

Faber Maunsell

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- Engineering Consultants- Buildings, Environment & Transportation
- 3,300 employees, 34 UK offices
- 43,000 worldwide AECOM, over 100 countries
- Times top 100- Best companies to work for & Graduate employers
- Financial Times- Top 50 Best workplaces

TFL- “Equality through Procurement”

- Push to ensure key suppliers address Equality & Diversity

Action plan

- Communication
- Policy Development & review
- Supplier Diversity
- Training & Development

Brought in to help develop action plan & make it a reality

Communication

- Directors' Conference- Launch
- Internal news letter
- Mini attitude survey- identify common barriers
- Dedicated E&D page on company intranet
 - Relevant policies
 - FAQ for tenders
 - Workplace guidelines
 - Secure log-in for new monitoring database
 - FAQ about monitoring
 - Managing diversity monitoring handbook
 - Links to external sites- EHRC, ACAS etc.

Policy review & development

- Review of current policies against best practice
 - Update to retirement procedure
 - Supplier Diversity policy
 - Standard form for reasonable adjustments
 - Corporate Equality & Diversity scheme
- Monitoring
 - New processes for monitoring; complaints, grievances, reasonable adjustments & retirement requests
 - Monitoring online applications & agencies
 - Established new monitoring database for current & new staff
 - all 6 diversity strands- including transgender
 - disability – actively addressing reasonable adjustments

Internal Monitoring database

- Communication

- News FM
- Managing Diversity Management handbook
- Diversity monitoring FAQ supplement
- Team Meetings
- Online presentations
- Email circulars
- Directors reminder
- Chief Executive road show & email reminder
- First day induction & Corporate welcome

-68% response rate- 4 months from launch

Policy review & development

- Establish E&D framework
 - E&D manager
 - Corporate Diversity champion
 - Corporate E&D steering group
 - Company wide “Diversity Champions” initiative in discussion
- DWFL – gold standard toolkit
 - Pledge to “go for gold”
 - Action planning meeting
 - Excellent resource centre

Training & development

- 2 awareness sessions with HR team
- 2 additional sessions with HR consultants
- Review/update of current training packages
- E&D training strategy developed
 - Online awareness training for all staff- basic rights & responsibilities
 - Face to face sessions with senior managers
 - additional in depth online programmes available
- Training pilot currently underway

Supplier Diversity

- Policy created & communicated to all staff
- Changes to supplier database & questionnaire
 - Communicated to grades 1-3
 - Existing suppliers surveyed (approx 1000)
- Supply London
- Competefor.com
- Targets for each business unit to place contracts on competefor within next business year

Supplier Diversity

Agencies

- New requirements for all agencies
- Must use our online recruitment tool- includes monitoring form
- Must have an E&D policy in place or agree to support ours
- Two tier system- preferred & approved