



# Inspiring **Change** 2021 Conference & Awards



Fairness, Inclusion  
and Respect  
in construction



**Welcome - CECA Chief  
Executive Alasdair Reisner**



**Fairness, Inclusion  
and Respect  
in construction**

**#InspiringChange**

# Keynote - Rick Lee, Willmott Dixon



WILLMOTT DIXON



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WILLMOTT DIXON

SINCE 1852

# Diversity Leadership

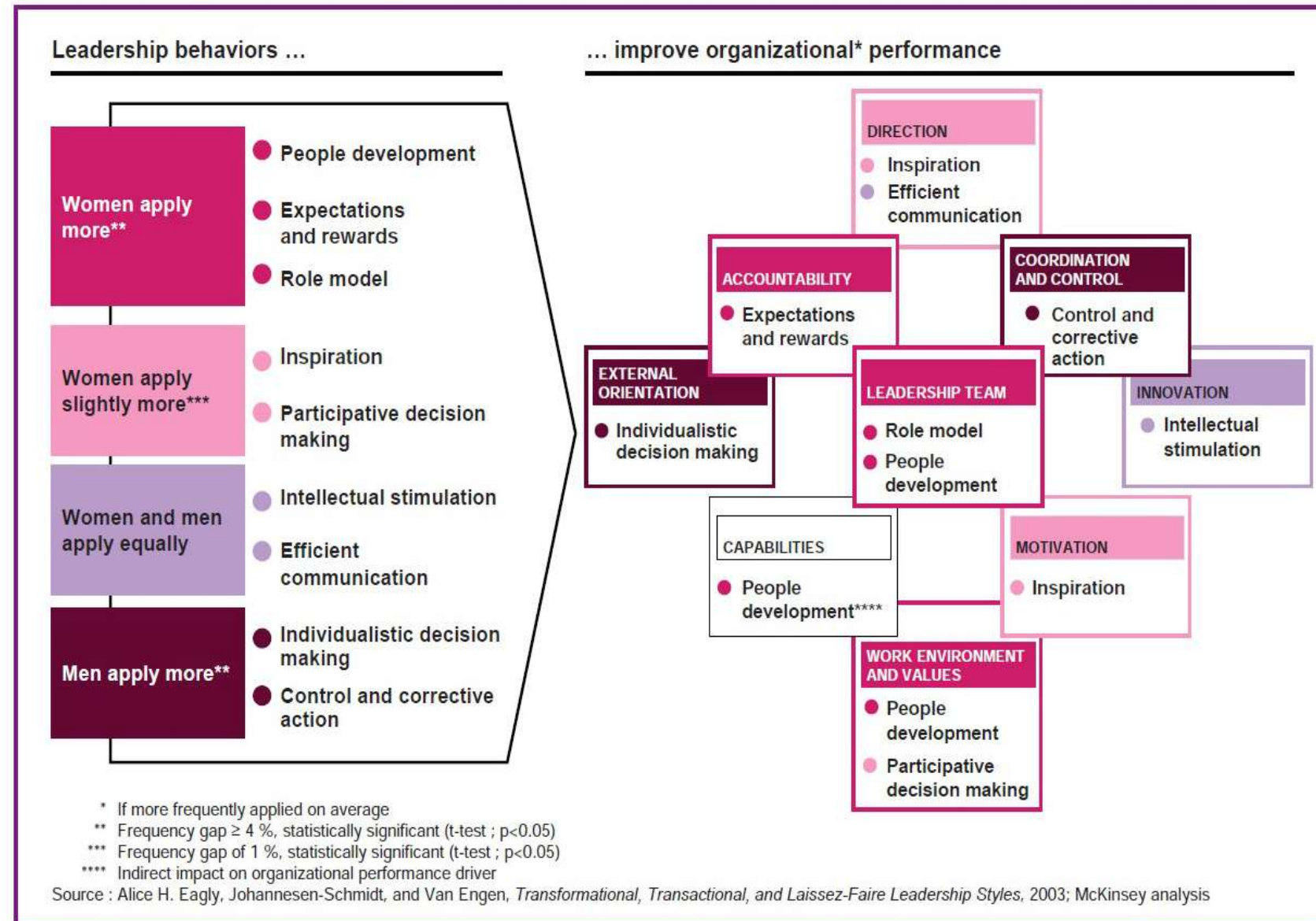
Rick Lee OBE

Chief People Officer, Willmott Dixon





## The leadership behaviors more frequently applied by women improve organizational performance by specifically strengthening three dimensions.









# AGILE WORKING TOOLKIT

A GUIDE TO BEST PRACTICE ON IMPLEMENTING  
AGILE WORKING ARRANGEMENTS





# Willmott Dixon - Dignity at Work Campaign







# **Dignity at Work Principles**

- **Banter (sharing a laugh and a joke) is a normal part of the industry that we work in. It makes what can be a stressful job easier.**
- **Everybody has different thresholds of tolerance for banter and these can vary from day to day, depending on personal circumstances.**
- **So, if in doubt - leave it out.**
- **It's not how it's meant; it's how it's received.**
- **If you know you have upset someone, apologise.**



RESPECT IN THE WORKPLACE

# DID I REALLY JUST HEAR THAT?

If inappropriate words  
or actions have caused  
an uncomfortable  
situation, speak up.

**If in doubt, call it out.**









**Gillian Unsworth,**  
**Government Equalities Office**



Government  
Equalities Office

**Iain McIlwee, FIS**



FINISHES & INTERIORS SECTOR



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Government  
Equalities Office

November 2021

# The Gender & Behavioural Insights (GABI) Programme

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A programme summary

**Gillian Unsworth**  
Head of Gender Equality Policy

# GABI programme mission:

- Create new evidence for what works
- Drive behaviour change towards greater gender equality
- Focus on the UK labour market



**“To move the dial on equality, we need to debias systems, not people”**

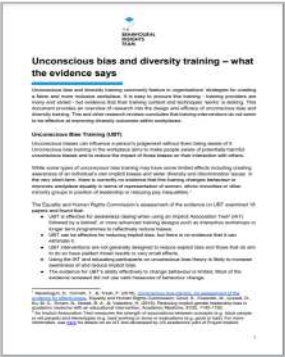
**Professor Iris Bohnet - lead academic advisor to GABI**

Academic Dean, Albert Pratt Professor of Business and Government and Co-Director of the Women and Public Policy Program  
Harvard Kennedy School

# Advice for employers



Eight ways to understand your organisation's gender pay gap



Written Ministerial Statement: Unconscious Bias Training (UBT)



Actions for employers to close the gender pay gap

## Actionable insights across 3 themes



Large trials with:



Indeed, Zurich Insurance, John Lewis, Santander & MOD DE&S plus a Predictiv trial



CIPD, MOD and a field CV study plus a Predictiv trial



Santander, a second bank and NCT plus a Predictiv trial



Please note some trial partner names are still confidential





A simple prompt led to a 20-30% increase in employers advertising flexible jobs. Over a year this would result in 174,000 new flexible jobs. (Indeed)

Flexible working increased applicant pools by 19-30% on Indeed and by 50% at John Lewis. Flexibility appealed to men and women equally

Part-time defaults increased applications from women to senior roles by 19% at Zurich and 35% at John Lewis

Providing expectations around a set number of days to work from the office had a negative effect for women and no effect for men

Informing men that their peers were almost universally supportive of flexible working increased men's intentions to work flexibly by 4%

**So... what should employers do next?**

1. Advertise specific flexible working options in all vacancies
2. Make part-time and flexible working the default in all vacancies
3. Communicate that employees can choose the flexible working arrangements that will work best for them
4. Share widespread support for new flexible working patterns to encourage others to work flexibly too



**Positioning experience in terms of years rather than dates on a CV increased callback rates by 15% for women returning to work**

**Using targeted referrals doubled the number of women referred to male-dominated roles at the Ministry of Defence**

**Men are more willing to apply than similarly qualified women in response to job requirements, but the gap closes among more qualified applicants (in contrast to the claim that women only apply when they are 100% qualified)**

**So... what should employers do next?**

- 1. Ensure that time out to care is not held against potential recruits' through making it possible to list experience in terms of years rather than dates**
- 2. Use targeted referrals inviting women to apply to vacancies in male dominated environments**
- 3. Only include requirements in job adverts that would rule applicants out if they do not meet them**



Informing men about their peers' attitudes **increased intention to take 5-8 weeks of parental leave by 62% at Santander and 50% at a second bank**

Encouraging parents to make joint decisions about parental leave slightly increased men's intended parental leave **by 10%**

**So... what should employers do next?**

- 1. Let men know that they are legally entitled to take up Shared Parental Leave**
- 2. Simplify parental leave processes and provide straightforward explanations for how to access it**
- 3. Share high levels of support for taking parental leave with men in organisations**
- 4. Provide practical tools to help couples discuss sharing parental care**

# Gender & Behavioural Insights

Full reports available at: <https://www.bi.team/our-work/gender-behavioural-insights/>



**Ian Heptonstall,**  
**Supply Chain Sustainability**  
**School**



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in construction

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# FIR Assessment

Developing a consistent and freely available means to enable organisations to assess their knowledge of FIR issues, with the advantage of 3<sup>rd</sup> party accreditation if required.

Update – 30<sup>th</sup> November 2021

Ian Heptonstall

# Industry Skills Plan

for the UK Construction Sector 2021 – 2025



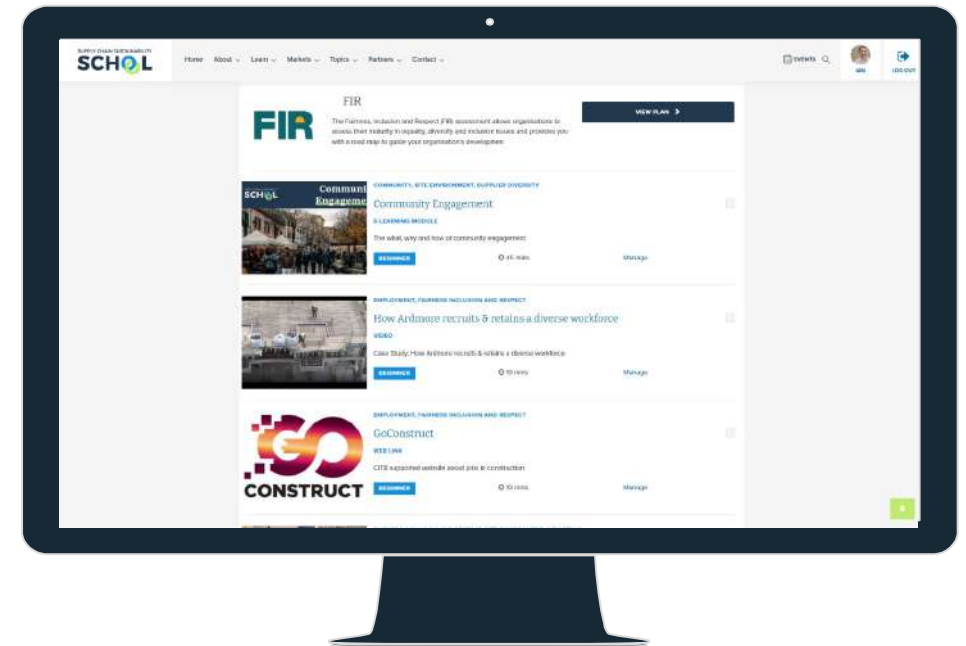
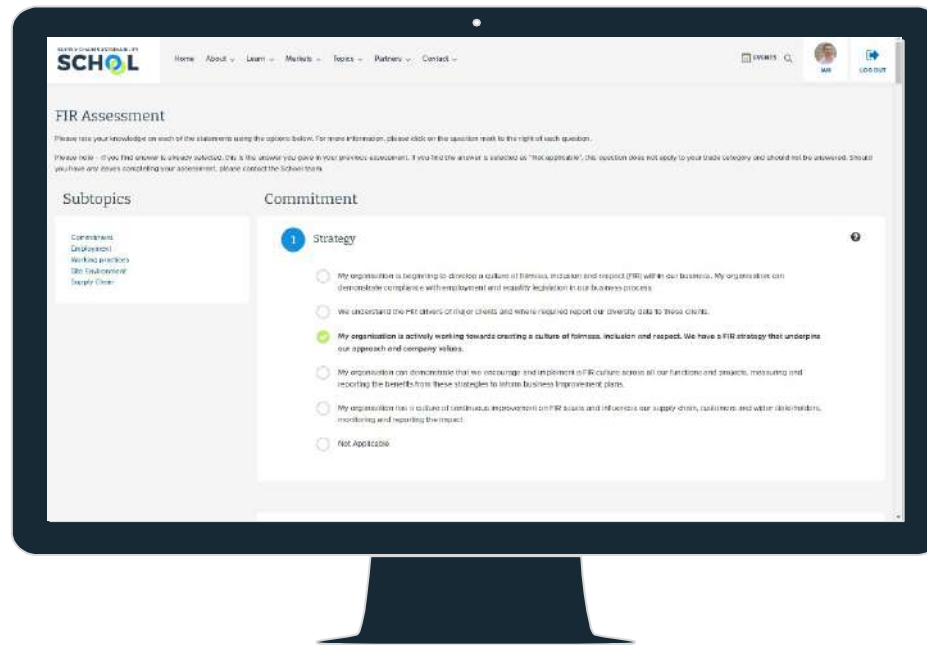
“Implement the Fairness, Inclusion and Respect programme through the supply chain by June 2022 to help construction operate within a more inclusive culture to encourage new entrants and retain skilled staff”

- 3,000 - construction companies
- 5,000 - people
- 1,500 - FIR Ambassadors



# WEB ENABLED FIR ASSESSMENT – FREE TO ALL

Web-enabled assessment FREE to all



After self-assessment each supplier gets a personalised, prioritised FIR action plan based upon their level of knowledge in each of the issues

# MATURITY STATEMENTS

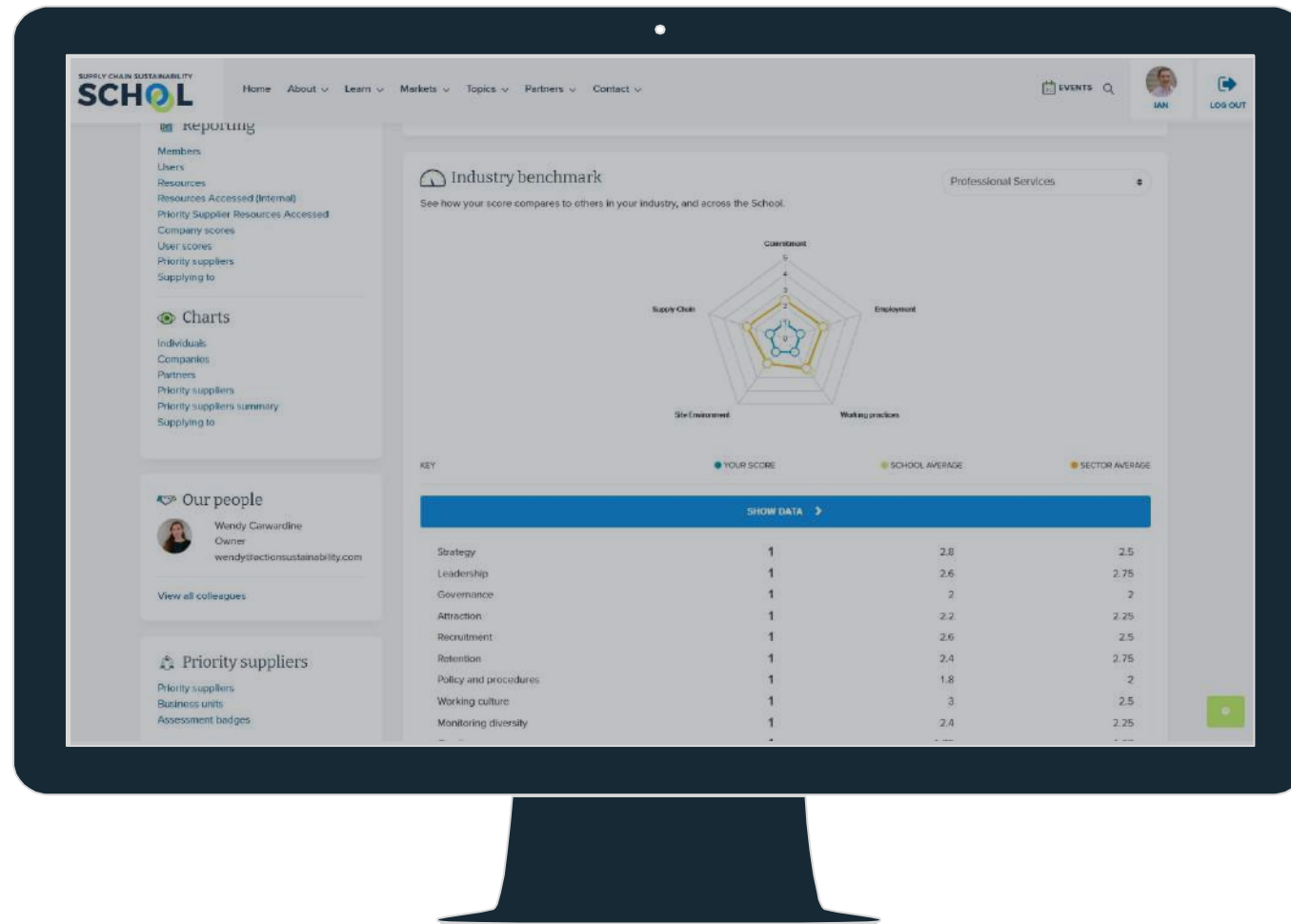
Getting Started Legal compliant, but no FIR plans are in place	Pockets of good practice Good FIR practice is emerging across the organisation	STRATEGIC Driving best practice across the organisation	EMBEDDED Delivering best practice across the organisation	EXTERNAL INFLUENCER Influencing best practice across the industry
1	2	3	4	5
My organisation is unaware of the benefits that accrue from developing a culture of fairness, inclusions and respect within a business	My organisation can demonstrate compliance with employment and equality legislation in our business process. We understand the equality and diversity drivers of major clients.	My organisation collects and monitors equality and diversity data. We understand the business case for creating a culture of fairness, inclusion and respect.	My organisation can demonstrate that we encourage and implement a culture of fairness, inclusion and respect through our business including; recruitment practices, people management, retention processes and our procurement.	My organisation has a culture of continuous improvement on fairness, inclusion and respect issues and shares our experience and learning with our supply chain, customers and wider stakeholders. We know how to monitor and monetise the impact of promoting inclusive work place cultures in our own business and through our supply chain.



# THE TOPICS WE EXPLORE

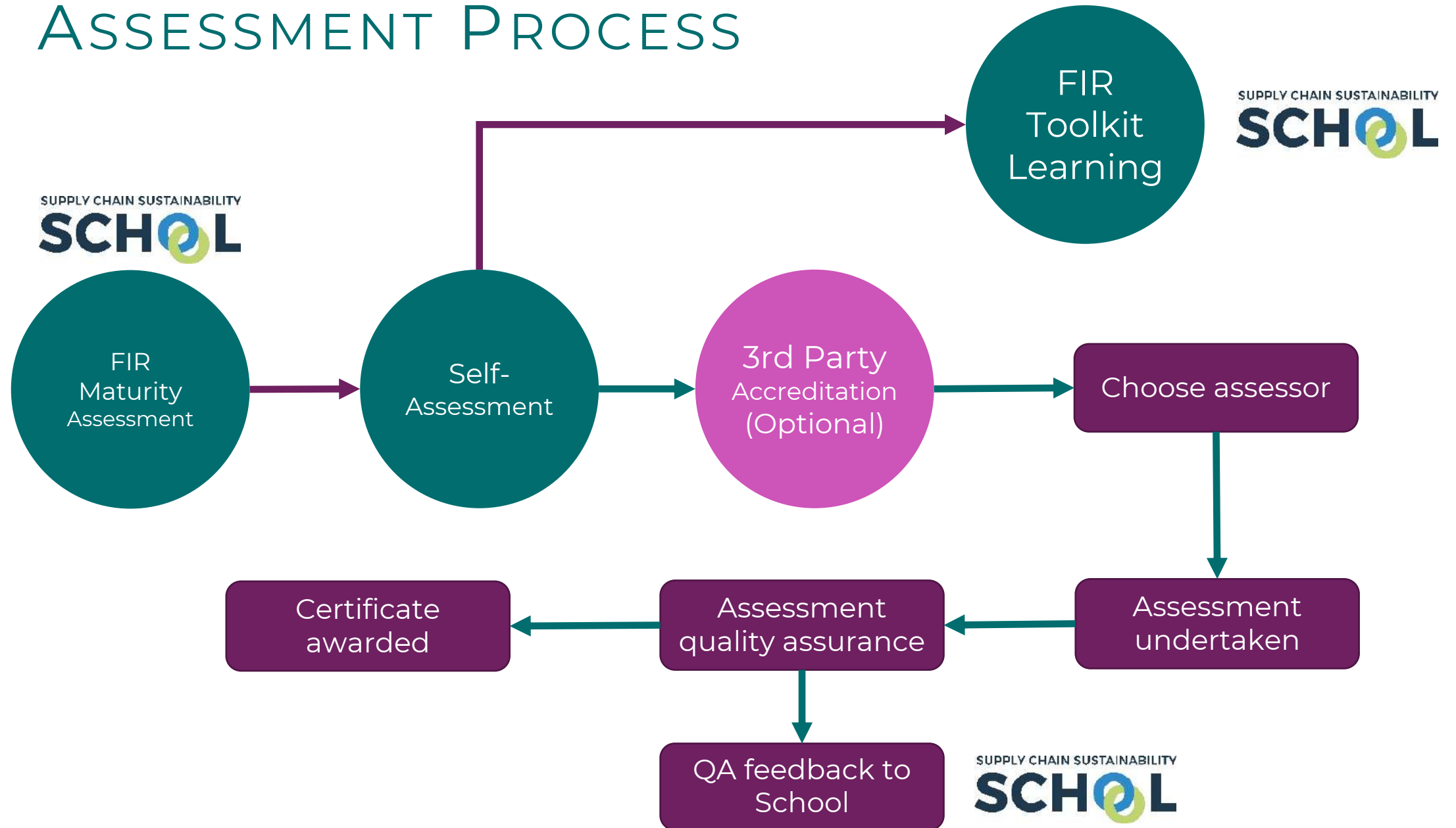
Topic	Sub-Topic
Commitment	Strategy
	Leadership
	Governance
Employment	Attraction
	Recruitment
	Retention
Policies and Procedures	Policy and procedures
	Working culture
	Measuring diversity
Site Environment	Site environment
	Stakeholders
	Communications
Supply Chain	Procurement
	Management
	Supply chain diversity

# INDUSTRY BENCHMARKS



[www.supplychainschool.co.uk/topics/fir/](http://www.supplychainschool.co.uk/topics/fir/)

# ASSESSMENT PROCESS



## NEXT STEPS



[www.supplychainschool.co.uk/topics/fir/](http://www.supplychainschool.co.uk/topics/fir/)

Stephen Cole,  
CITB



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**Lee Rowley MP,**

**Department for Business, Energy  
& Industrial Strategy**



Department for  
Business, Energy  
& Industrial Strategy



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## Panel 1 - Education Game Changers

- Oli Hallam - Careers & Enterprise Company
- Kerry Baker - STEM Learning
- Natalie Bell - Accxel



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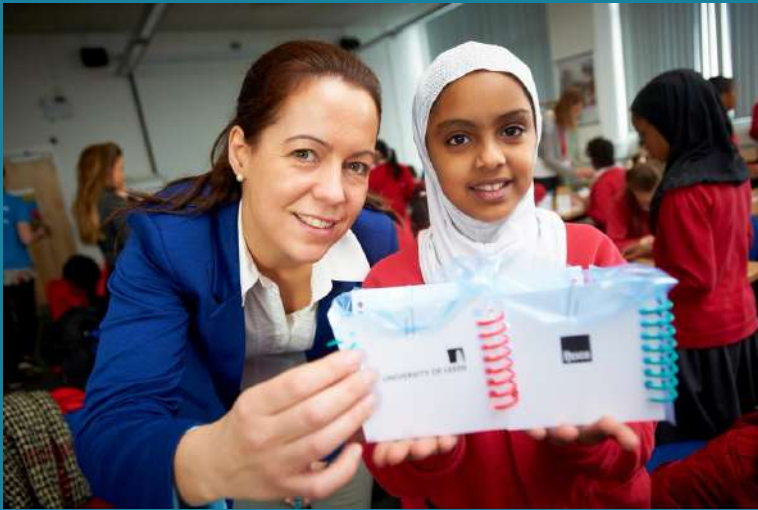
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# STEM Learning: An Introduction

**Dr Kerry Baker**  
STEM Learning  
November 2021

# A Quick Introduction



Dr Kerry Baker

Strategic Initiatives Lead  
STEM Learning



STEM Learning's  
vision:

A world-leading STEM  
education for every  
young person in the  
UK





# What We Do

**STEM Ambassadors** – role models providing inspiration and excitement for young people, teachers and families (UKRI)

**STEM Clubs** – providing opportunities for scientific exploration in a fun and more informal setting (Gatsby)

**Teacher CPD** – local and residential (York) training opportunities for all STEM teachers, technicians and leaders (DfE)

**ENTHUSE Partnerships** – embedding a positive STEM culture across schools, colleges, teachers and young people (Companies and Organisations)

# Why We Do This

Inspiring all young people to appreciate STEM subjects, with more pursuing them at higher levels of education and employment

Widening young people's, teachers' and parents' understanding of where STEM subjects can lead, including available jobs and careers

Increasing diversity and inclusion across STEM

Supporting the UK economy







# STEM Ambassadors

- 35,000+ active ambassadors across the UK
- Volunteers from industry, academia, education
- DBS check, training, support and opportunities
- 1 activity per year



“The best part about being a STEM Ambassador is when you see someone have a light-bulb moment and understand a concept that seemed alien to them only moments before.”

*Joss, Software Engineer Raytheon*

“Students gain a sense of aspiration; they don’t draw scientists now in white coats with big hair like Albert Einstein ...some of them have said to me, ‘But, Miss, what do I draw? Because scientists can be anybody!’”

*Teacher feedback*



# STEM Clubs

- Informal opportunities for young people to engage in practical STEM exploration
- In and out of school
- Supported by staff, parents, youth group leaders and STEM Ambassadors
- Huge resource bank available online, free to use





## STEM CPD

- Primary schools improve pupil science knowledge 50% faster.
- GCSE – schools double the rate of progress, over 10% increase in the proportion of pupils getting 2 good science GCSEs ...in 18/19, 16,000 additional young people achieved this benchmark.
- A levels – entries for STEM increased 8.5% over last 3 years. 80% entries from schools using teacher CPD.

*[www.stem.org.uk/impact-and-evaluation](http://www.stem.org.uk/impact-and-evaluation)*





## ENTHUSE Partnership

- Two-year partnership of schools (usually localised)
- Supported by companies and organisations (often CSR)
- Bespoke combination of CPD plus Enrichment plus Support
- May include a focus e.g. gender
- Outcomes include – increased attainment, teacher retention, pupil interest, longer partnerships, teacher networks



# Thank You

**Dr Kerry Baker – [k.baker@stem.org.uk](mailto:k.baker@stem.org.uk)**

**[www.stem.org.uk](http://www.stem.org.uk)**



# AccXel

INSPIRE · TRAIN · CONNECT



S u p p o r t i n g   P e o p l e   T o   C o n s t r u c t  
T h e   F u t u r e





# Who are we?

## Nicola Bird:

- Founder & Managing Director of AccXel Ltd
- 3<sup>rd</sup> generation K W Bell Group Ltd, Safety & Business Development Director

## Natalie Bell:

- Growth & Partnership Director of AccXel Ltd
- Formerly SMT within Kier Group

# Industry takes the lead!

## The UK's first co-funded, industry led construction school







# Our Personal Why?

- Skills shortage to service order book
  - Succession planning
  - Retirement headaches
  - Upskilling
  - Reliance on agency
- 
- HOW MANY TIMES HAVE WE HEARD THIS?

If you do what you've  
always done, you'll get  
what you've always got!

# The Greater Why?

15%

217,000

22%

3x



# What are we doing...?

- **Building** the UK's first co-funded, industry led construction school
- **Changing** the face of construction education
- **Attracting** people into construction
- **Developing** and upskilling people in construction
- **Making** construction an aspirational career
- **Attracting** diversity into construction



HUGE, HAIRY,  
AUDACIOUS  
GOALS!





# INSPIRE

**Igniting interest in construction as a career choice  
for all, where everyone can excel**

# TRAIN

**Real and virtual safety-first learning environments  
making use of hi-tech digital machinery**

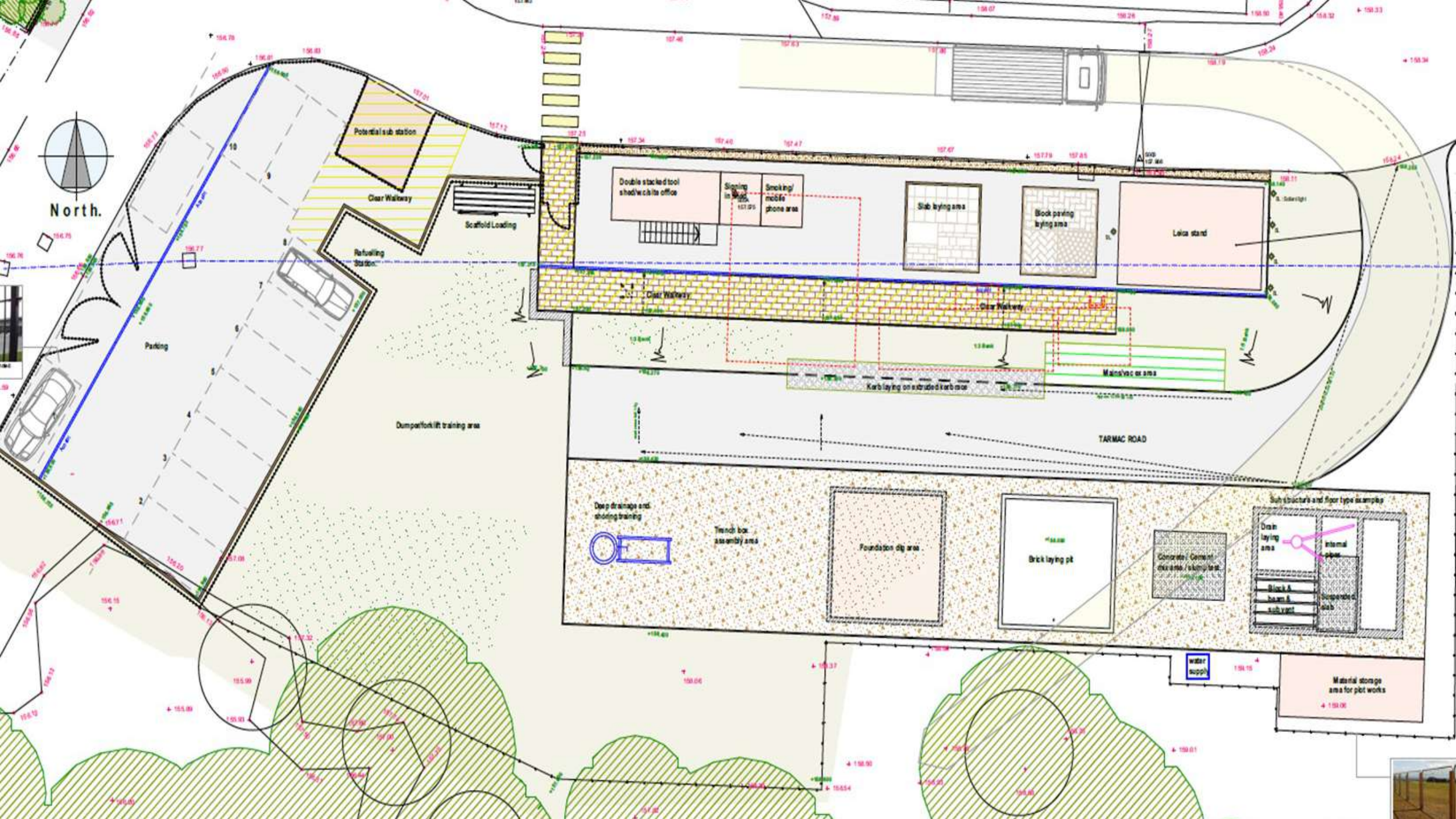
# CONNECT

**Bringing together individuals, employers and  
educators to accelerate UK construction skills**











# How are we doing it?



## TRAINEE PROGRAMMES

Trainee Programmes offered in groundwork, brickwork and the UK first JCB Plant Trainee Programme



## SKILL STEPS

An AccXel core product, supporting a developmental pathway through a career journey from labourer to site manager



## DIGITAL PLANT TRAINING

Plant training on state-of-the-art simulators, promoting a safe and controlled training environment.



## UPSKILLING

Promoting continual development in an agile environment, with a blend of real and virtual learning.



## INDUSTRY TALKS

Topical discussions from global and national partners.



## EDUCATION & CAREER DAYS

Built Environment career days with guest speakers and advice for career and education.



## SELECTION DAYS

Selection days are available for those who are ready to start a Trainee Programme.



## VENUE HIRE

With a theatre to sit up to 120 candidates AccXel is the perfect venue for training, product launches, corporate events and socials.

The graphic features a large grey crane on the left, a yellow dump truck at the bottom left, and a city skyline in the background. A series of five colored blocks (green, blue, yellow, red, dark blue) are stacked in a row, each with a white house icon and a number (1-5). Above these blocks, a yellow block is being lifted by a crane hook. Several construction workers in hard hats are shown: one on the green block, one on the blue block, one on the yellow block, one on the red block, and one on a ladder next to the dark blue block. The title 'ACCXEL SKILL STEPS®' is prominently displayed in the upper left.

# ACCXEL SKILL STEPS®

AccXel Skill STEPS® is a construction education programme for individuals entering and progressing through the industry, and is applicable to all trades and sectors within construction.

Partnering with leadership development specialists QuoLux™ to create the Skill STEPS® framework, the programme allows individuals to build upon knowledge as they work their way up the STEPS®, gaining the confidence and self-belief required to safely and successfully lead and manage a construction site.

AccXel Skill STEPS® supports life long learning through a structured pathway, whilst easing bottlenecks and supporting career aspirations.

Trainee

Tradesperson

Team Leader/  
Site Supervisor

Senior Site  
Supervisor/  
Trainee Manager

Site Manager



# THE WHOLE PERSON APPROACH

ACCXEL SKILL STEPS©

12

## ◆ The Built Environment

AccXel introduces learners to, and develops their understanding of, the built environment, including the trades and roles within it.

## ◆ Health & Safety

Integral to the success of a business is good health and safety practices.

## ◆ Quality

AccXel aims to support NHBC in improving the standard of UK house building by encouraging best practice.

## ◆ Qualification

Each STEP has a qualification attached to it for personal recognition of achievement.

## ◆ Personal Development

Ongoing personal development is critical for inspiring life-long learning and is strongly encouraged.

## ◆ Support

Support will form the foundation of the learning at AccXel enabling the learner to succeed and drive ambitions on site.





HM Government

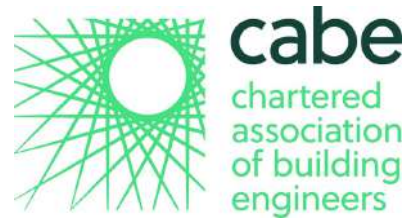


**gfirst** LEP  
growing gloucestershire



OUR PARTNERS

*Leica*  
*Geosystems*



**SMITHS**

*services (uk) ltd.*

**TJ**

**MANNING**

GROUND ENGINEERING CONTRACTORS LTD.



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**Hoslin**  
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*Civil Engineering & Building Contractors*

**Barnwood**  
Construction

  
**bell**contracting

**BLOOR HOMES**®

# LET'S BUILD ANOTHER ONE...!

2027....

- 500+ Trainee Graduates
- 500+ Skill STEPS© Graduates
- 3000+ short course learners
- 3000+ school learners engaged





# Thank you.



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[natalie.bell@accxel.co.uk](mailto:natalie.bell@accxel.co.uk)

[www.accxel.co.uk](http://www.accxel.co.uk)



# The Careers and Enterprise Company

CECA Inspiring Change Conference

30 Nov 2021



# Who are we?

We are the national body for careers education in England, supporting schools and colleges to deliver modern, 21<sup>st</sup> century careers education.

Our mission:

**To help every young  
person find their best  
next step**

# World-class careers education

World-class careers education follows the eight [Gatsby Benchmarks of good careers guidance](#).

At its best careers is an essential part of a young person's secondary education, beginning early and continuing throughout school life.

High quality school and college careers programmes offer inspiration and practical advice at the same time. They include multiple and meaningful encounters with employers, further and higher education and training providers. They give access to one-to-one advice sessions and remove barriers for young people. They provide opportunities within and outside the curriculum for students to explore what comes next.





# Our Vision

## What we know about the world young people operate in:

- A best next step is not the same for every young person
- Young people face uncertainty and opportunity – now more than ever
- Difficulties are not evenly spread
- What we experience influences where we go

**That's why our vision is to make high quality, 21<sup>st</sup> century careers education a reality for everyone, everywhere.**



# How do we do this?

**Supporting schools and colleges to deliver excellence** - through information, resources, tools, training, [our network of Careers Hubs](#) and communities of best practice.

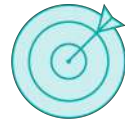
**Supporting employers to engage with purpose** – by making it easy for them to connect into schools and colleges. This can be as one of our 4,100 business volunteers working with [Careers Leaders](#) on their careers programmes, or as part of our 300 strong '[Cornerstone Employer](#)' community working to improve careers education in their local areas.

**Including all young people in careers education** – through our digital tools for Careers Leaders enabling them to target and tailor their interventions, our specialist networks to support young people with special needs or disabilities, those in Alternative Provision settings and those in Independent Training Providers.



# Our Priorities

## Our priorities in the year ahead



1. **A careers system where there is measurable impact on young people** - now and in the future – from focusing on apprenticeships and vocational education, to rolling out targeted support for schools, colleges and Careers Hubs, to putting young people at the heart of our work.



2. **To include all young people in careers education, removing barriers where we can** – from focusing on young people at key transition points, those at risk of becoming NEET, sharing innovation and helping employers to support those young people who experience the most disadvantage.



3. **To build a system for the future** – from building up the careers profession, putting careers education front and centre in debates about economic growth, to making employer engagement with education as meaningful as possible.



# Our reach

We are helping business engage with schools and colleges with purpose



**4,100** Enterprise Advisers, business volunteers, have put themselves forward to support a local school or college across the country

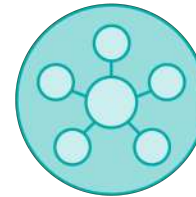


**300** Cornerstone Employers are galvanising business effort and engagement with local schools and colleges

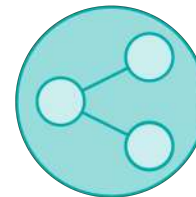
Launching Careers Hubs to ensure a more joined-up approach



Careers Hubs provide an essential partnership between schools, colleges, employers, apprenticeships providers and local agencies to support young people locally.



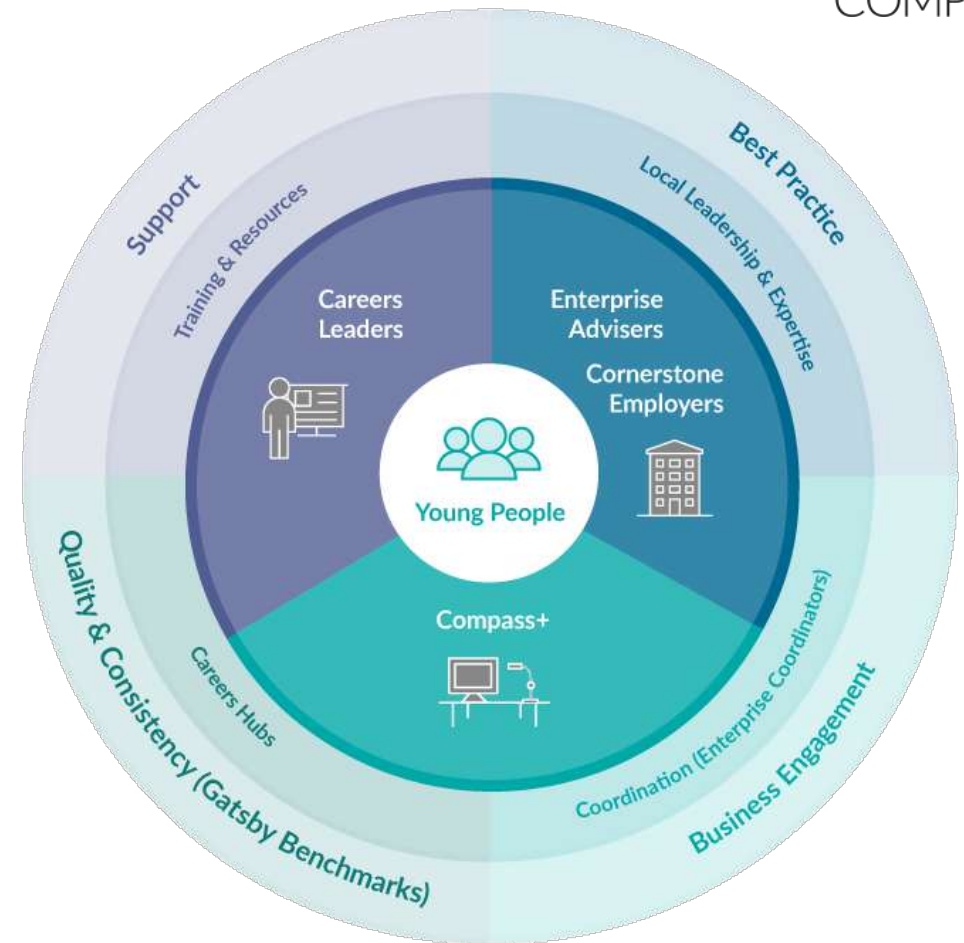
**65%** of schools and colleges across the country are in a Careers Hub.



**3,259 schools, special schools and college institutions** are part of a Careers Hub, meaning **2.3 million students** are benefiting from the Careers Hub Network which is accelerating the quality of careers provision.

# Excellence everywhere, for everyone

1. A **powerful Careers Leader** in every school and college that can meet individual needs.
2. A school or college where there is **strategic engagement with business** (through Enterprise Advisers and Cornerstone Employers).
3. A **local area where activity is co-ordinated to share expertise** (facilitated by Careers Hubs of best practice).
4. A national body to secure **higher standards, consistency and promote what works**.



The Careers & Enterprise Company's Model

Thank you



## Panel 2 - Workplace Change for the Better

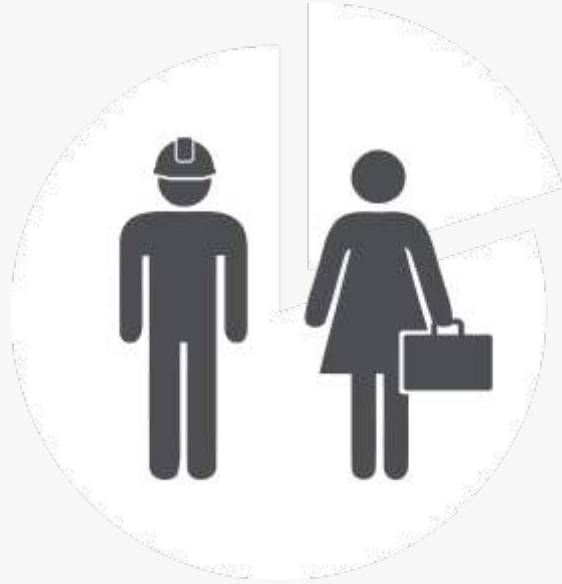
- Tracey Collins - Kier Highways
- David Stenning - Kent Supported Employment
- Kate Walker - Diabetes Safety



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# Becoming Disability Confident



**There are 14.1 million disabled people in the UK.**

**19% of working age adults are disabled.**

**81.8%** of non-disabled people are in employment only **53.2%** of disabled people are in employment.

**96% of disabilities are non visible.**

**The average age of acquiring a disability is 53.**

**A 10% rise in the employment rate amongst disabled adults would contribute an extra £12 billion to the economy by 2030.**

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## Why was this important to us?

- In 2017 11.6% of our workforce chose prefer not to tell us if they had a disability
- 3% of the Kier Highways workforce were declaring a disability

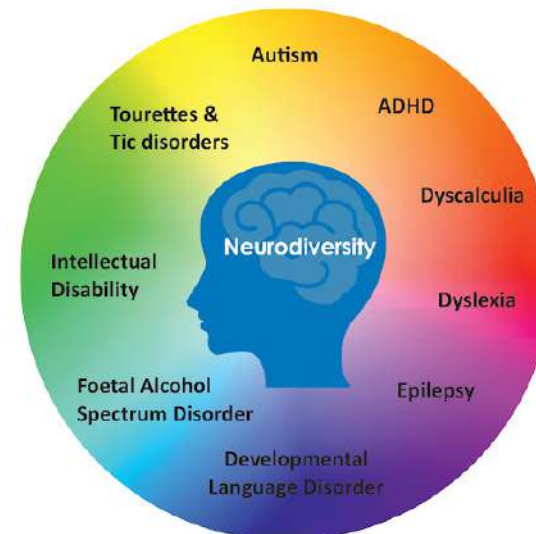
**..... Even our own workforce doubted if we were a disability inclusive employer**

- 16% of the working age population in the UK are disabled (only 51% of these are in employment) .... **An untapped talent pool**




# Raising Awareness and gaining confidence

- Raised awareness of disabilities within the current workforce
- Focus on disabilities in annual inclusion week
- Training for HR professionals on disability confidence




It's not what you can't... it's what you **CAN!**

Disabilities



Disability is **NOT** inability.  
In the UK, Over **3.4 million** disabled people are in employment.  
Kier Highways is a **Disability Confident** employer.



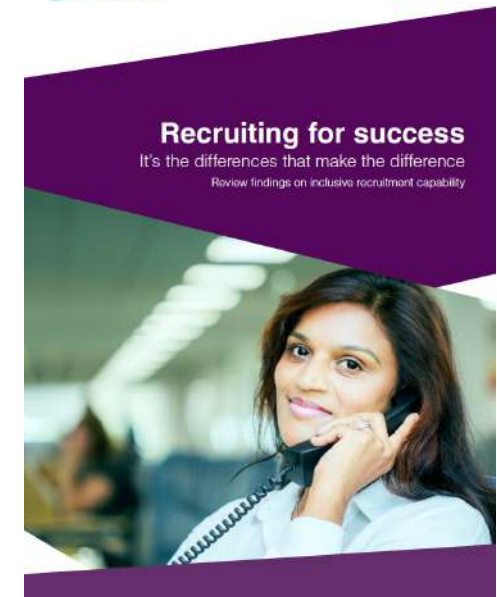
**KIER** **disability confident** **Investors in Diversity** **Safety Health Environment**

Highways



# Review of recruitment

- Reviewed the recruitment process and updated our recruitment processes
- Produced a managers inclusive recruitment toolkit
- Implemented additional inclusive recruitment steps for senior roles
- Reaching a wider talent pool through using different recruitment methods
- Training for recruiting line managers partnering with the Clear Company
- Challenge inclusivity of role profiles
- Set up partnerships with people who can help with recruitment



# Inclusive recruitment

Our changes worked.....



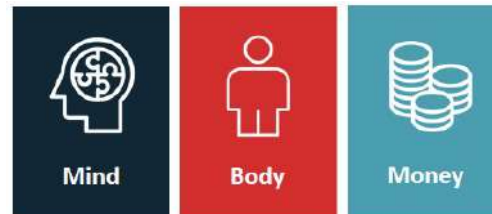
***“Really good course and what’s needed to help improve inclusive recruitment in Kier”***

Recruitment %		Male	Female
Applications	Sept 18	78.53%	21.47%
Offered Interview		78.25%	21.75%
Offered Role		87.48%	12.52%
Applications	Sept 19	72.43%	27.57%
Offered Interview		70%	30%
Offered Role		71.89%	28.10%

# Mental Health

Almost 50% of the disabilities declared were mental health related

- Trained mental health first aiders
- Mental health awareness training for all members of staff
- Mental health and wellbeing training for all line managers
- Resilience training offered
- Raise awareness of support available
- Relaunched wellbeing strategy around Mind, Body and Money





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# Ability Network

## Disability and Neurodiversity

- We have recently launched a new ability network providing support and collective voice for employees who have a disability or are neurodiverse



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## And now.....

- 1.43% of our workforce would prefer not to tell us if have disability
- Over 10% of the current workforce have a disability
- The journey continues.....



Disability at Kier	Yes	No	Prefer not to say
Disabilities declared 2018	6.37%	89.92%	3.7%
Disabilities declared 2019	10.04%	87.59%	2.33%
Disabilities declared 2020	10.05%	88.52%	1.43%

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# Kier Lessons Learnt and Top Tips

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# The lessons we have learnt

## Top Tips



- Get help and Support
- Involve your people – those with disabilities and allies
- Don't take on too much at one time – use your data
- Our people have loved getting involved – this will improve engagement too
- It's a constant journey – we are now working towards our reaccreditation
- It's not so scary when you start the journey



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# Disability Confidence

You could start the journey now



Specialist Employment Service

# How the Supported Employment model supports employers

David Stenning - Supported Employment Manager, The Education People

*In partnership with*



[www.theeducationpeople.org](http://www.theeducationpeople.org)

**THE EDUCATION  
PEOPLE**  
Specialist Employment Service

# Overview of Specialist Employment Service

- Part of Kent County Council, supporting over 400 students and adults with disabilities per year to find and sustain paid work, Apprenticeships, Supported Internships and work experience
- 30 years delivering Supported Employment
- Winner of BASE Awards – Team of the Year 2018
- SEQF “Excellent Provider” status.



In partnership with



[www.theeducationpeople.org](http://www.theeducationpeople.org)

**THE EDUCATION  
PEOPLE**  
Specialist Employment Service

# Overview of Supported Employment

We believe that anyone can become employed if they are motivated, given the right job and the right support. Supported Employment is a flexible and continuous process, designed to make that happen. We regard employers as key customers of this service, understanding and supporting their business needs.



In partnership with



[www.theeducationpeople.org](http://www.theeducationpeople.org)

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PEOPLE**  
Specialist Employment Service



# Supporting Employers

- Understanding the needs of employers
- Support with the Governments Disability Confident scheme
- Inclusive practices at recruitment process
- Individual support with employees.



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PEOPLE**  
Specialist Employment Service

# Case Study

**Empathy, for me it is like  
being asked to go to the  
toilet for someone else,  
I have no concept of what  
that feels like.**

**I am a human that thinks  
like a robot.**

- Traditional methods of recruitment and selection were leaving him at a disadvantage.

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PEOPLE**  
Specialist Employment Service

# Case Study

- Job matching led us to speak to a large Construction company
- We discussed with their Emerging Talent Manager who agreed on arranging a short work experience placement for to gain some experience in accounts.
- This proved successful and following on from this was offered a 6-month contract with The Internal Audit team where he excelled in assisting the company to refine their procedures and using data analytics to improve how the company functions.

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PEOPLE**  
Specialist Employment Service



# Diabetes in the Workplace

Inspiring awareness and change



# How big is the problem?

**700**  
PEOPLE  
A DAY



**1,000,000**  
DO NOT KNOW  
THEY HAVE DIABETES

**4.6**  
MILLION  
PEOPLE  
HAVE DIABETES

**12.3** MILLION  
PEOPLE  
AT RISK OF  
**TYPE 2**  
DIABETES

**BLINDNESS**  
~~100~~ 170  
**AMPUTATIONS**  
A WEEK

**75% MEN WHO**  
**HAVE DIABETES**  
**SUFFER**  
**ERRECTILE**  
**DISFUNCTION**

# Diabetes risks in your workplace



- Loss of control of machinery and equipment
- Driving accidents
- Falls
- Traumatic injury



- Health and Safety laws
- Equality and discrimination laws
- Driving regulations



- Absenteeism
- Presenteeism (lower productivity while at work)

# What is diabetes?

## Diabetes is a sugar intolerance

Auto-immune  
disease

### Type 1

Managed by insulin

As a result of  
lifestyle, stress,  
shift patterns,  
genetics, etc

### Type 2

Progressive condition

Minimal  
intolerance



Pre  
diabetes



Type 2 managed  
by diet



Type 2 managed  
by medication



Type 2 managed  
by insulin

# Symptoms of diabetes



Slow  
healing



Extreme  
fatigue



Blurry  
vision



Sexual  
disorder



Increased  
thirst



Tingling or  
numbness in  
hands and  
feet



Frequent  
urination



Increased  
hunger

Diabetes can present as an invisible condition for many years until people start to see the damage



# Different risks of diabetes

## Type 1 & 2 diabetes on insulin

- Sudden loss of consciousness
- Impaired awareness
- Impaired concentration
- Impaired balance or coordination
- Increased risk of depression
- Impact on driving (DVLA regulations)

Risk of hypoglycaemia

## Undiagnosed

- Impaired awareness
- Impaired concentration
- Impaired balance or coordination
- Lack of sensation in feet

Risk of hyperglycaemia

# What is the likelihood of a hypo?

In a company of 1,000  
people



Estimated **528 mild-moderate hypo episodes per year** – a rate of **48 a month**



Estimated between **33-66 severe hypo episodes per year** – a rate of **3-6 per month**

# Can your workforce identify and assist someone having a hypo?

## During a severe hypo:



35% were reported by  
another person to be  
confused



23% were told by  
another person they  
were having a hypo



21% were found  
unconscious by another  
person

**Educating your workforce on the signs and symptoms of a hypo is critical to preventing and reducing serious accidents in the workplace**

# Compliance

- Health and Safety at Work Act
- Equality Act
- Driving Regulations (DVLA)



Loss of control of  
machinery and equipment



Motor vehicle  
collisions



Falls



Traumatic  
injuries



# Inspiring change in your organisation

- Ensure your staff know about diabetes and its risks
- Establish a Diabetes Safety Plan
- Sign up to the Tackling Diabetes Charter
- Take the One Less Challenge



This is to certify that

## SAMPLE CHARTER

Will abide by the principles of the Tackling Diabetes Safety Charter, a Charter developed to increase awareness, remove stigma and create greater safety around diabetes in all places of work.

Our company is signing this charter and pledging to:

### Principles

Provide diabetes awareness training to our staff to ensure they understand:

The risks diabetes brings to their own health

The risks diabetes brings to others on site and in the workplace

Practical steps to help themselves and others stay safe and healthy

Promote glucose testing according to DVLA regulations

Ensure we have in place specific diabetes safety policies

Provide access to clean suitable places for those with diabetes who need to test their blood sugar levels and take injectable medication

Ensure we have in place specific diabetes safety risk assessments and safe systems of work.

As a company we will ensure we support our staff by making the workplace safer from diabetes risk. We commit to follow the principles of the Tackling Diabetes Safety Charter and together help turn the tide on the growing type 2 diabetes epidemic and its associated risks.

Supported by:



# Thank you

---

Kate Walker

[kate@diabetessafety.org](mailto:kate@diabetessafety.org)

07956 465136

# Non-severe hypos **have a significant productivity impact**

After experiencing a non-severe hypo...



30% of people arrived late to work, on average 2 hr 45 late



12% of people missed a full day or more, on average missing 4 days



36% missed a deadline or rescheduled meetings



21% of people left work early, on average 2 hr 30 earlier



52% reported difficulty concentrating and felt emotionally low



28% avoided driving

# What is the productivity impact **in your workplace?**

In a  
company  
of 1,000  
people



Estimated **231 hours lost  
per month** due to  
missed work from non-  
severe hypos

- Non-severe hypos have a significant impact on productivity and wellbeing
- **This is alarming given the fast growth in the number of people diagnosed with diabetes**
- This does not include time lost due to lower productivity while at work (e.g. missed meetings and deadlines, lower quality work, repeat work)



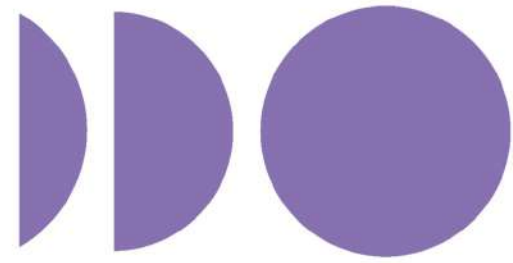
## Panel 3 - Communities - Broadening The Talent Pipeline

- Ron Everton - Transitions UK
- Shenaaz Chenia - Youth Build
- Jack Rowley - CPUK



Fairness, Inclusion  
and Respect  
in construction

#InspiringChange

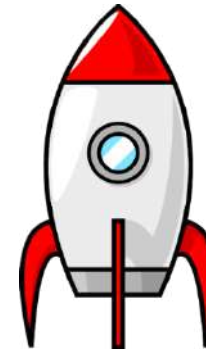


transitions uk

support that changes young lives

Inspiring Change  
Working together

# Charity Background



- Formed October 2014
- Launched initial project (Achieve, Luton, for Learning Disabilities,) November **80 YP supported 2021-2** Stevenage, Luton, Bedford, Redbourne
- Launched second project (Aspire, Youth Offending, Hertfordshire) November 2017 **115 YP supported 2021-2**, N London, Herts, Bucks, MK and Leicester
- Launched Attain (Young People Leaving Care on 1<sup>st</sup> October 2018) now in MK, Bucks, C Beds, Birmingham **110YP supported 2021**.
- Affirm Project for YP with mental health/emotional needs launched July 2021, N London initially. Now launching into Milton Keynes **40 YP 2021-2**
- Currently 16 FT and 18 part-time staff. 140 volunteers.  
**(By end || May 2022 = 350 volunteers 400 beneficiaries inc virtual project)**
- Income 2014/15 £6k; 2018/19 £212k; 2020/21 £480k; Budget for 2021-22 = £1m - run rate now £75k per month. NB It costs £2200 per annum to support a YP for a whole year, 300 hrs of support all year round.

# All shapes and sizes – all needing support





# Overall aims



- local, regional and then national response national charity, national footprint, national voice for YP
- Now working with 400 yp in 2021-22. Herts, Beds, Bucks, N London, S Birmingham, Leicester
- Adding virtual Project to 100 YP in 2022.
- Grow by 50% per annum.  
Spill and spore development
- To change the future prospects of thousands of young people and to help build a better society for us all to live in.
- To help change the world for young people and so for all of us.. BFAG



# Young People leaving care – needs and stats



**These young people are highly vulnerable.**

**These are our children:**

## Stats

34% NEET against 15.5% average

6% at 18 in higher education against

60%+ have at least 1 physical ailment

50% + have an emotional/mental health disorder

60% females in YO institutions have background in care  
(30% males)

YP leaving care approx. 8 times less likely to make it to Uni  
Massively disproportionate incidence of youth offending, criminal exploitation, pregnancy, substance abuse etc.

**These young people need help!!**



For young people  
leaving care

# Some predispositions regarding youth crime prevention.

- Truancy x 10
- **Taken into Care x 13**
- Mental Illness x 14
- Attended a special school x 23
- **Exclusion x 25**



*For young people at risk  
of criminal exploitation  
or offending*



## For young people with learning disabilities

2% of the population have a life-long learning disability and are among the most multiply disadvantaged groups in our communities.

**They suffer especially from high unemployment and poor health, poverty, bullying and lack of support.**



- We work with young people aged 16 – 21
- Working across Bedfordshire and N Herts and seeking expansion into Bucks and S Herts
- We support young people with mild to moderate special needs with around 6 hours of weekly support towards independence
- Year 1 (Phase 1):
  - Weekly face-to-face sessions for friendship and inclusion, plus independence and life skills
  - Supported by volunteers
- Year 2 (Phase 2):
  - Weekly face-to-face sessions as peer mentors allowing a review of previous learnings
  - Work with a community mentor to help support young people into education, training or employment.

- The mental health and emotional needs of our young people are a massive issue - and rates of self harm and suicide are rising at an alarming rate.

### Stats.

- 1 in 8 of 17-19 year old females have either attempted suicide or actively self-harmed. With more vulnerable groups its 1:3
- The single greatest cause of death among young males is suicide.

Relational support, mentoring and therapeutic approaches are at the heart of this much needed provision.

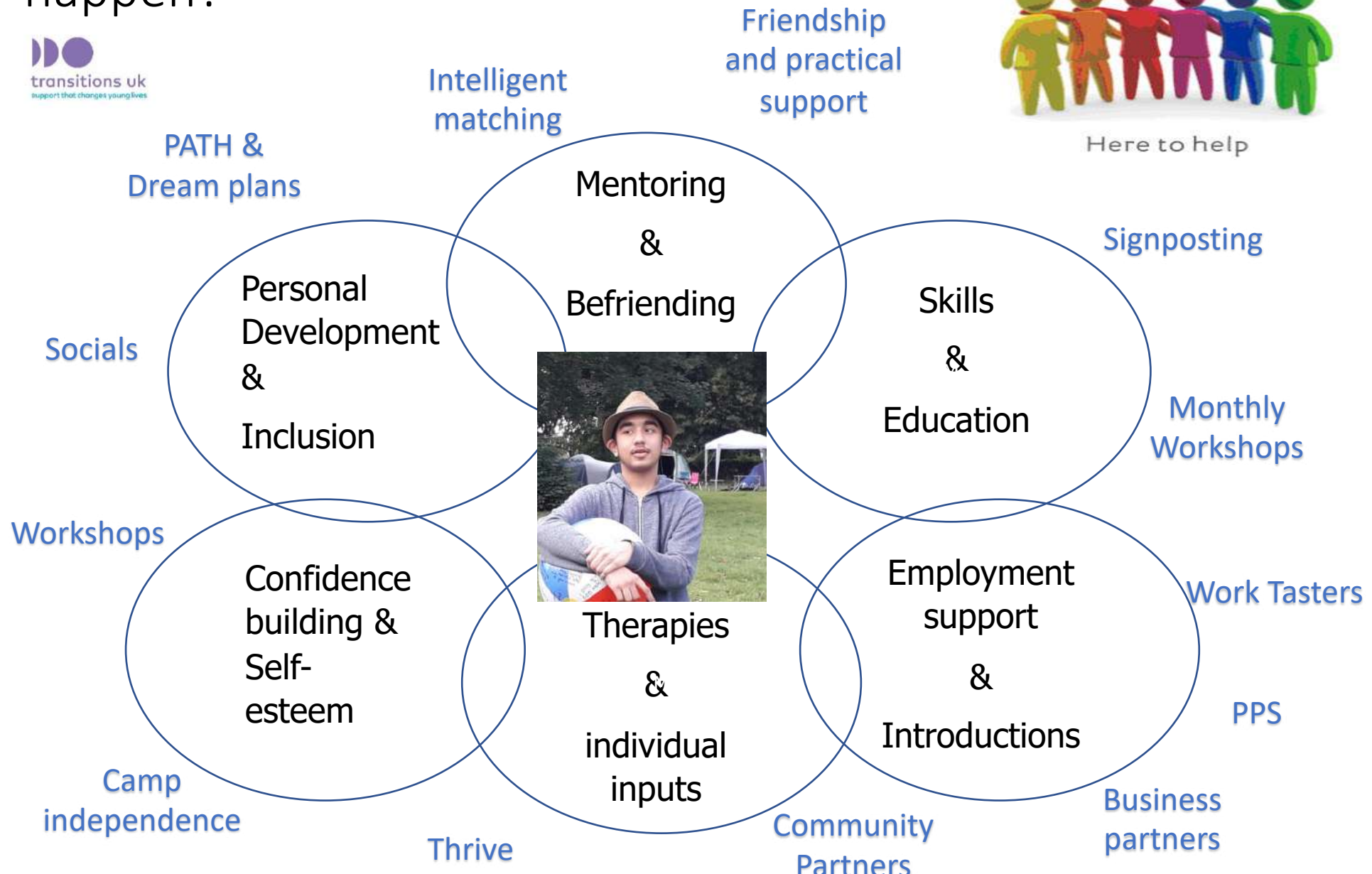
We will launch our first project in Barnet, Brent and Haringey this month.

We aim to extend and replicate from there.





# How do make change happen?



# Three main tools – and the power of Relationships

## **PATH Pan**

- Working with young people to encourage, clarify and enable their ambitions – thinking forwards, working backwards

## **Development Web**

- Tracking skills and strengths and areas of challenge. Measuring Progression, supporting development.

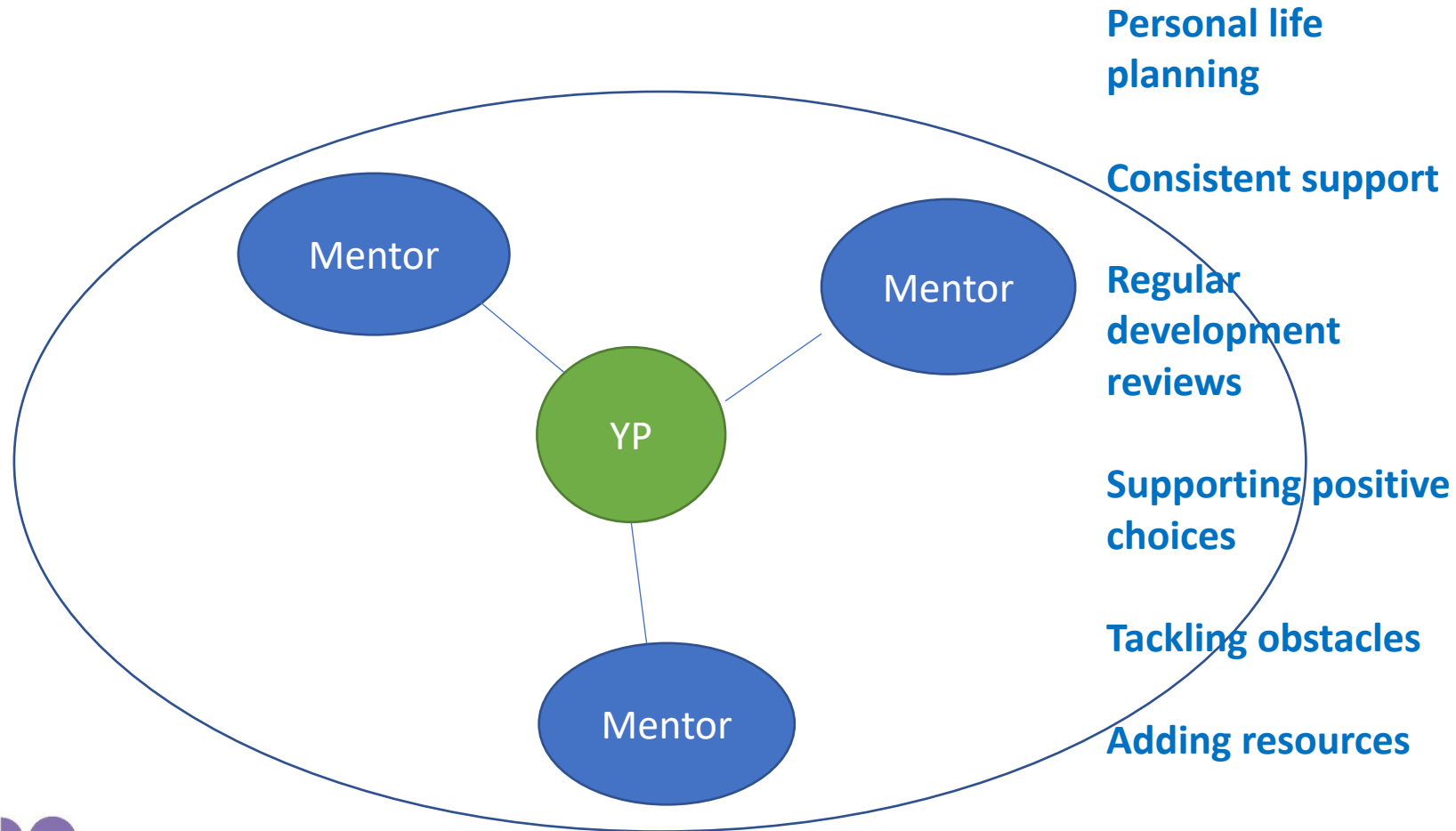
## **Relational Map**

- Identifying positive and negative relationships and supporting a growing informal support network



# Support Circle/Team

These young people need consistent people in their lives to support them



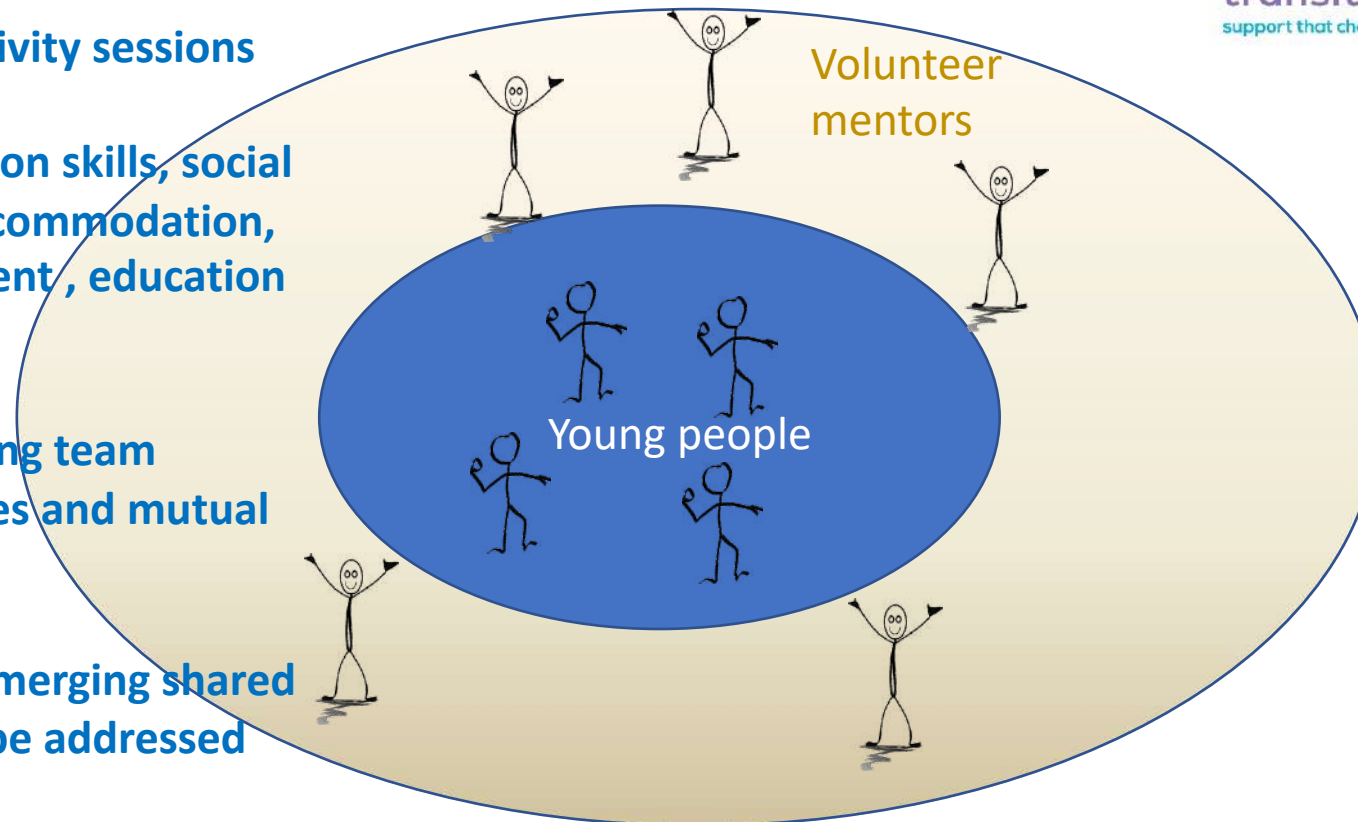
# Cluster development and benefits

**Group activity sessions**

**Key input on skills, social issues, accommodation, employment, education etc**

**Encouraging team approaches and mutual support**

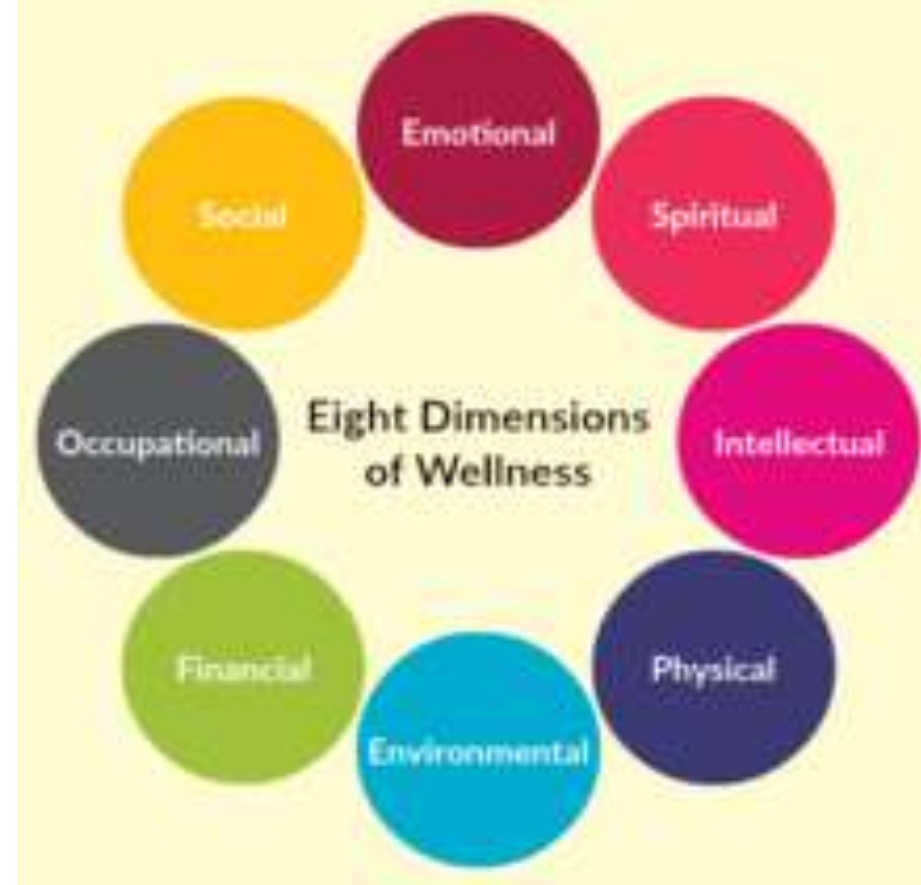
**Enables emerging shared needs to be addressed**



# Key Outcomes



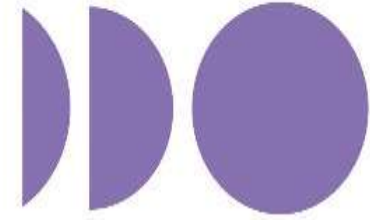
- Increased Emotional well-being
- Reduced mental illness and mental ill-health
- Positive transitions to independence and inclusion
- Increased employment and access to next steps education
- Reduced social isolation/anxiety/self harm
- Increased Safe and positive lifestyles, reducing crime and negative behaviours
- Increased capacity to contribute to others and the wider community





# TUK in pictures (just a few of many)





transitions uk  
support that changes young lives

?

?

Any questions





# YB YOUTH BUILD

YOUTHBUILD VENTURES UK

## BUILDING BRIGHTER FUTURES TOGETHER



## Construction stalls as UK shortage of skilled workers bites

'Build back better' in jeopardy as projects are hit by delays with supply chains squeezed



Dominic McGill helps out after his brother-in-law, Phil Wish, struggled to find workers © Charlie Bibby/FT

### LEARNING AND WORK INSTITUTE

& policy | New report finds prolonged youth jobs crisis is set to cost UK economy almost £7 billion next year

New report finds prolonged youth jobs crisis is set to cost UK economy almost £7 billion next year



# Mission

With love and respect,  
we partner with  
opportunity youth to  
build the skillsets and  
mindsets that lead to  
lifelong learning,  
livelihood, and  
leadership





# The Impact : Global



**YB** YOUTH BUILD

INTERNATIONAL

**21**  
countries

**260**  
programmes  
across the USA

**16,000**  
Youth Enrolled  
Annually

**74 %** earn qualifications

**54%** (USA)  
**83%** (Int) graduates placed  
in employment

**1,700,000** community service hours  
**3280** affordable houses/ community assets built

Launched in the UK in June 2019

## BUILDBACK GREEN FUTURES BOOTCAMP!

Are you...

- Living within a London Borough?
- Aged 18 - 29 years old?
- Eligible to work in the UK?
- Unemployed but looking to work?

### Do You Want Some Help To Take The Next Step?

We can offer you personalised support through a bootcamp with practical hands-on training, industry certification, and support into employment or apprenticeships!

This bootcamp gives you  
specialist multiskills construction  
training with a focus on:

- Dry-Lining
  - Plastering
  - Insulation
- AND:
- CSCS Card & L1 H&S Awareness
  - Guaranteed Interviews
  - One to One Support & Progression Planning
  - Leadership Development
  - Lead the build of a local Community Asset

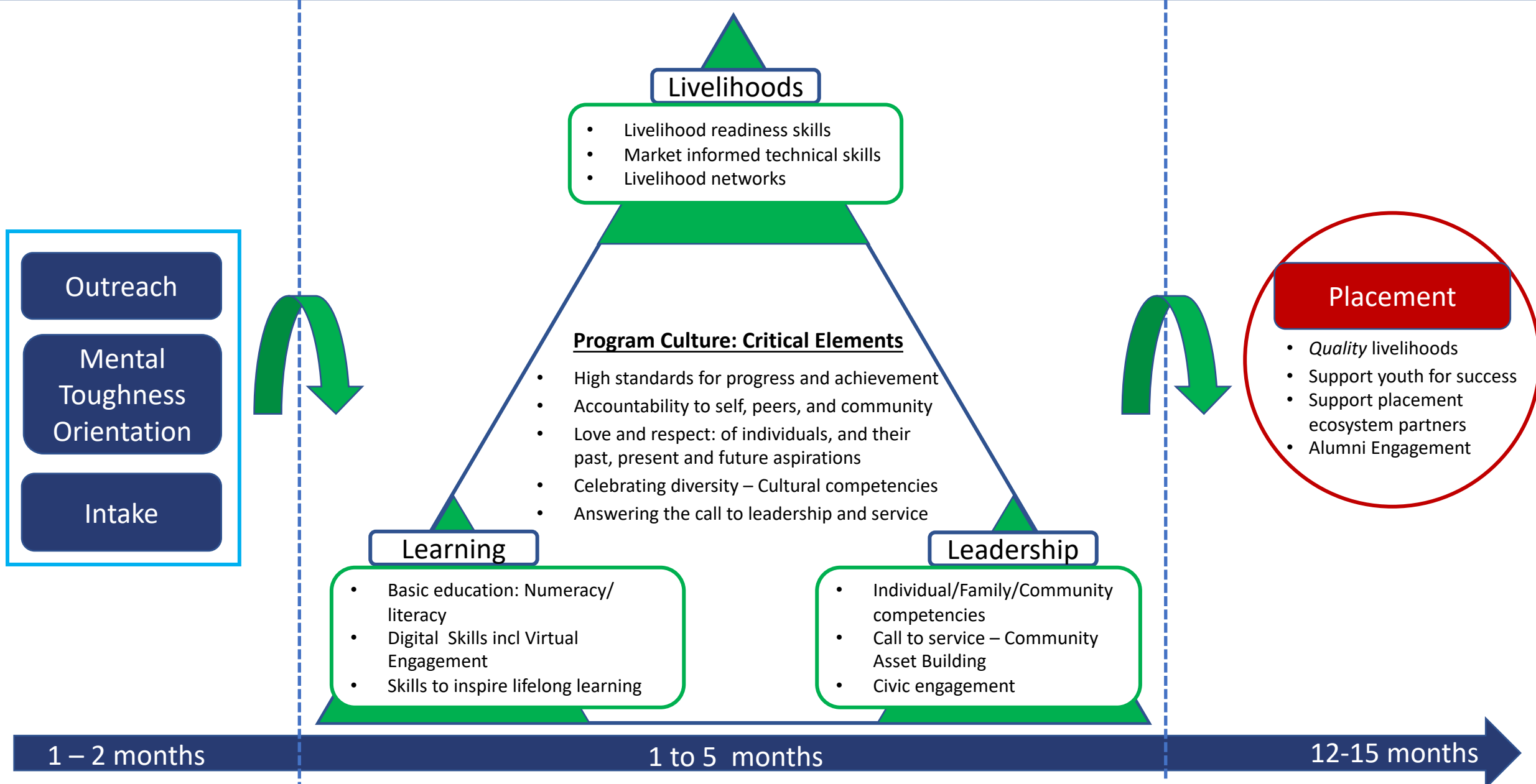
“An integral part of YouthBuild, is community.  
Our young people identify community assets which they  
can rebuild, renovate or improve to benefit their community.”

Course Material, PPE, Breakfast and Lunch  
Provided





# YouthBuild Framework



# Outcomes and Support

## What we can promise:

- Wholistic approach to youth development
- Employer led course design
- Case Management
- Intensive in-work support

## What we need from you:

- Commitment to employ
- Fairness, Inclusion and Respect
- Youth Engagement and Enrichment
- Support with Resources
- Innovation and sustainability







[schenia@youthbuild.org](mailto:schenia@youthbuild.org)  
[www.youthbuild.org](http://www.youthbuild.org)



# Civil Engineering Experience Schools Event in Manchester

C&R  
civil-remediation.com

## Social Media



## Inspiring the next generation of civils specialists at a ground-breaking secondary school event at The Manchester College.

More than 240, 14 and 15 year olds from 11 Manchester schools took part in the interactive, two day Civil Engineering Experience Event, which explored the wide range of careers available in civil engineering.

The event was instigated and sponsored by CPUK Civils and Remediation and developed in partnership with fellow LTE Group business Novus and the Construction Industry Training Board (CITB), along with machine simulation expert, Tenstar.

Students enjoyed a series of interactive activities, including trying out plant simulators and virtual reality headsets. Diggers, dumpers, traffic management and GPS site surveying equipment filled the college gardens and foyer. Other construction bodies including Tarmac, Chartered Institution of Civil Engineering Surveyors, CITB, Lendlease and AECOM explained the broad range of career options and pathways, with an interactive introduction on Civils from CPUK.

## Pupil Feedback

- 96% rated the day as Excellent or Good
- 80% commented that the event increased their knowledge of the industry
- 68% increase in students who would now consider a career within Civil Engineering



Careers Fair & Student Engagement





## Feedback from the attending schools

Abraham Moss – “We really enjoyed the event, the employers were great, as were the activities they had planned. Pupils came away knowing much more about the industry. I would definitely bring another group if you run this again.”

Co-Op Academy Failsworth – “The students really enjoyed the day and learnt a lot.”

St Peters RC High School - “The day was really good, very positive engagement from the students!”

The Dean Trust Broadoak School – “It was brilliant, I’ve never seen the students so focused and willing to come out of their comfort zones. They all came away with some great resources and contacts but most of all a real insight to what they can achieve, mainly because they met with representations from the real outside especially the apprentices. A great day in every aspect.”

Middleton Technology School – “All the students thoroughly enjoyed the morning, furthermore found the day to be extremely informative and educational.”

**Our Next Events:** Liverpool in December 2019, Warrington in March 2020 and back at Manchester Openshaw in 2020



**Plant Introduction & Traffic Management**



**Plant (25t dumper) Machine Simulator**



# Civil and Remediation - Awards



## North West Regional Construction - Innovation - 2019

Chemical remediation and geo-technical soil stabilisation works at the Rhenus scheme.

## North West Regional Construction - Sustainability - 2019

The judging panel said 'The innovation is clearly cutting edge in its field however the sustainability impact was outstanding and we simply had to recognise this excellence with two separate awards.'



## CECA - Highly Commended Collaborative Partnership - 2019

Working in alliance with Utility Engineering Solutions and M&J Drilling on the Ravens Lock scheme, along with the client and engineer.

## CECA - Highly Commended Young Professional - 2019

Awarded to our Graduate Apprentice in recognition of his development and dedication.



## Inspiring Change - SME of the Year - 2019

Awarded for our pioneering work with ex-offenders in plant operative machine simulator training.

More than 200 candidates at HMP Hindley have been selected for the initiative, with additional skills and competence training, such as manual handling and asbestos awareness. Speed interviews have taken place and CPMK have employed 2 successful candidates.





### **ERSA - Highly Commended SME of the Year - 2019**

Working in partnership with Novus - Foundations for Change and Tenstar Simulators supporting ex-offenders into employment through our plant operative simulator training initiative.



### **CECA - Highly Commended in Social Value - 2018**

Received in recognition of our pathway into employment in plant operative and groundworks for ex-offenders as our initiative was launched this year.



### **CECA - Most Successful Associate Member - 2017**

Awarded in recognition of our company and staff development.

**Balfour Beatty**

## Panel 4 - Workplace Time For Change

- AyoOluwa Ogunbambi-Alao - Balfour Beatty
- Amos Simbo - BPIC
- Hannah Brooke - Renaisi



Fairness, Inclusion  
and Respect  
in construction

#InspiringChange



# **BPIC NETWORK**

BUILT ENVIRONMENT INCLUSION

# **BUILT FOR PEOPLE**

**INDUSTRY  
INCLUSION BEST  
PRACTISE**

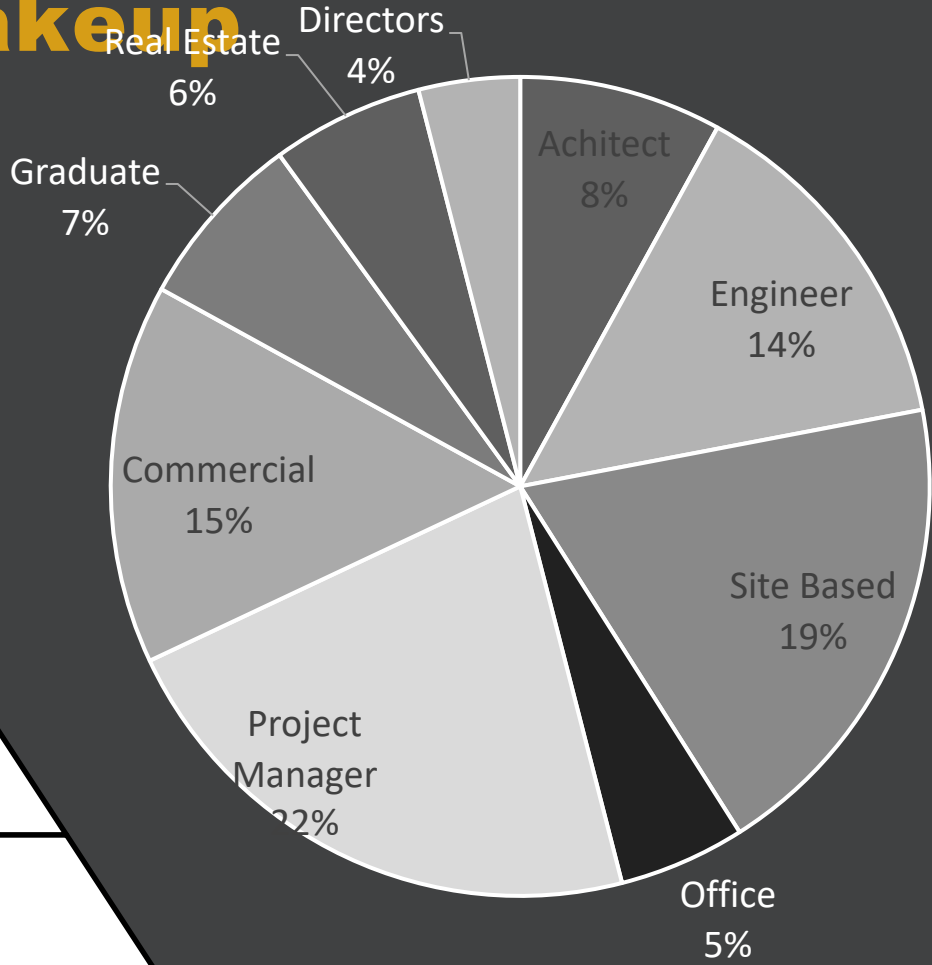
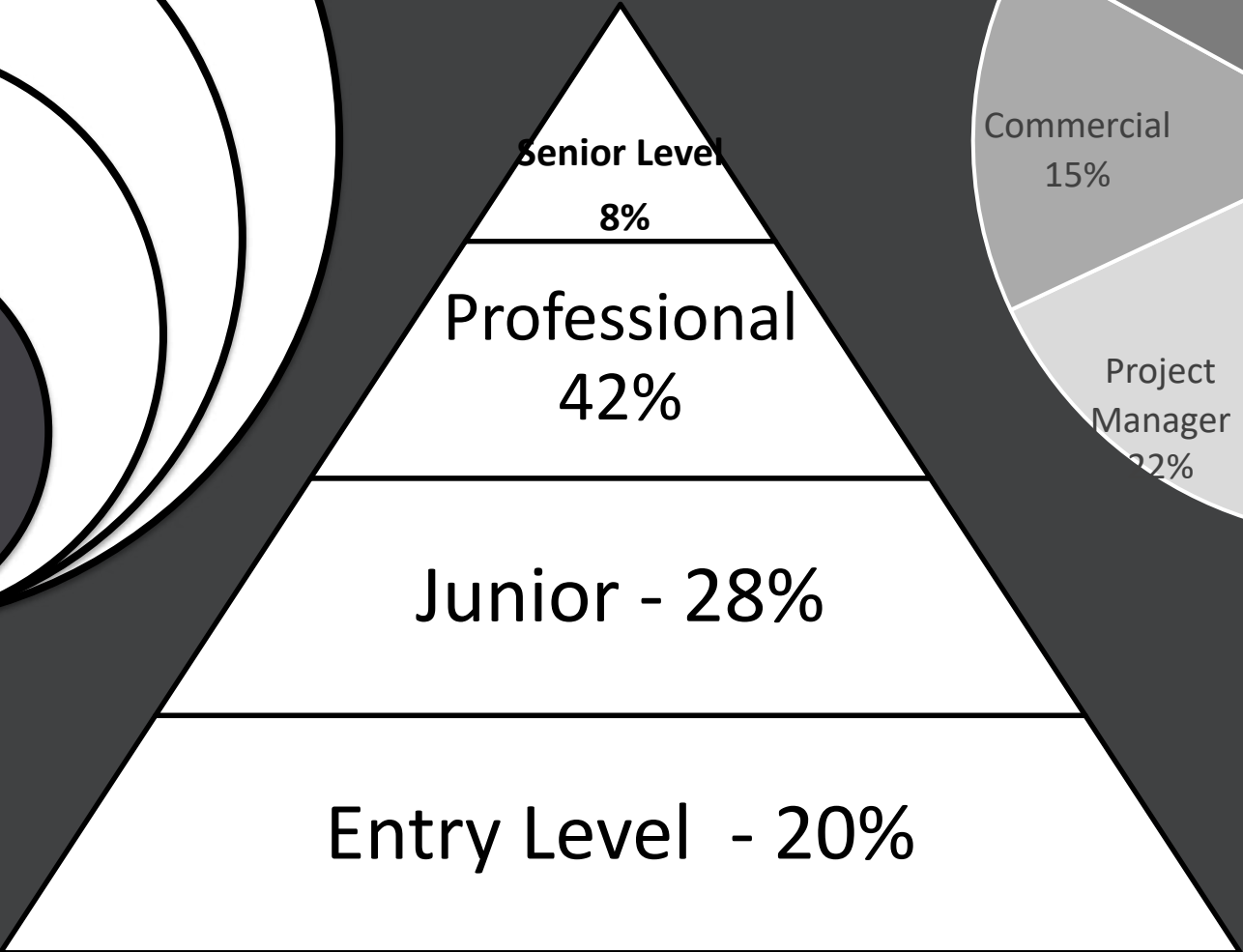
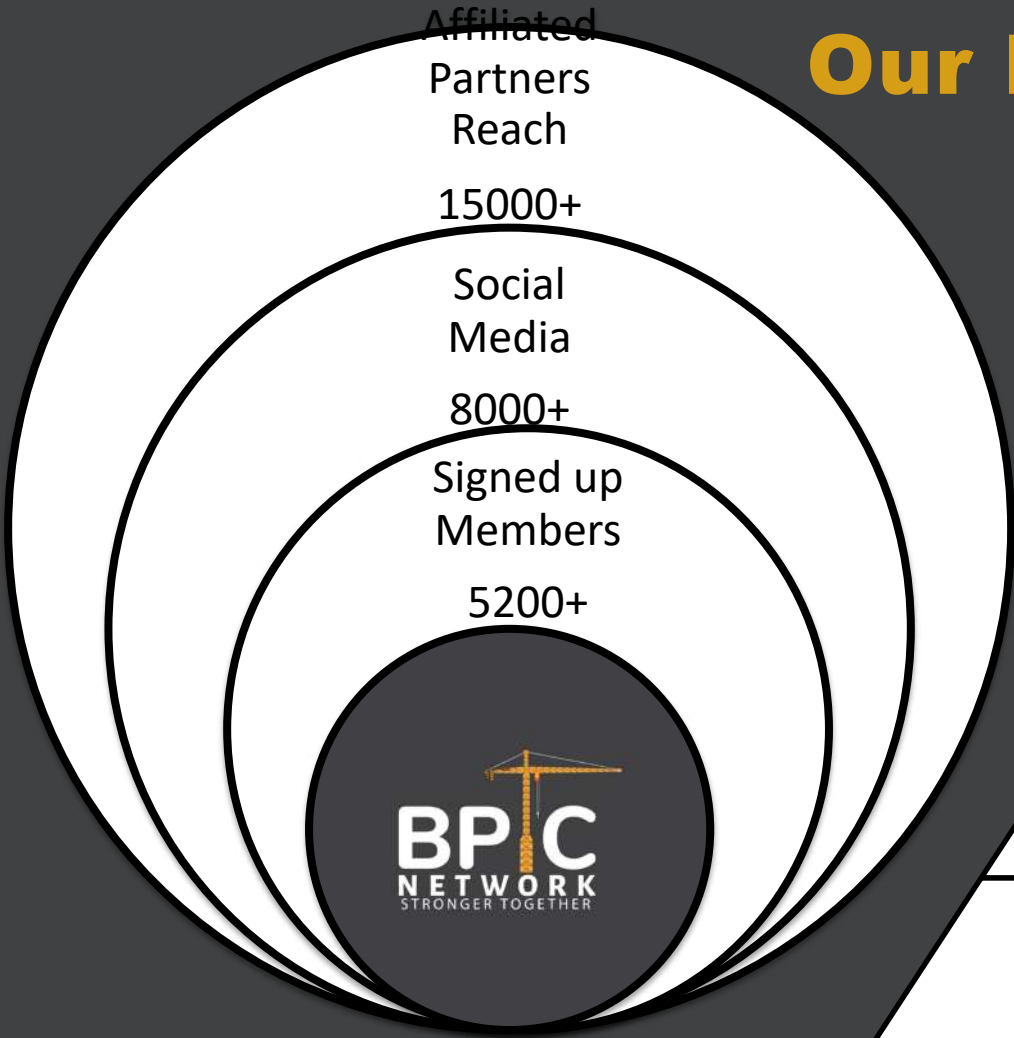
**INDUSTRY  
ENGAGEMENT  
AND GRASSROOTS**

**MINORITY LED  
BUSSINESSES**

**TALENT  
ACQUISITION AND  
CAREER SUPPORT**



# Our Network Makeup



# Sample of Companies we are working with

 VolkerWessels UK



**MORGAN  
SINDALL  
GROUP**

**Balfour Beatty**

**HS2**



**Higgins**  
PARTNERSHIPS



**Taylor  
Wimpey**

**Wates**



**GREATER  
LONDON  
AUTHORITY**

**Foster + Partners**



**wsp**



**RE/AL  
EST/ATE  
B/LANCE**

**BW**  
WORKPLACE EXPERTS



**gleeds**

## WEBSITE

[www.bpicnetwork.com](http://www.bpicnetwork.com)

## EMAIL

[info@bpicnetwork.com](mailto:info@bpicnetwork.com)

**Thank You**



# Transitions

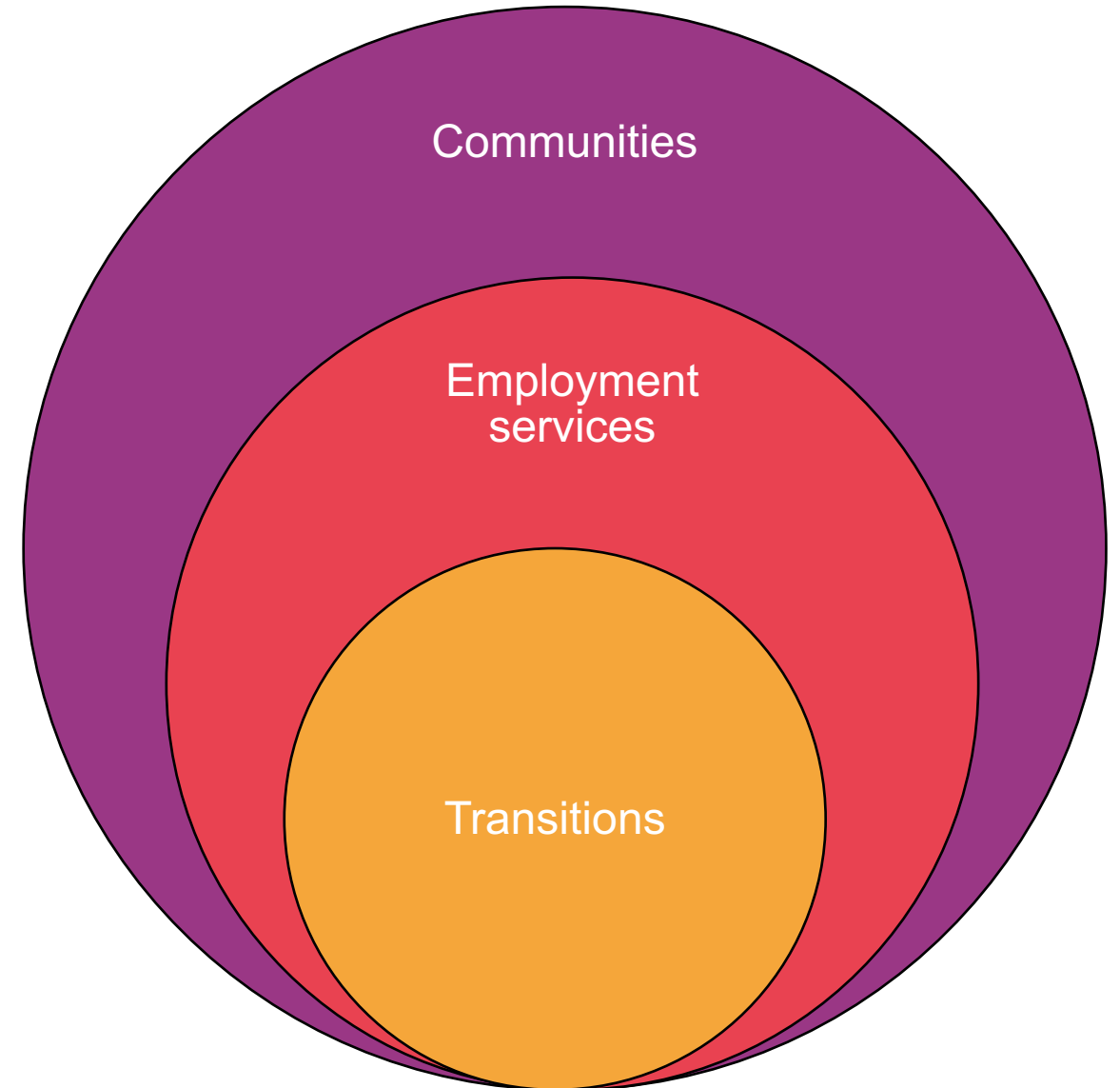


# Renaissi

Strong, inclusive, thriving

Learn, work, connect

Restart careers - refugee professionals



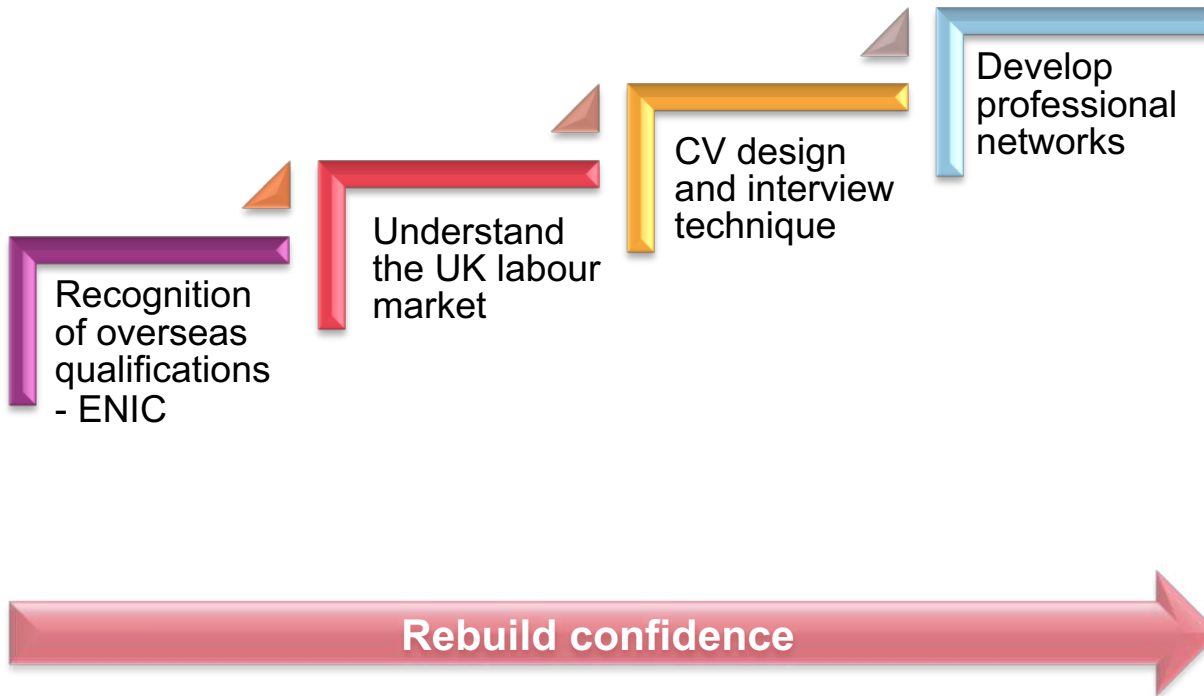
# Candidates

- ✓Engineers, Architects and Business Services professionals
- ✓Syria, Iran, Afghanistan, Turkey
- ✓Degree educated
- ✓Minimum of 2 years overseas professional experience
- ✓Business standard and above English
- ✓Resident in the UK with permission to work

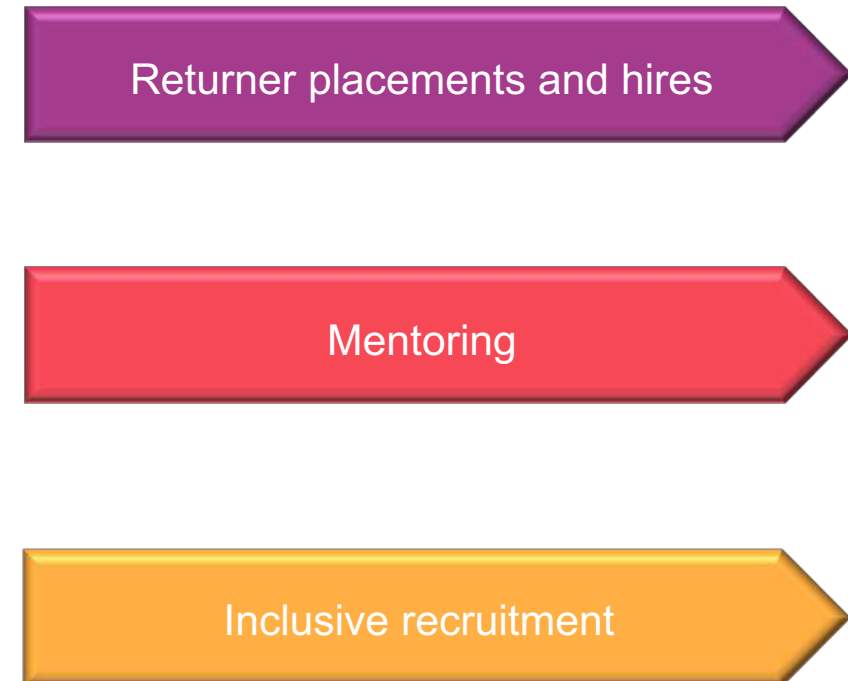


# Transitions offer

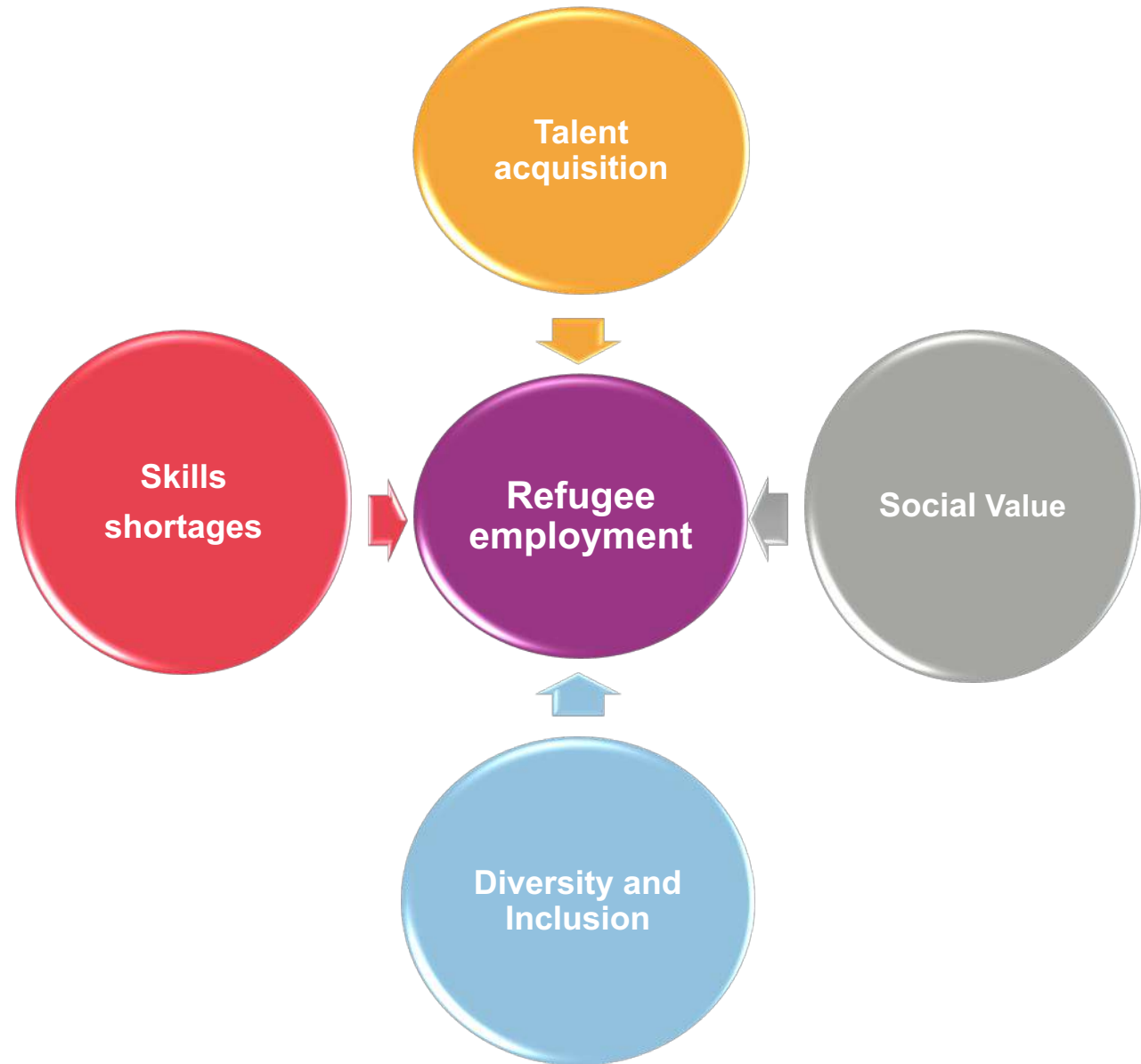
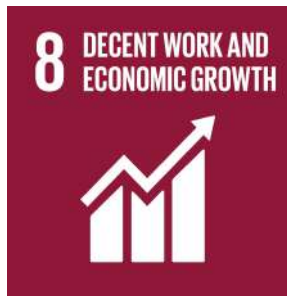
## Candidates



## Employers



# Business drivers

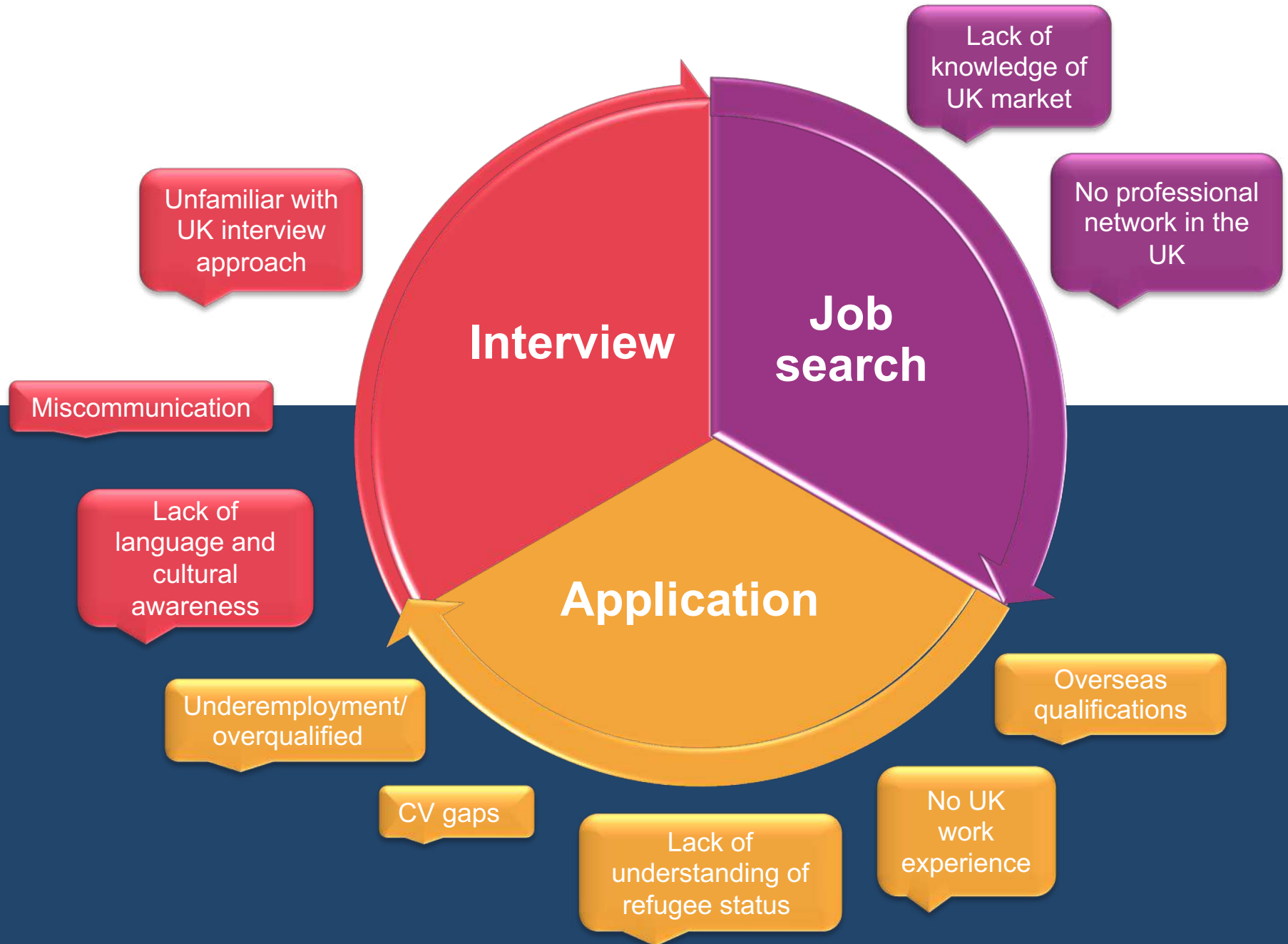




# Barriers

Candidate - personal

Employer - systemic



# Top tips

1. Work in partnership to access refugee professionals

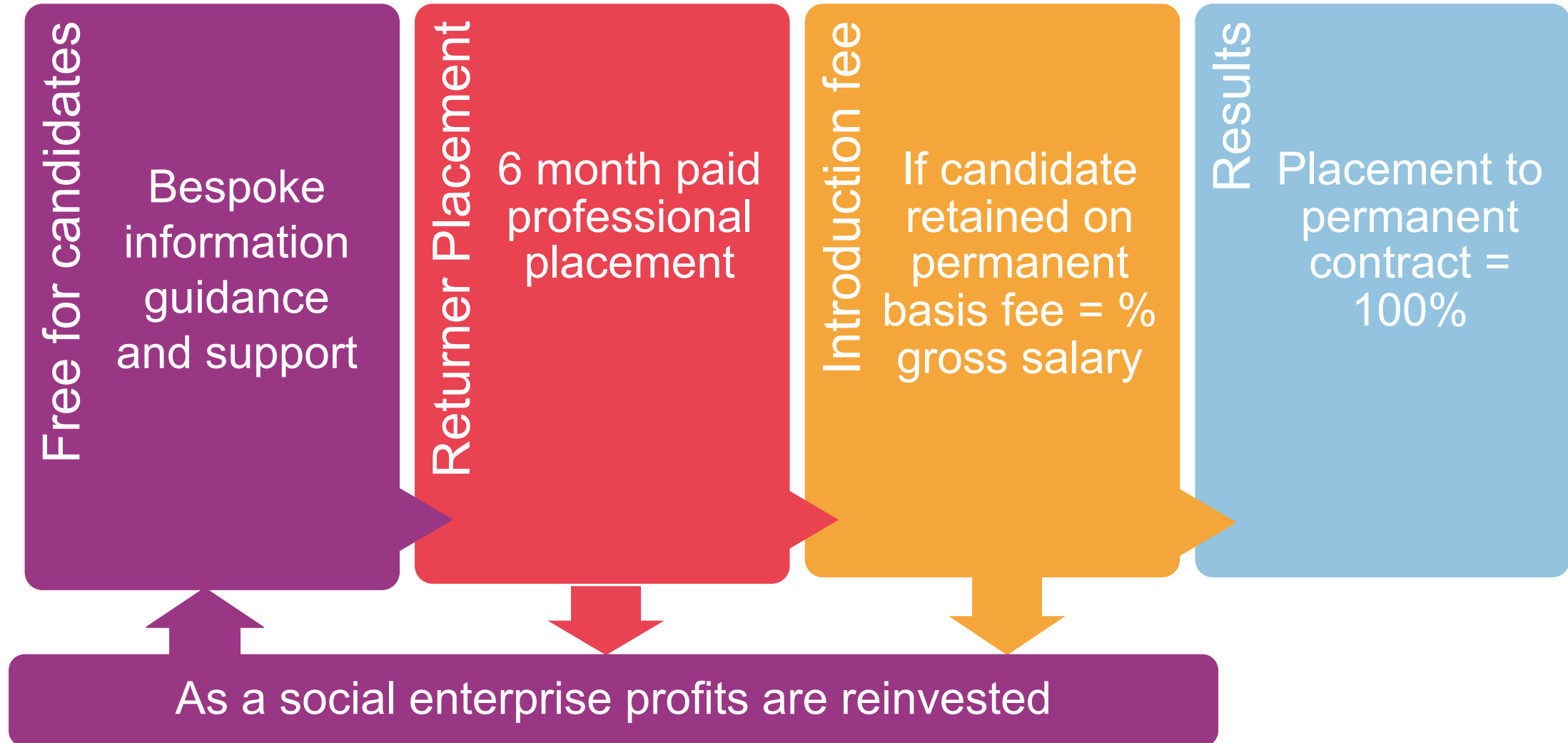
2. Returner placements

3. Educate hiring managers

4. Value overseas qualifications and experience

5. Consult - reasonable adjustments

# Service fees and results



# Corporate clients

ARUP



**M**

**M**  
MOTT  
MACDONALD





# Contact



Employers: want to find out more?

Contact Hannah Brooke on:

✉ [h.brooke@renaisi.com](mailto:h.brooke@renaisi.com)

<https://renaisi.com/transitions/>



# Inspiring **Change** 2021 Conference & Awards



Fairness, Inclusion  
and Respect  
in construction

#Inspiring**Change**

