life in a variety of roles across the world of skills and employment. After overseeing a number of flagship Department of Work and Pensions DWP and Department for Education DfE welfare to work programmes such as New Deal and the Work Programme, he moved into the construction industry as strategic training lead at the National Specialist Contractors Council NSCC (later Build UK). Carl joined CITB in 2013 as Business Development Manager for the National Construction College NCC and moved on to manage CITB's Business Development function nationally. Now in his role as Customer Engagement Manager for London he is able to focus on supporting social value outcomes across large projects and their supply chains. He is also a member of a newly formed CITB Fairness, Inclusion and Respect FIR Working Group.



Amos Simbo, Black Professionals in Construction

Amos Simbo is the founder of BPIC Network (Black Professionals in Construction). BPIC Network is an independent organisation dedicated to providing guidance, careers, training and networking events tailored to those currently working in the industry, as well as curating an aspirational platform for the youth and those seeking to join the extremely exciting world of construction. Amos oversees all aspects of BPIC from chairing meetings and underwriting leadership for the network. After graduating from Loughborough University with a Mechanical Engineering BEng (Hons), he started a trainee position with Imtech Aqua as a Projects Engineer. He has since moved on within the industry ranks to companies such as FES as a Junior Project Manager, Interserve, Overbury as a Technical Services Manager. Amos is passionate about maintaining professional standards and delivering service excellence.



Lucy Wright, Careers Strategy Manager, CITB

Lucie is the Careers Strategy Manager for CITB - supporting the construction industry to help talented people join construction and retaining those we have. From research and evidence collected across the industry Lucie identifies strategic objectives to ensure the delivery of the Careers focus for CITB. Her current priorities are improving the quality of careers information, access to short term work experiences and driving onsite experience hubs as an additional route into industry. Prior to working for CITB, Lucie was the commercial manager for a Construction Manufacturing company giving her a beneficial insight into the growing demand for offsite construction and managing material shortages in a growing market.



Inspiring **Change** in the **Community**



Company: BuildForce Group CIC

Number of employees: 4 & board of directors (voluntary)

Synopsis: BuildForce's core activities centre around the two sectors it occupies to support veterans to secure careers in construction and to upskill veterans with training, which leads to careers in construction. The company's service is nationwide and the employers engaged range from the largest contractors to smaller businesses, with 91% being SMEs through England, Scotland and Wales. Between September 2020 and October 2021, the company has secured 149 jobs, completed 101 work placements, and trained 504 mentors in the industry.

Company: Danny Sullivan Group

Number of employees: 1,800

Synopsis: Danny Sullivan Group planned and delivered a two-week cross-sector online employability training programme in collaboration with the Mayor of London and Workforce Integration Network (WIN). It was designed to enable 18-25 year-olds from underrepresented backgrounds, particularly young black men, to transfer their knowledge and skills to a career in construction. This was done through a series of tailored interactive workshops which included workshops from LinkedIn, guest speakers from HS2 Ltd and Thames Tideway, which aimed to prepare candidates to begin their career in construction, with the necessary skills and confidence needed.



**DANNY SULLIVAN
GROUP**



Company: Lendlease/BeOnsite

Number of employees: 10,000

Synopsis: BeOnsite is Lendlease's not-for-profit company providing in-house expertise and a proven vehicle for the direct delivery of social impact programmes that support people who face the greatest barriers in accessing employment. BeOnsite identifies jobs, provides tailored support, industry-led training, and crucially, direct employment, ensuring vulnerable individuals have equal access to opportunity. BeOnsite's vision is to lead positive change helping all to achieve their potential.

Company: MB Roche Civil Engineering

Number of employees: 18

Synopsis: Even as a small family firm, we aim to be a trailblazer organisation in the entire built environment sector, demonstrating how we are able to reach out to low income communities in our locality and nurture future talent by showing what fantastic and varied career options the construction sector has to offer. Our company values celebrate diversity and we organised a Fairness Inclusion Respect Workshop in Hull to raise awareness of diversity in civils and groundwork, attempting to spark interest in demographics not traditionally associated with construction in our local area.



Inspiring **Change** **Project** Award



Company: Lendlease

Value of the Project: £1,000,000

Synopsis: 'Mind the Gap' (MTG) was a three-year (2017-2020) £1m CITB-funded project which tackled the challenges of ensuring sustained job creation and reducing reoffending by developing an infrastructure to design, test, and deliver long-term construction training and support for 400 businesses throughout England, engaging 600 beneficiaries and providing 120 jobs. Through a collaborative approach MTG created positive service interventions and support for employers, the criminal justice system, prisoners, and ex-offenders.

Company: VolkerFitzpatrick-Kier

Value of the Project: £1,000,000 CSF Grant

Synopsis: Luton Direct Air to Rail Transit (DART) providing a rail link between Luton Airport and National Rail enables our customer Luton Council's to support the economic development of the local area through the council owned airport supporting Community Funding through enhanced capacity and providing 'real-life' inspiration, training, development, and employment opportunities for local people through its innovative Skills Hub. Success in targeting our community's hardest to reach is evidenced with 67% of beneficiaries from underrepresented groups.



Company: bmJV

Value of the Project: £240,000,000



Synopsis: Collaborating with key stakeholders and using innovative engagement techniques to provide employment opportunities to hard-to-reach groups such as Care Leavers that are not in employment education or training (or at risk of becoming one) to address skills shortages, tackle gender imbalance, improve the diversity of the workforce as well as create social value and leave a lasting socio-economic legacy in the area. The bmJV team is also committed to helping address skills shortages as well as improve social mobility, help reduce crime rates, prevent homelessness and enhance communities through early engagement and skills & employment initiatives and events.

Company: Kier Highways

Value of the Project: £196m for M23 J8-10 & £103.1m for M20 J3-5

Synopsis: Supporting Communities on M23 J8-10 & M20 J3-5. We've been enthusiastic about delivering job opportunities for local areas, delivering promises made in our Inclusion Action Plans. Kier employee local staff, the schemes employee local SMEs whilst educating local apprentices. We've been open to employing people from various backgrounds, we employ those with disabilities and women and men from BAME backgrounds hold senior roles including H&S Lead, Design Lead, Quality Lead, Commercial Lead & Stakeholder Leads.



Inspiring **Change** in **Education** Award



Company: Mabey Hire

Number of employees: 400

Synopsis: Mabey Hire, the temporary works specialist, has developed what is thought to be the first civil engineering STEM education programme of its kind in the UK. The 16-week Mabey Hire STEM Education Programme is delivered in schools across the country, introducing young people to engineering in a fun, hands-on way and inspiring the future generation of engineers. Thanks to fantastic feedback, some Tier One contractors have signed up to roll out the programme too. Mabey Hire's aim is to help change children's perceptions around and raise awareness of the engineering construction sector, particularly for those who may not understand what engineering means or what a career in the industry entails.

Company: Story Contracting

Number of employees: 840

Synopsis: During the COVID-19 pandemic Civil Engineering company, Story Contracting, developed and launched an innovation approach to work experience and school outreach programme to ensure students from across the UK didn't miss out on the opportunity to catapult their careers in Science, Technology, Engineering and Mathematics (STEM) based industries.





Company: WJ North

Number of employees: 500+

Synopsis: WJ's 'Thinking Community' initiative is designed to deliver social value by empowering our people to support a wide range of community, social and environmental activities. This initiative served to enhance our engagement with young people in schools, colleges and universities, aiding personal development whilst raising awareness of the opportunities available within our industry. We have already inspired thousands of lives from all backgrounds, many of them disadvantaged, delivering real change and considerable social value.

Company: Buckingham Group Contracting Ltd

Number of employees: 540

Synopsis: We, at Buckingham, believe that it is important to encourage young people into the industry at a young age, giving them the opportunity to see our projects from start to finish. Our Swansea Central Phase 1 site has invited a local comprehensive school to be part of the largest project in Swansea. Individuals attending this school live in the city and it is part of their local geography and history.

BUCKINGHAM
Group Contracting 

Company: BBVS JV

Number of employees: 206 (BBVS)/1020 (inc. supply chain)



Synopsis: BBVS JV is a consortium of three companies: Balfour Beatty, Vinci Construction, and Systra. We have been commissioned by HS2 to develop the iconic station at Old Oak Common in North West London. To leave a legacy of regeneration and growth in London, we have adopted an innovative and evidence-based approach to the delivery of our Skills, Education and Employment programme with local schools, FE establishments, the DWP, local authorities and the OPDC. To meet our Client (HS2 Ltd) and parent company aspiration, BBVS has targeted delivery of over 6,000 hours of staff support for local school and further education facilities while delivering the OOC project.

Company: Kier Highways

Number of employees: 600 at peak on M23 J8-10 and 400 at peak on M20 J3-5

Synopsis: We're passionate about showing young people that the construction industry is a viable career path for all, no matter what their sex or background. Our diverse teams with female and male professionals of different origins encourage young people to become their best during local schools and colleges visits, whilst work experience students, summer placements, apprentices and graduates have started their construction career pathways on our schemes.



Inspiring **Change** **Workplace** Award

Company: Arcadis

Number of employees: 27,000



Synopsis: In 2019 we looked in the mirror of the Ethnicity Maturity Matrix produced by the All Party Parliamentary Group (APPG) for Governance and Inclusive Leadership (GAIL). The data demonstrated that the application of our diversity and inclusion ambition was quite basic. We refocused and a year later the death of George Floyd accelerated our efforts. A year on from that the same Maturity Matrix said that we had achieved exemplary

Company: Balfour Beatty

Number of employees: 11,000

Synopsis: Value Everyone is the Balfour Beatty strategy for Diversity & Inclusion, a three-year rolling plan with activities supporting our five key goals Leadership, Communication, Culture, Creating Opportunities, Procurement and Supply Chain, and supported by our cultural framework where Value Everyone is one of our 5 behaviours. We believe that Value Everyone will build inclusion and attract a diverse workforce bringing creativity and innovation addressing the skills shortage across construction.

Balfour Beatty



Company: FM Conway

Number of employees: 1,900+

Synopsis: At FM Conway, we recognise the value in extending our reach to ensure every opportunity is available to every person across the communities we serve and beyond. As a Disability Confident Leader, we champion positive actions to remove barriers for working in the construction sector with regard to recruiting and retaining people with disabilities, and through successful partnerships, we have created an inclusive workplace that offers comprehensive disability awareness training and shares best practice.

Company: Galliford Try

Number of employees: 300

Synopsis: Galliford Try are an ex-military friendly organisation and are proud to have pledged our commitment to The Armed Forces Corporate Covenant since 2016. Working in partnership with the Career Transition Partnership (CTP) to support leavers of the military to transition into a civilian career, we have created an Ex-Military programme shaped by the experiences of existing employees who have previously worked or continue to work with the military.





Company: GRAHAM

Number of employees: 2,200

Synopsis: At GRAHAM we know our business success is founded on the excellence of our people. By de-veloping an inclusive culture where everyone feels valued as an individual, each can perform at their best and work productively together. Wellbeing is integral to building inclusivity and engagement. Our strategy focuses on whole person development - everyone achieving together, and the 100 Day Challenge epitomises how innovative initiatives can deliver impact at both the individual and corporate

Company: Sellafield

Number of employees: 10,000

Synopsis: Sellafield Ltd delivers a highly successful degree apprenticeship scheme which trains and recruits people to work in project management. During the scheme candidates are educated to degree level, whilst completing professional qualifications and work placements across all areas of nuclear industry; projects, construction, risk, commissioning, pre-operations and project controls. Our scheme is helping to enhance the skills of a diverse cohort of students whilst also making the wider industry more diverse and inclusive.



Sellafield Ltd



Company: Suttle Projects Ltd

Number of employees: 110

Synopsis: Suttle Projects developed a behavioural culture campaign, which includes Fairness, Inclusion and Respect.

The company wanted its culture to have imbedded FIR principles. The programme focused on behavioural science and how we as individuals build relationships, and treat each other regardless of demographics. The human mind was a big focus, explaining how our attitudes are influenced by habits, the majority of which are learned habits.

Company: VGC Group

Number of employees: 1,400

Synopsis: The VGC Academy behavioural competency programme encourages all staff to behave in a way that makes everyone feel valued. People listen and appreciate diverse points of view and make better decisions as a result. The scheme is ground-breaking because it moves away from standard qualifications to focus on soft skills, reflecting VGC's values to develop positive behaviours that enhance collaboration across all areas of work and indeed, transfer outside work too.





Company: Atkins

Number of employees: 3,053 (within UK Transportation Division of Atkins)

Synopsis: The Atkins Mentoring Programmes enhance participants exposure to diverse perspectives, helping them in their daily roles and careers. The programmes foster a more supportive and inclusive environment, forge new relationships between different parts of the business as well as offering enhanced opportunities for sharing knowledge and ideas. Participants have overwhelmingly reported feeling better connected and supported in terms of their career development whilst recognising the benefits that cognitive diversity can bring to the wider Atkins community.

Company: Kier Highways

Number of employees: 600 at peak on M23 J8-10 and 400 at peak on M20 J3-5

Synopsis: Kier Highways established feedback and sharing mechanisms to harness the knowledge and great ideas of our diverse workforce. By listening to our people, we delivered improvements to our workplace that were welcomed across the team. Independent assessors from our client Highways England and the Considerate Constructors Scheme have witnessed the considerable efforts put in by people across the team and recognised their achievements.





Company: FM Conway

Number of employees: 1,675

Synopsis: We are proud to have been able to use the Kickstart scheme to promote social mobility and offer opportunities to those most affected by the pandemic.

We have welcomed exciting new talent and been impressed by their innovative ideas, diverse skills, and enthusiasm to learn. We are excited to see how they will continue to contribute to our company, the wider industry and help drive the future of construction.

Inspiring **Change** **FIR** **Inspiration** Award



Nominee: Angela Forbes

Company: BuildForce

Synopsis: Angela has contributed to the construction industry selflessly during her 24-year career. Angela has a track record, both with her role as Commercial Director, but also in her various extra-circular roles championing areas of diversity, mental health, young people, ex-offenders and her unrivalled support of the ex-military community. Angela's focus is on attracting the most diverse, talented individuals into construction and supporting them as they grow.

Nominee: Taffy Chaduka

Company: Costain

Synopsis: Taffy is an inspiration to the highways sector. Through his role as a FIR ambassador and Chair of Religion Ethnicity And Cultural Heritage Network REACH at Costain, Taffy is helping other organisations to create inclusive environments more recently Thames Water, Skanska, and United Utilities. Taffy has taken some practical steps such researching more about the FIR and inclusion using the A14 as a case study for his Masters course at University of Cambridge. This helped the project to understand the impact of FIR course on the project and also improve the course delivery. Taffy is now writing his thesis at the University of Cambridge trying to understand how Industry 4.0 through digital environments can help improve inclusion in the construction industry.



Balfour Beatty

Nominee: Lisa McAteer

Company: Balfour Beatty plc

Synopsis: Lisa McAteer is an inspiration to people across the industry. She is actively creating an inclusive workplace with the aim of people being able to bring their most authentic and best selves to work. Following her diagnosis and recovery from Hodgkin's Lymphoma,

Lisa has committed herself to helping those with disabilities in the workplace. She recently co-founded the Construct-Ability support group and is the co-chair for Balfour Beatty's Ability Affinity Network.

Nominee: Caroline Logan

Company: BuildForce Group CIC

Synopsis: Caroline is always mindful of the groups of individuals who fall outside the social norms and she will take the uncomfortable step to help. She believes there is so much good that we all, as individuals can do. She does this, not as an employee but as a human being. For this reason, I would like this forum to know how valued and important Caroline is. And for our service leavers and veterans to know they are in incredibly safe hands with Caroline.





Nominee: Kevin McLoughlin

Company: McLoughlin Decorating Ltd, formerly K&M
McLoughlin Decorating Ltd

Synopsis: Kevin McLoughlin MBE FCIQB, does what it says on the tin, and is passionate about what he delivers through the training school. Through his Skills for Jobs initiative, a 4 weeks pre-employment course he gives everyone the chance of employment in particular the hard to reach sector creating a huge positive impact on the local community whilst addressing the skills shortage. There are no barriers to employment with McLoughlin Decorating.

Nominee: Claire Preston

Company: ENGIE

Synopsis: Claire joined the ENGIE business in December 2017, since then her commitment and desire to engage with "Care Leavers" has been inspirational. Claire has led and developed a process within the business that is now an industry model of excellence with regards to understanding and promoting opportunities for "Care Leavers". This dedication has also gained recognition from the Department of Education with Claire being recognised as a UK Sector based "Care leavers" Champion.



Notes

[illegible]

[illegible]

Notes

[illegible]

