

TOOLBOX TALK

WORKING TOWARDS BE FAIR



Working towards
Be Fair
Built Environment
Fairness Inclusion Respect

Delivered by



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FAIRNESS, INCLUSION & RESPECT THE FRAMEWORK

SCOPE

This Toolbox Talk will explain the CITB Be FaIR Framework and what it means for you and our business.

What is Be FaIR?

- An accredited framework to enable us to promote a culture of fairness, inclusion and respect within our Company.
- It enables us to create a workplace where we all feel valued and supported.
- It will help Colas to win more work by demonstrating our commitment to an inclusive culture.

Objective for Colas

To embrace and celebrate the diversity of our workforce and to promote inclusion and respect amongst all employees, customers and the culturally diverse environment in which we live and work.

MAIN POINTS

THE BE FAIR FRAMEWORK

The framework is split into five core modules:

Module 1 Organisational Supply Chain

- How fairness, inclusion and respect (FIR) is driven down our supply chain
- Working with our supply chain to adopt the principles of FIR

Module 2 Site Environment

- Raise awareness and embed the principles of FIR into current site practices
- Site facilities meet FIR requirements
- Update our clients on FIR requirements

Module 3 Organisational Employment

- Ensure employment practices support and promote FIR
- Monitor employment statistics and act on the results
- Maintain FIR treatment of the workforce through recruitment practices

Module 4 Organisational Policies & Procedures

- Compliance with the Equality Act 2010
- Ensure policies and procedures are in place to facilitate compliance
- Ensure existing policies and procedures incorporate FIR principles
- Extend our influence in FIR related matters through public relations and web activities

Module 5 Organisational Commitment to FIR

- Leadership commitment to FIR requirements
- How we engage with our customers and community
- How we influence the FIR agenda

Assessment

As this is an accredited framework, an external assessor will visit Colas locations to assess our progress against the framework – this will be similar to the process used for our Investors in People assessment. The assessor will want to talk to a cross-section of employees.



DISCUSSION POINTS

Think about the importance of embracing FIR principles within Colas:

- What are the consequences of not treating people fairly and with respect?
- What are the advantages of having a diverse workforce i.e. people from different backgrounds?
- Why do fewer people with the following backgrounds work in our sector?
 - Women
 - Ethnic minorities
 - Gay, lesbian, bi-sexual and transgender people
 - Disabled people
- What more can we do to encourage people with different backgrounds to work for Colas and other companies within our sector?

Be Fair Representatives

Representatives from across the business have taken up their BFR roles to help embed a culture of fairness, inclusion and respect and be a contact for anybody in the business that needs help or support.

BE FAIR REPS

To find out your nearest Be Fair Representative and get in touch, just check the list below:

Birmingham

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