

Making Respect for People a core Business Value



Do you engage workers in the construction industry?



What is Respect for People?

- Respect for People is about showing care for your workforce, those who work on your projects and the surrounding community. It is reflected in your approach to everything from health and safety, to site and welfare conditions, providing training opportunities, work-life balance and encouraging job satisfaction.
- Respect for People impacts on all involved in your projects, including customers, project partners, your supply chain, end-users and the general public. The results of adopting Respect for People values benefit everyone.
- Respect for People is supported by the partners of Constructing Excellence, including employers, HSE, CITB-ConstructionSkills, unions and the DTI.

What your Business Values say about your company

That you care:

- about your reputation
- what your customer thinks about the product and service you offer
- what your people think about your company as a place to work
- about your future business prospects

Why adopting Respect for People makes business sense

- Workers who feel they are respected and treated well are more likely to want to stay.
- It costs time, effort, and money to replace good people.
- Motivated and well-trained workers are more likely to perform well.
- Projects completed to plan result in earlier payment.

If you agree that Respect for People is a sensible core Business Value, what then?...

There is a huge amount of guidance available to help you benchmark your current performance relating to Respect for People, and provide ideas for improving your performance. Here are selected sources of help and advice.

- Advice on the Respect for People Toolkit, Key Performance Indicators and case studies – www.constructingexcellence.org.uk
- Health and Safety – Information about how to sign up to the Respect for People Code of Practice for Best Health & Safety Practice – www.hse.gov.uk
- Training, learning and development – www.citb.co.uk; www.summitskills.org.uk
- Site conditions and facilities – www.constructingexcellence.org.uk, and Considerate Constructors Scheme (www.ccscheme.org.uk)
- Good practice on employee relations – various trade bodies
- Diversity – www.acas.org.uk; Constructing Excellence
- Guidance for small businesses – www.businesslink.gov.uk (consult site map for links)

Communicating your Respect for People values. You might consider –

- Reverse this leaflet and affix to a site notice board as a statement of your company's Respect for People values.
- A Respect for People Interactive Workshop – contact Constructing Excellence.
- Using the opportunity of Induction and Toolbox Talks to reinforce your Respect for People values.
- Using company newsletters to highlight specific Respect for People activities you are putting into practice.

Our Respect for People Values

Health and Safety

- We want our project sites to be incident free. Help us achieve that goal.
- If you identify any potential hazard, do something about it and report it to your supervisor/project manager.

Site conditions and facilities

- A tidy site is more likely to be a safe site.
- If you spot an untidy area, report it to your supervisor/project manager.
- If you have a concern about the catering or other facilities, again, tell your supervisor/project manager.

Work in Occupied Premises

- Proper consultation with occupants, and their feedback on performance can make a huge difference. Help us to ensure they are kept informed at all stages.
- Occupants may have special needs relating to: gender, culture, age, physical or learning disability. Help us to respect their needs.
- We recognise the importance of minimising any adverse effect on the environment. Help us to make a positive contribution to the community.

Working with each other

- Successful projects rely on good team working.
- Everyone's contribution is valued. We recognise the wide range of experiences that people bring, both men and women, and want to use this diversity to benefit our projects.
- Help us achieve this by sharing what you learn, and watching out for your work mates.

Learning/Development

- All projects are different and provide many learning opportunities, formal and on-the-job.
- We want you to take advantage of opportunities to develop your skills and abilities, and will do what we can to help you do so.

Enquiries about this leaflet: respect@constructingexcellence.org.uk