

Welcome

Women  into
Construction

International Women's Day

Break the Bias

#WICWebinar



Agenda

Introduction

Shelley Lawrence, Project Manager
Women into Construction

Opening

Kath Moore, Managing Director,
Women into Construction

Women into Construction

Jacqui Wordsworth, Business Development Director,
Women into Construction

Member Insights

Katrina Baillie, Head of Recruitment and Resourcing
Openreach

Lorraine Casey, Pre-Construction Director
Bouygues

Sally Cleaver, Group Diversity Manager
Willmott Dixon

Journeys into Construction

Divinia Fleary and Urszula Kalinowska

Q&A

All

Call to Action

Jacqui Wordsworth, Business Development Director,
Women into Construction

Close



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Your job today

- Ask questions! Use the Q&A box
- Vote up other people's questions
- Chat! Use the chat box
- Interact with the poll questions
- Share the conversation with a broader audience!
Find WiC on LinkedIn and Twitter
#WiCWebinar



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Women into Construction (WiC)

Kath Moore MBE, Managing Director



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Women into Construction (WiC)

Jacqui Wordsworth, Business Development Director



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Why Gender Diversity?

- Women represent less than of the 15% construction workforce in Britain, with less than 1% in manual trades
- In 2019, women earned 72p for every £1 that men earnt
- Globally, women's job losses due to Covid-19 are 1.8 times greater than men's
- Construction UK requires an additional 217,000 workers by 2025



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Breaking the Bias wall



Pay Gap

- In 2019, women earned 72p for every £1 that men earn

Role Models

- 40% have never had a female manager

Progression

- Women are 3 x more likely to miss out on promotion

Discrimination

- 41% of female workers construction workers received inappropriate comments from male colleagues

Exclusion

- Women are left out from male conversations & social events

Networks

- Lack of internal networks, connections & mentors

Job Flexibility

- Job flexibility is a key reason why women leave the industry

Culture

- 47% of females stated that a male dominated culture remains the #1 reason for leaving.

Injury

- Women have a higher risk of injury due to poorly fitted equipment



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Commercial benefits for more women working in construction

- Drives innovation
- Greater profitability
- Increases women in leadership
- Improves staff wellbeing
- Provides a wider economic benefit
- Client expectations

All of which makes your business more competitive.



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Women into Construction (WiC)

- Independent not for profit organisation – Community Interest Company
- Works with contractors, developers and infrastructure clients
- Project Managers in London, West Midlands, Essex and Cambridgeshire, plus virtual UK wide programmes



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Our team



Kath Moore,
Managing Director



Ripha Bigham,
Project Manager, MoU



Anna Walterskotter,
Project Manager,
London



Louise Hart,
Finance Manager



Yvonne Howard,
Diversity & Inclusion
Specialist



Steph Sheppard,
Project Manager, West
Midlands



Kirstie Forrester,
Project Manager, Essex



Aretha Kelly,
Project Manager,
London



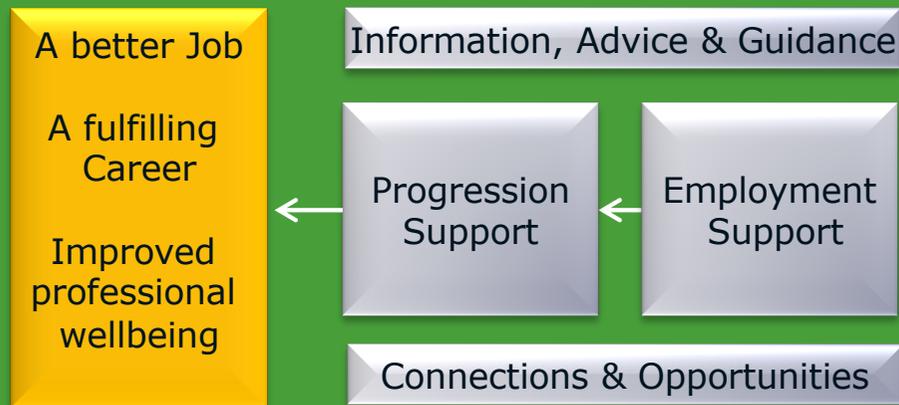
Shelley Lawrence,
Project Manager,
Cambridgeshire



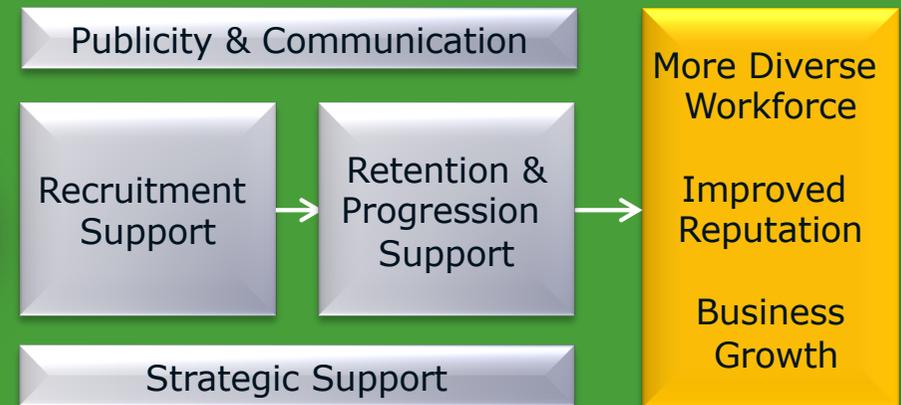
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WiC's mission is to Change the Face of Construction

Supporting Women



Supporting Companies



WiC generates up to £6 of social value for every £1 invested.



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Breaking the Bias – *steps to success*



Pay Gap
Understand and work to close your pay gap

Progression
Identify and promote female talent

Networks
Build support networks – mentors, peer groups and coaches

Role Models
Showcase role models across the organisation

Inclusive Design
PPE
Welfare Facilities
Tools & Equipment

Culture
Build an open, supportive culture
Call out bias and unacceptable behaviour

Job Flexibility
Design jobs to be attractive to ALL

Positive Action
Proactive recruitment practices & programmes



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WiC Members' Insights



Katrina Baillie

Head of Recruitment and
Resourcing, Openreach



Lorraine Casey

Pre-Construction Director,
Bouygues



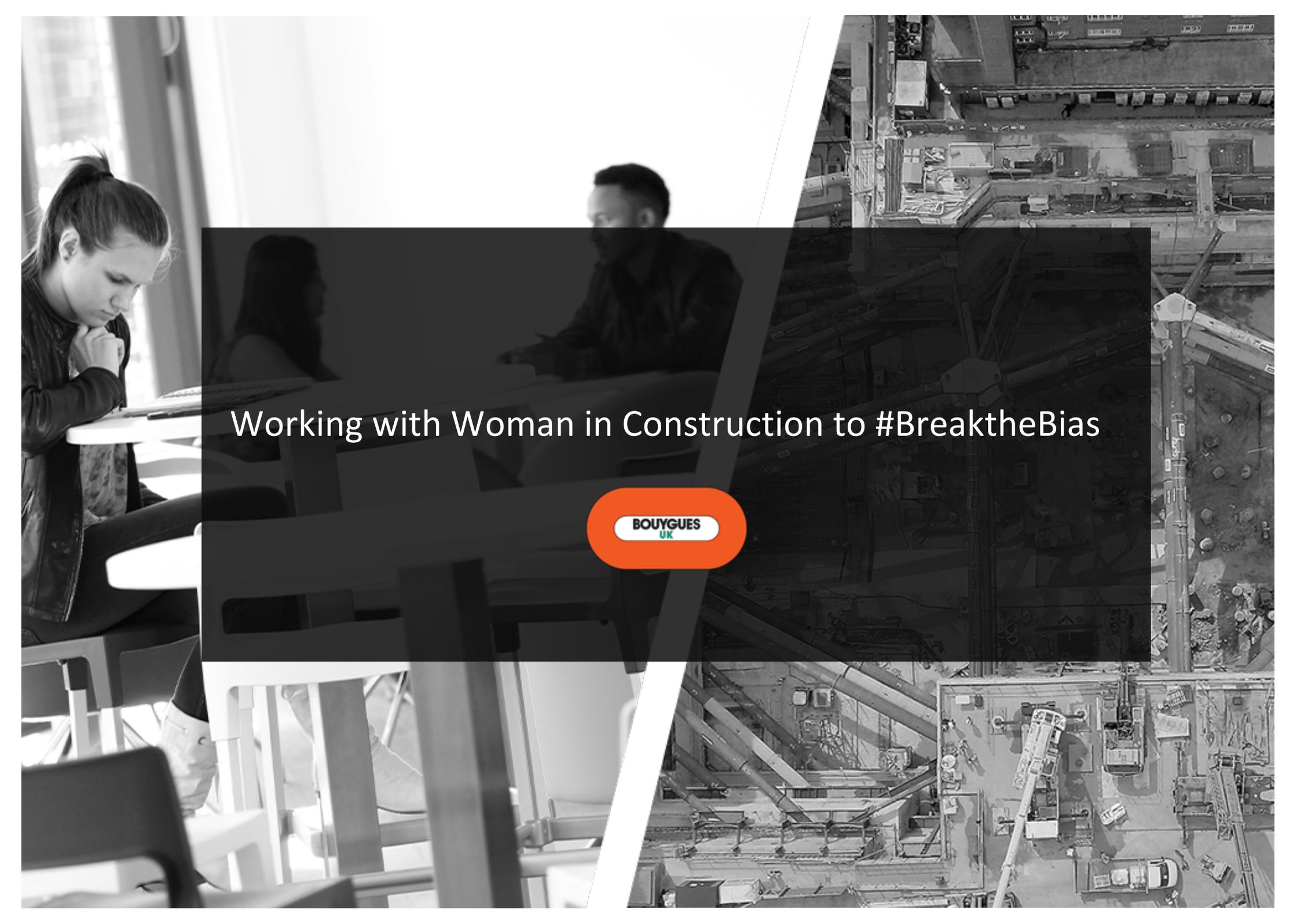
Sally Cleaver

Group Diversity Manager,
Willmott Dixon

Showing the doubters how its done.....



We're changing our job advert language to attract more female applicants



Working with Woman in Construction to #BreaktheBias

BOUYGUES
UK

Working with Woman in Construction to #BreaktheBias

1. Overview of Bouygues UK
2. Our Relationship with WiC
3. How we #BreaktheBias
4. Why is this Important
5. The Value of the Relationship and Collaborative Working
6. Case Studies
7. Conclusion



Lorraine Casey
Preconstruction Director
Bouygues UK

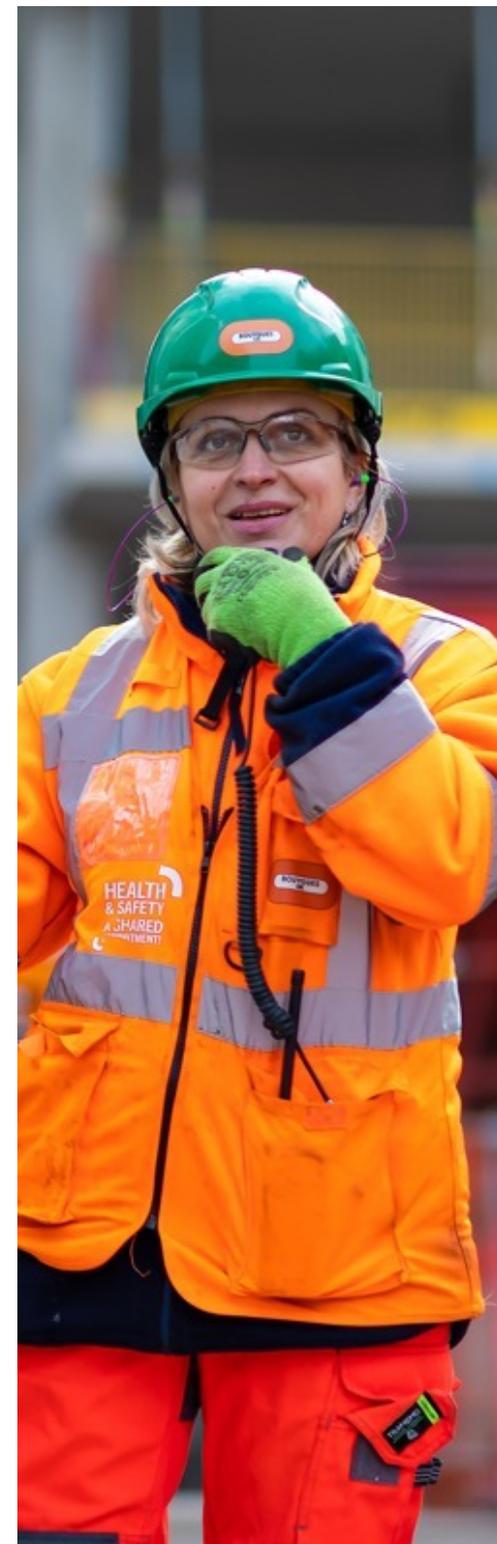
Bouygues UK

Construction and
Development
Expertise through
Bouygues UK and
Linkcity

Sectors include
residential, mixed
use, care homes,
student
accommodation,
education and
healthcare

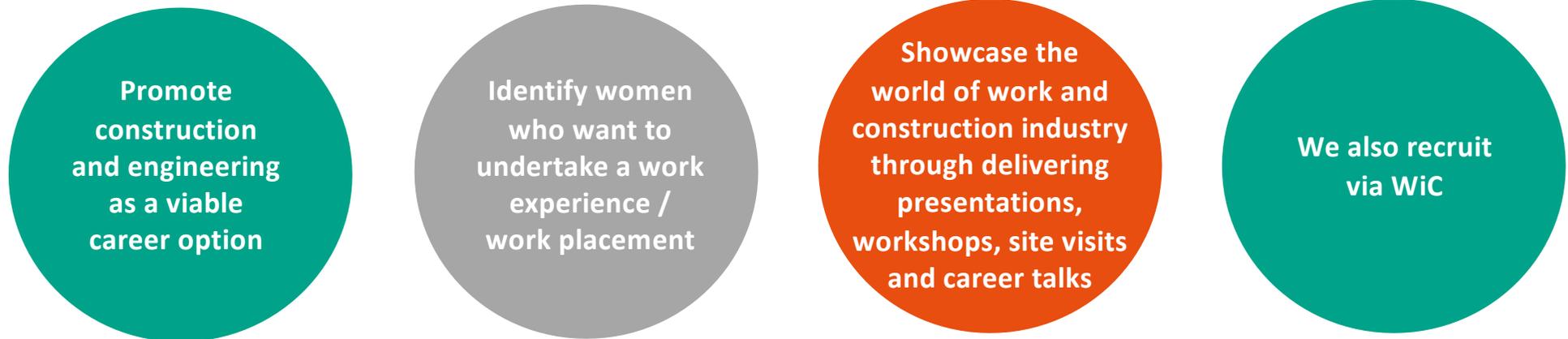
Our approach:
Collaborative thinking,
cultural diversity,
inclusion, appetite for
challenge and
innovation

#UnconsciousBias



Our Relationship with Women in Construction

We are Gold Members of Women in Construction (WiC), demonstrating our **commitment** to equal and diverse workforce and **supporting** women into employment within our industry. As Gold Members we work with WiC and our account manager, Anna Walterskotter, on all of our projects to:



Our Mount Pleasant Phase 1 project team were awarded a Special Commendation Award for Supporting Women in Construction in 2019.

#Isolation

How do we #BreaktheBias



“Research has shown time and time again that organisations with a diverse and inclusive leadership team achieve increased productivity, employee wellbeing and revenue linked to innovation. This, in addition to the skills shortage presenting a constant challenge for the sectors in which we operate, means we have everything to gain by incorporating diversity and inclusion into our 2025 strategic objectives.”

Fabienne Viala - Chairperson, Bouygues UK

By 2025 – 35% of leadership positions to be occupied by women

We lead from the front – our Chair is Fabienne Viala. There are four female representatives on the Board and Executive Committee

Diversity and Inclusion Committee – collaborating with our in-house diversity networks



#BAMEbias

3. How do we #BreaktheBias

Encouraging women into the industry from an earlier stage – STEM subjects, working with schools

Welink and our Social Value Teams launched 'Girls Believe' initiative in 2021

Our School Ambassador Programme invites pupils to learn about construction and communicate to peers

Providing the right level of support to ensure our staff reach their potential



#EqualityAct

How do we #BreaktheBias

We need to stand united and support women entering the construction industry

Having an inclusive culture in place which respects and values all individuals equally, recognising different perspectives

Creating a workplace where innovation, productivity and creativity thrive

“Having a women’s network like Welink is so important to develop the policies and working practices we need to attract the broad range of individuals essential for our overall performance. The construction industry has come a long way in the 23 years since I began my career but it’s important to remember where we started to maintain the momentum for positive change.”

Lorraine Casey, Pre-Construction Director,
Bouygues UK



#Maternity

The Value of Relationships and Collaborative Working

Working
collaboratively

Addressing our
s.106
commitments

Promoting women
in the industry

Diverse workforce



#Retention

WALK THE WALK

Our Mount Pleasant Team supported a Camden Employment Programme alongside Women in Construction

The Programme ran for 12 weeks with 15 local women who completed the 12-week course in Construction Administration & Document Control. The course involved 10 weeks in the classroom learning Health & Safety, Administration and then a 2-week placement on various sites.

The programme then ended with the candidates gaining a qualification and a certificate from Women in Construction.



Our Mount Pleasant Project organized and held a Women Into Construction event called 'Empowering Women in Construction'

Attended by seventeen women from the WiC programme and site office, this event focused on the different project job roles that women can perform in the construction sector. Information about Bouygues UK and our project was presented, which focused on the diverse range of skills and professions needed in a construction project that women can be performing.

The project's professionals talked about their own journeys and experiences into construction and how valuable and important their work is on both the project and sector.



Lets Listen, Learn, Educate & Act!



#EqualPay #DiverseLeadership #Embraceourdifferences #Menopause #WorklifeBalance



Sally Cleaver
Group Diversity Manager
Willmott Dixon

#BreaktheBias

Why?





Attract





An Inclusive Work Environment



Dignity at Work Principles

- Sharing a laugh and a joke is a normal part of the industry that we work in. It makes what can be a stressful job easier.
- Everybody has different thresholds of tolerance for banter and these can vary from day to day, depending on personal circumstances.
- So, if in doubt - leave it out.
- It's not how it's meant; it's how it's received.
- If you know you have upset someone, apologise.

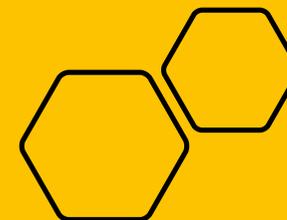


RESPECT IN THE WORKPLACE

DID I REALLY JUST HEAR THAT?

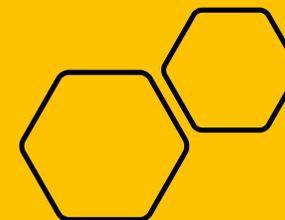
If inappropriate words
or actions have caused
an uncomfortable
situation, speak up.

If in doubt, call it out.

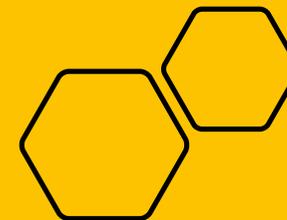




Agile Working



Development





Thank You

Journeys into Construction



Divinia Fleary

Assistant Quantity Surveyor
SCS Railways/ Skanska



Urszula Kalinowska

Document Controller
St George City Limited



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Break the Bias – What will you do?

Job Flexibility

Design jobs to be attractive to women AND men

Pay Gap

Understand and work to close your pay gap

Role Models

Showcase role models across the organisation

Progression

Identify and promote female talent

Positive Action

Proactive recruitment practices & programmes

Networks

Build support networks – mentors, peer groups and coaches

Inclusive Design

PPE
Welfare Facilities
Tools & Equipment

Culture

Build an open, supportive culture. Call out bias and unacceptable behaviour



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Get Involved – Partner with us in 2022!

UK-wide virtual Programme

Positive Transformation Group, ixion, Places for People

Norfolk virtual Programme

MORGAN SINDALL, Department for Work & Pensions, LOVELL, EDF

Birmingham Programmes

Berkeley Foundation, HS2, lendlease

Hill Group / Cambridge Programme

Hill, The Hill Group

Willmott Dixon / Works Partners Programme

WILLMOTT DIXON

Guinness / Henry Programme

guinness homes, HENRY CONSTRUCTION

Transport for London WiTNE Programme

COMMUNITY FUND, TRANSPORT FOR LONDON

West London College Programmes

West London College

The map features several 'W.C.' labels with arrows pointing to the following regions: East of England, Midlands, South East, and South West.



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Ways to Get Involved



- Use of Logo
- Links to WiC Jobs page
- Publicity & Comms

- Positive action to support more diverse recruitment into your company

- Progression support for women working in construction & strategic support to tackle Gender Pay Gap



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Break the Bias and Build your Business!

- Increase tenders won, leading to business growth and enhanced reputation
- Increased recruitment of female employees, including apprentices
- Demonstrable evidence of meeting your Social Value and S106 targets
- Increased diversity, retention, and wellbeing in employees; reduction in Gender Pay Gap
- Positive PR and industry recognition



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