



# 'Spotlight on...' equality, diversity and inclusion

## Equality, Diversity and Inclusion – Sir Robert McAlpine and 21 Moorfields

### Company Level

Sir Robert McAlpine (SRM) has the bold ambition to be the best place to work. In order to drive a culture that is truly inclusive and where everyone feels welcome, engagement needs to start at grassroots level, allowing everyone to share their experience and have their say. This is exactly what our Affinity Networks are designed to do. They are run by employees and set up to gather evidence and promote change in seven areas, and each has an executive sponsor. The networks include – ability, cultural diversity, gender equality, LGBT+, social mobility, stages and working families.

We are committed to leading by example on inclusion and inspiring industry wide change. Additional initiatives that we have implemented to drive inclusion include:

- **Flex Appeal:** In collaboration with Flex Appeal campaigner, Anna Whitehouse, and behavioural change agency, Claremont, SRM helped fund the **"Forever Flex: Making flexible working work beyond a crisis"** report, based on research conducted during the first lockdown. This has been followed up with a virtual **roundtable discussion** engaging Members of Parliament and industry leaders on the future of flexible working and how we can embed flex into our everyday lives.
- **The Beyond 1% podcast:** we launched a series of podcast giving a voice to women with established careers in construction to attract a more diverse range of talent to the industry.
- **Ban the Box:** SRM is part of the 'Ban the Box' campaign, meaning that we do not ask job applicants to declare a criminal record during the first stage of hiring, therefore, removing a barrier to access the workplace for ex-offenders.
- **Recite Me:** SRM is the first major construction company to use 'Recite Me' technology on the company website, which makes the information on the website more accessible for all.

### Site Level

At 21 Moorfields, there is a large focus on engaging a more diverse group of people for employment opportunities, and removing any barriers that may be in place for people to access work within the construction industry. With this aim in mind, the project has engaged in a number of programmes:

- **Clapton Girls Academy:** Over the course of the project, the site team have made a conscious effort to engage with female students wherever possible, with the aim of encouraging more women into the construction industry. Over the lifetime of the project so far, 463 students have been engaged with, many of these being in female only groups. This has included the teams ongoing relationship with Clapton Girls Academy, which has involved curriculum-based activities, work experience and a mentoring programme.
- **The Courtyard:** The project worked with SEND school The Courtyard, to offer a virtual work experience programme with one of their students, who is autistic. This programme was a great success, and the team are due to commence another work experience programme with another student from the school shortly. This work experience focused on highlighting the benefits of neurodiversity when solving problems in the workplace.

## Case Study: Sir Robert McAlpine