

Galliford Try is committed to taking Responsibility, to provide an environment where people want to work and be proud of.

Video – Responsibility in the Workplace

[FIR - Responsibilities 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:

- 'Daft' behaviour
- Messing up a job
- Not getting involved in problems on site
- Not taking responsibility
- Becoming argumentative

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

KEY MESSAGE 1: The film is making the point that we all have a **responsibility** to act if we see situations on site in which someone might be being treated *unfairly*

Question 3 to group: What responsibilities does your employer should you, on site?

KEY MESSAGE 2:

Your employer on site has responsibility to you to:

- Protect your health, safety and wellbeing; including providing welfare facilities suitable for men and women and time and space for religious observance wherever possible.
- If you have any kind of disability or impairment, make “reasonable adjustments” in the workplace
- Protect from bullying, harassment and victimisation
- Fairly consider request for Flexible Working
- Not discriminate against you based on age, disability, sex, race, religion or belief, sexual orientation, marital or civil partnership status and factors relating to pregnancy and transition

Question 4 to Group: For your employer to meet its responsibilities to you, what do you have to do?

- Respect others
- Report close calls and any incidents
- Speak up
- Make sure others understand

KEY MESSAGE 3: To enable your employer to meet their responsibilities to you, you have a responsibility to

- Act to promote the fair treatment of everyone on the site - just as you act to promote health and safety
- Tell your manager or supervisor about any disability or impairment that you have, so that they can make reasonable adjustments
- Tell your employer if you have any temporary wellbeing issues. For example, that you are fasting for religious reasons, feeling unwell or have changes in personal circumstances which may impact upon your ability to work effectively

KEY MESSAGE 5: When we respect everyone on site and their individual needs:

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

Question 5 to group: Why is it important that we all take these responsibilities seriously?