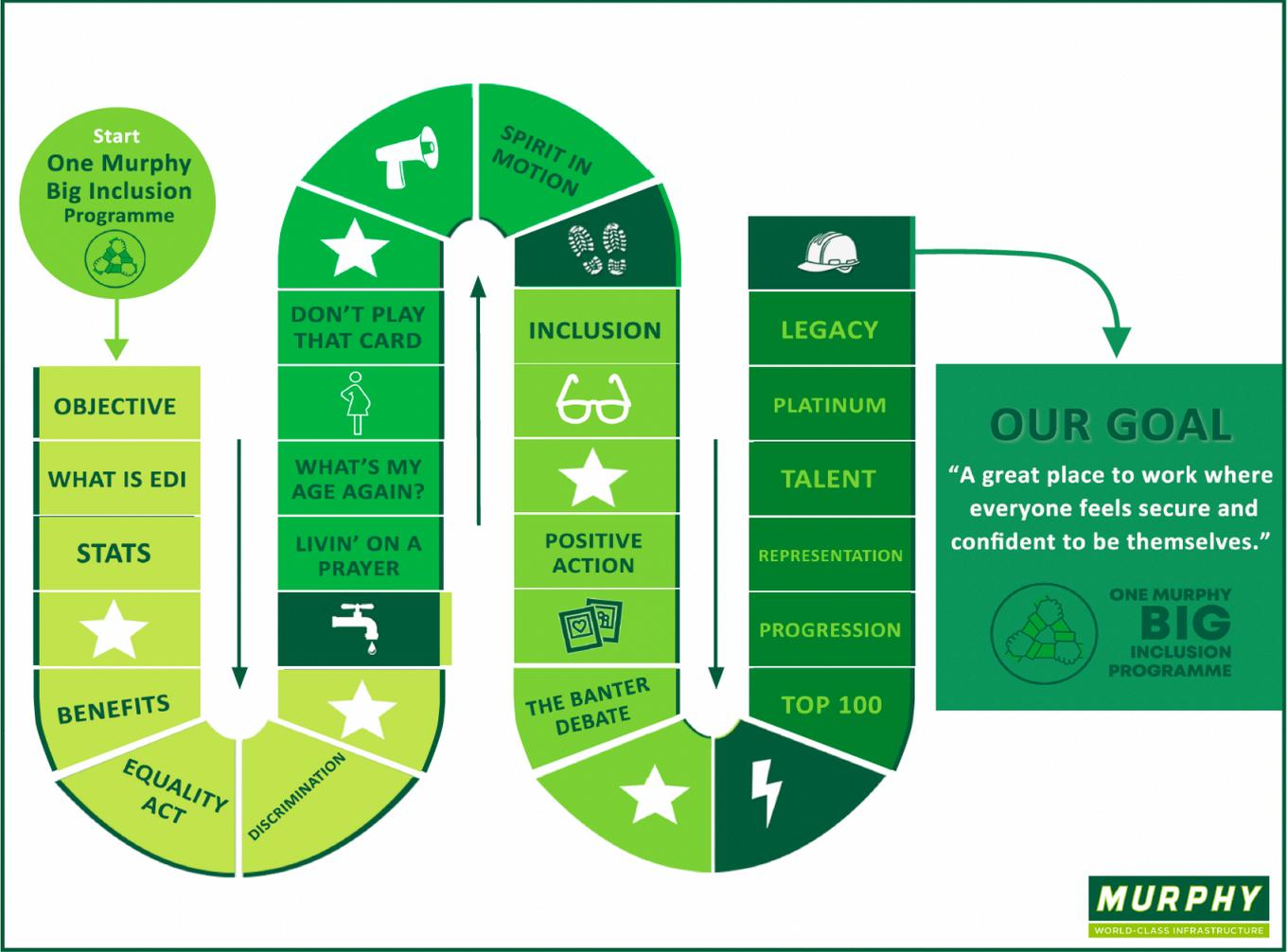




**ONE MURPHY
BIG
INCLUSION
PROGRAMME**

*Making Murphy a great place to work
where people feel secure and
comfortable to be themselves*



The One Murphy BIG Inclusion programme

Setting The Scene/Purpose

The purpose of this workshop is to develop your knowledge and understanding of Diversity & Inclusion in order to make Murphy a great place to work where people feel secure and comfortable to be themselves.

Objectives

By the end of this programme, you will be able to:

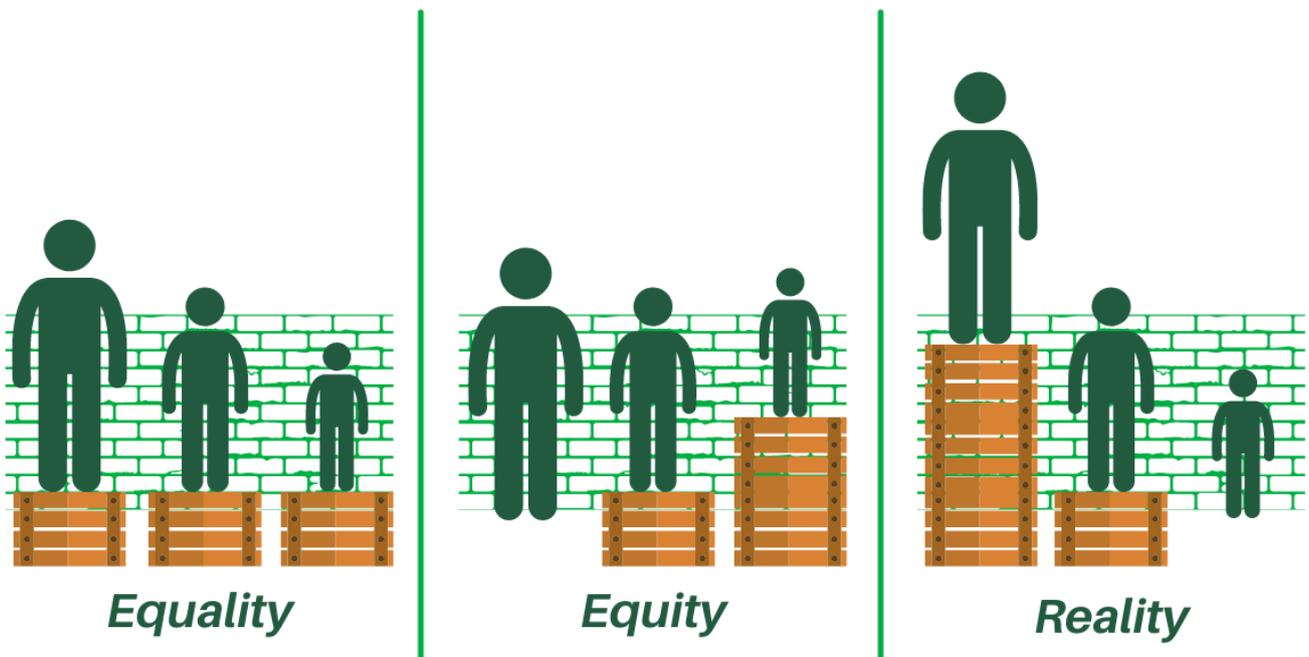
- Understand the benefits of creating a Diverse & Inclusive environment
- Recognise Protected Characteristics and the barriers people face
- Start to appreciate our own bias and how decisions can be affected by it
- Understand where we need to draw a line when it comes to banter
- Work together to recognise where & how we can build an inclusive environment
- Build an action plan to help make Murphy a great place to work where people feel secure and comfortable to be themselves

Your Personal Objectives

What is EDI?

E _____	
D _____	
I _____	

CAN YOU DANCE?



Why EDI?

Construction Statistics

- Women make up 15% of the UK construction industry, with approximately 2% working on-site
- BAME employees make up 6% of the workforce
- Disabled employees also make up 6% of the workforce
- 60% of LGBTQ+ employees have experienced homophobic and derogatory terms at work
- The average age of a worker in the construction industry is 45-50

Opportunity Statistics

There will be an extra 216,800 construction jobs to fill in the UK by 2025

Notes & Thoughts

Benefits and Motivations

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Equality Act 2010

There are 8 identified protected characteristics as per the Equality Act 2010. The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

This law protects individuals from unfair treatment, discrimination, and harassment.

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Types of Discrimination

Direct Discrimination

Direct discrimination is when someone is treated unfairly because of a protected characteristic, such as sex or race.

Example:

Indirect Discrimination

Indirect discrimination happens when there is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.

Example:

Harassment

Unwanted behaviour which you find offensive or which makes you feel intimidated or humiliated.

Example:

Victimisation

Treating someone badly because they have done a 'protected act' (or because you believe that a person has done or is going to do a protected act).

A protected act is

- Making a claim or complaint of discrimination (under the Equality Act).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that you or someone else has breached the Act.

Example:

Characteristics Matter

Marriage & Civil Partnership		?
Religion or Belief		33%
Gender Reassignment		43%
Disability		15%
Sexual Orientation		35%
Race		42%
Age		71%
Pregnancy & Maternity		11%
Sex		42%

Marriage & Civil Partnership

Marriage is a union between a man and a woman or between a same-sex couple.

Have you ever heard anyone say;

"Better not hire her she is late twenties and newly married, she'll be pregnant soon."

How would you react to that now?

Religion or Belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Name as many religions as possible

How might religion impact our work?

Age

A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

Baby Boomers

Born 1946 to 1964, when the birth-rate began to decline after World War II

Generation X

Born 1966 to 1980, experienced both the digital and non-digital world

Millennials

Born 1980 to 1995, the first generation to be born when the internet was around

Generation Z

Born 1996 onwards, never known a life without technology

What are some examples of age discrimination?

What values do we have in common?

Pregnancy / Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Statutory Maternity Pay

Statutory Maternity Pay (SMP) is paid for up to 39 weeks.

- 90% of your average weekly earnings (before tax) for the first 6 weeks
- £151.97 or 90% of your average weekly earnings (whichever is lower) for the next 33 weeks

Based on a salary of £30,000

	"Normal"	Maternity Pay	difference
1st Month	£2,500		
2nd Month	£2,500		
Ongoing Monthly	£2,500		

Why don't women return to work?

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Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

- Villains in films are more likely to be black, Asian or from a minority group
- Former Shadow Home Secretary and current Labour MP Diane Abbott — the first Black woman to be elected to Parliament was vilified in the media and made to apologise for drinking a can of Gin & Tonic on a train
- Black women in Britain are four times more likely to die in pregnancy or childbirth than white women.
- Ethnic minority students are also less likely to be accepted in the country's elite universities, even when they have the same grades as their white peers.
- Black children were over four times more likely than white children to be arrested
- Black and Minority Ethnic women comprise 11.9% of the women's general population in England and Wales, but 20% of the women's prison population.

Microaggressions

A microaggression is a subtle verbal or nonverbal behavior, committed consciously or not, that is directed at a member of a marginalized group, and has a harmful, derogatory effect.

Thoughts

Gender Reassignment

A person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Sex

A man or a woman

Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Our next activity is to try to understand some common terms associated with Sex / Gender Reassignment / Sexual Orientation

This will help you to understand more about what can be said, how we should approach using some of these terms.

SAY WHAT??

LGBTQ+	
NON-BINARY	
QUEER	
TRANS	
CIS	
SEX	
GENDER	
GENDER IDENTITY	
PRO NOUN	

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

There are **VISIBLE** and **INVISIBLE** disabilities;

VISIBLE: Cerebral Palsy, Muscular Dystrophy, Paralysis, MS

INVISIBLE: Anxiety, Bipolar, OCD, Visual Impairment, Hearing Loss

Making a **REASONABLE ADJUSTMENT** means

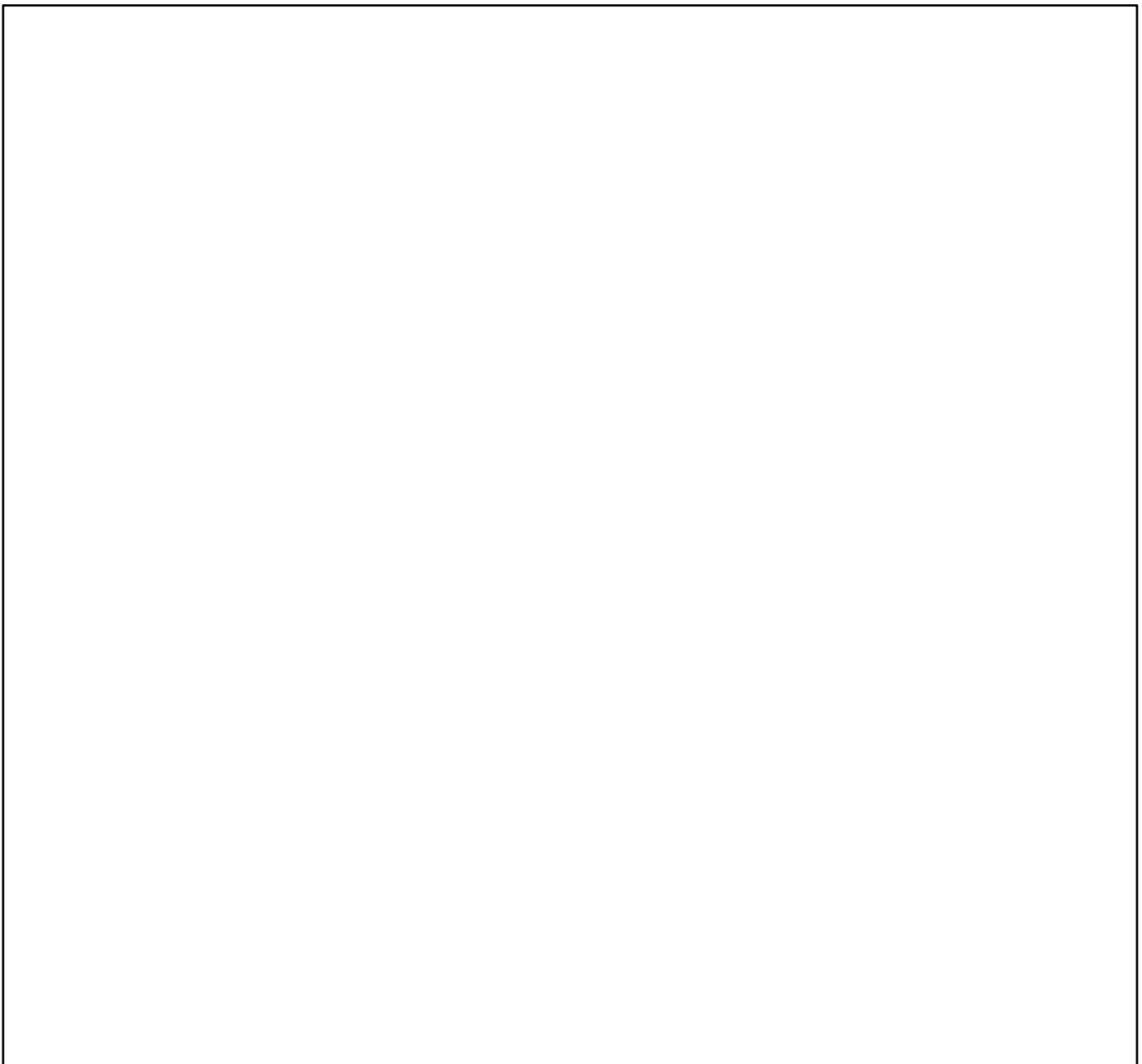
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Making Reasonable Adjustments at Murphy

Inclusion

Being invited to a party and feeling we can dance!

What can we do at Murphy to be more Inclusive?

A large, empty rectangular box with a thin black border, intended for handwritten or typed responses to the question above.

Bias

Conscious bias

Occurs when the presence of others prevents an individual from intervening in an emergency, against a bully, or during an assault or other crime.

Unconscious bias

When your opinions are impacted or changed by the opinions of other.

Cognitive bias

Preferring one gender over the other

The tendency to seek for, understand, favour, and retain information that confirms or supports one's prior opinions or values.

Bystander effect

Refers to a deviation from judgement norms in which you may make unjustified inferences, evaluations, or impressions. You may also recall prior events wrongly. These perceptions can influence a person's behaviour or attitude, either positively or negatively.

Halo effect

Occurs when people's desire to retain group loyalty takes precedence over making the best decisions.

Group think

This is an overestimation of how many people agree with or approve of your actions/behaviour.

Confirmation bias

The tendency to blame external causes when bad things happen and to accept responsibility when good things happen.

Self-serving bias

Biased attitudes against a specific group that we are aware of. We know we're being biased, and we're doing it on purpose.

Affinity bias

The assumption that people who are attractive are more successful, competent, and qualified than people who are not.

Beauty bias

This refers to your unconscious preference for people who have your characteristics or are similar to you. People with comparable interests, experiences, and backgrounds to you may be more inclined to connect with you.

Conformity bias

Gender bias

Biased views that exist outside of your consciousness and control; you may be unaware that you have such biased attitudes.

False consensus effect

This is when one characteristic of a person or thing is used to form an overall opinion of that person or thing.

‘Favourable or unfavourable attitudes, or beliefs about a group that informs how we perceive, interact, behave toward the group that are automatically activated. Bias directly and indirectly develops over time through your everyday experiences.’

Conscious bias

Conscious bias refers to biased attitudes against a specific group that we are aware of. We know we're being biased, and we're doing it on purpose. In contrast to unconscious bias, there might be malicious intent and it can also be easily recognised.

Unconscious bias

Unconscious bias, also known as implicit bias, refers to biased views that exist outside of your consciousness and control; you may be unaware that you have such biased attitudes.

Cognitive bias

It refers to a deviation from judgement norms in which you may make unjustified inferences, evaluations, or impressions. You may also recall prior events wrongly. These perceptions can influence a person's behaviour or attitude, either positively or negatively.

Bystander effect

The bystander effect occurs when the presence of others prevents an individual from intervening in an emergency, against a bully, or during an assault or other crime.

Halo effect

This is when one characteristic of a person or thing is used to form an overall opinion of that person or thing. The halo effect allows us to make snap judgments since we only need to consider one feature of a person or design to "know" about all other aspects.

Groupthink

Groupthink occurs when people's desire to retain group loyalty takes precedence over making the best decisions. In group contexts, it is often difficult for people to think and act independently.

Confirmation bias

This is the tendency to seek for, understand, favour, and retain information that confirms or supports one's prior opinions or values. People exhibit this bias when they selectively choose information that supports their beliefs while ignoring contrary information, or when they interpret ambiguous facts as confirming their pre-existing attitudes.

Self-serving bias

This is the tendency to blame external causes when bad things happen and to accept responsibility when good things happen.

Affinity bias

This refers to your unconscious preference for people who have your characteristics or are similar to you. People with comparable interests, experiences, and backgrounds to you may be more inclined to connect with you.

Beauty bias

This is the assumption that people who are attractive are more successful, competent, and qualified than people who are not. The physical appearance of a person is used to assess their character and competence.

Conformity bias

When your opinions are impacted or changed by the opinions of others, this is referred to as conformity bias. This is related to peer pressure and can lead to you seeking acceptance and acting similarly to others, regardless of your own values.

Gender bias

This refers to preferring one gender over the other. Gender bias is typically caused by ingrained assumptions about gender roles and stereotypes.

False consensus effect

This is an overestimation of how many people agree with or approve of your actions/behaviour.

Positive Action

Taking specific steps to improve equality in the workplace.

- including positive action statements in job adverts ‘we welcome applicants from a diverse background’
- offering coaching or mentoring to under-represented groups
- offering training to certain groups get opportunities or progress at work
- targeting certain groups with job adverts to increase the number of applicants
- favouring the job candidate from an under-represented group, where two candidates are ‘as qualified as’ each other

What can we do at Murphy to support positive action?

Being an Ally

An ally is an individual who stands up for a person or group that is targeted and discriminated against.

What words represent being ally to you?

How can we be a better ally?

It's only banter mate!

Harmless Banter – avoiding sensitive subjects; conversations that raise morale but don't offend

Ignorant Banter – following the same intentions as harmless but it can affect the wellbeing of others as it may be unintentionally offensive

Malicious Banter – knowingly and deliberately making offensive “jokes” and comments, usually to one specific person so they feel ostracised

Come up with an example of harmless banter:

Come up with an example of ignorant banter:

Come up with an example of malicious banter:

One Murphy. One Team. One Family.

Top 100 Places to Work	Emerging Talent	IIP Platinum
Internal Progression	Positive Legacy	Increase Under-Represented Groups

Top 100 Places to Work

We are in the Top 100 best places to work

Internal Progression

50% vacancies are filled internally

Increase Representation

25% of our teams are from under represented groups

Emerging Talent

10% of our employees are emerging talent

IIP Platinum

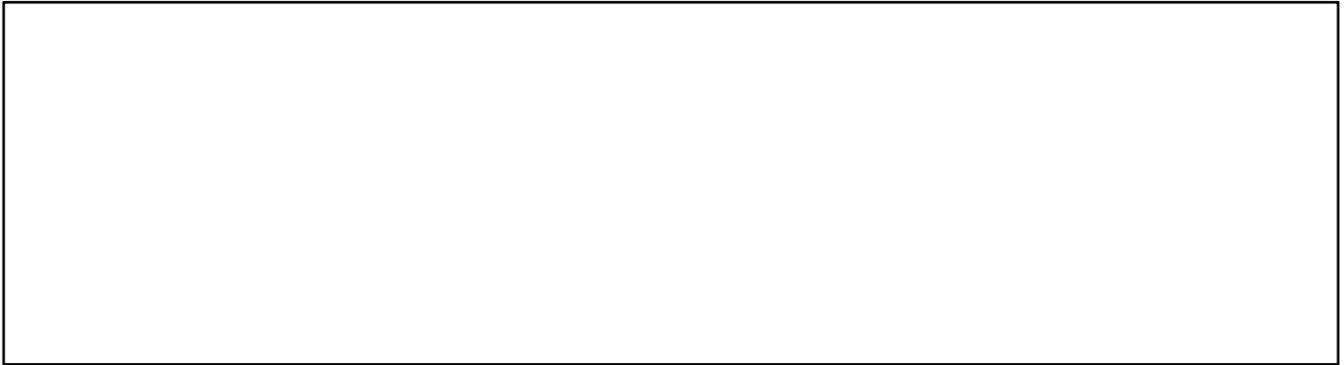
Achieve IIP Platinum

Positive Legacy

We leave a positive legacy in the communities in which we work

Top 100 Places to Work

We are in the Top 100 best places to work



Internal Progression

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We leave a positive legacy in the communities in which we work