

Galliford Try is committed to Respecting all our employees to provide an environment where people want to work and be proud of.

**Video – Respect in the Workplace**

[FIR - Respect toolbox talk - YouTube](#)

Discussion

This film illustrated different ways that a worker could choose to behave on site.  
 What types of behaviours did we see?

Behaviours that the group might identify might include:

- o Teasing someone
- o Bullying someone
- o Going too far with a joke
- o Wasting time

**Question 2 to group:** What point is the film making?

**KEY MESSAGE 1:** The film is making the point that we should **respect** other people in our workplace.

**Question 3 to group:** What is “respect” about - what does it mean?

<b>Actions that make people feel respected</b>	<b>Actions that make people feel <i>disrespected</i></b>
<p>Treating everyone fairly and according to their individual needs.                      For example;</p> <ul style="list-style-type: none"> <li>• supervising and supporting someone new on site until they feel confident to work on their own</li> <li>• helping someone who has a bad problem with lifting and moving gear</li> <li>• explaining the site safety rules to someone who might be having trouble understanding the notices, because they can't easily read or understand English</li> </ul> <p>Judging everyone's work fairly. E.g. someone in an office might approach doing a job differently to the way you would. Don't just assume that just because it's different, it's wrong. It could just be a different way of doing things.</p> <p>Involving everyone in group activity and discussion e.g. a new worker on site might be very different to the majority. They might be older or younger, look different, have a different accent or first language, and have different ideas about life. They should be made to feel welcome – not isolated because they are different</p> <p>Avoiding favouritism (e.g. because you get on particularly well with them or know them from outside work)</p> <p>Avoiding making assumptions about someone (e.g. because they are a woman)</p> <p>Making jokes and having a laugh – but without offending anyone</p>	<p>Attacking anyone - physically or verbally</p> <p>Spreading rumours about someone</p> <p>Pressurising someone into doing something against their will</p> <p>Posting something unpleasant about them on Facebook or Twitter</p> <p>Making assumptions about someone just because of their age, gender or background</p>

**KEY MESSAGE 2:** Respect is about;

- Treating people how they – and you – would like to be treated
- Creating a workplace environment that supports people to do their best - whatever their backgrounds and however similar or different they are to others
- Treating everyone as individuals. It doesn't mean treating everyone *the same*, because everyone is different

**KEY MESSAGE 3:** When we feel respected;

- We work better and safer
- The job gets done more easily
- *Everyone* goes home happier at the end of the shift

Because this film what will be our commitments to respecting others on site;

- I will be more welcoming to new people on site
- I will help the apprentices when they are finding something tricky
- I will be patient with someone – and not get snappy or annoyed – when they start to do a job differently to how I would do it
- I will help the blokes who are hard of hearing or don't move very fast, rather than teasing them
- I will have a chat with the people from other countries or backgrounds in the canteen, rather than avoiding them
- I will think twice before telling an edgy joke that someone else might offend someone else
- I will take care what I say and how I say it when I'm tired or under pressure

