

Delivering improved Business Performance through Respect for People

Enabling you to get better value from your construction team

What is Respect for People?

- Respect for People continues as a key strand of the industry improvement agenda as first set out in Rethinking Construction (1998). Since then, the Strategic Forum for Construction has produced a set of Commitment to People principles as part of its wider Construction Commitments.
- Respect for People and the Commitment principles share the same aims; to encourage businesses to value those who work on their projects, and the surrounding community. They are intended to be reflected in your approach to everything from health and safety, to site and welfare conditions, providing training opportunities, work-life balance and encouraging job satisfaction.

What Respect for People/Commitment to People say about your company

That you care:

- about your reputation
- what your customers think about the products and services you offer
- what your people think about your company as a place to work
- about the future of your business

Why adopting Respect for People and the Commitment principles make business sense

- Workers who feel they are respected and treated well are more likely to want to stay.
- It costs time, effort, and money to replace good people.
- Motivated and well-trained workers are more likely to perform well.
- Projects completed to plan result in earlier payment.

If you think that a Commitment to People can add value to your business, what next?...

There is a huge amount of guidance available to help you benchmark your current performance relating to Respect for People/Commitment to People, and provide ideas for improving your performance. Here are selected sources of help and advice.

- **Guidance for small businesses** – www.businesslink.gov.uk (consult site map for links)
- **Advice on the Respect for People Toolkit, Key Performance Indicators and case studies** – www.constructingexcellence.org.uk/zones/peoplezone/
- **Construction Commitments** – www.strategicforum.org.uk
- **Health and Safety** – Respect for People Code of Good Working Health and Safety Practices – Strategic Forum
Occupational health – www.constructingbetterhealth.co.uk
- **Training, learning and development** – www.cskills.org; www.summitskills.org.uk
- **Site conditions and facilities** – www.considerateconstructorsscheme.org.uk
- **Employee relations** – www.berr.gov.uk/employment/index.html
- **Diversity** – www.acas.org.uk; Constructing Excellence; Business Link
- **Business benefits** – www.constructingexcellence.org.uk/pdf/document/ce_respect_for_people_report.pdf

Communicating your Commitment to People.

You might –

- use the opportunity of Induction and Toolbox Talks to reinforce your Commitment
- use company newsletters to highlight specific activities you are taking forward
- work with Constructing Excellence to benchmark, and improve your in-house policies and practices