

News

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We've been recognised for our support of working families

Morgan Sindall Construction & Infrastructure has been recognised by WorkingMums.co.uk at their annual Top Employer Awards in the Family Support Award category.

This is the ninth year the ceremony has taken place, and the second year the company has been commended by the organisation, having also been shortlisted for the Best for Returners award in the 2018 ceremony. In addition, HR director Dawn Moore was awarded the Working Mums Champion Award in 2017.

The awards recognise employers large and small, as well as teams and individuals working within them, who have worked hard to change workplace culture and help employees combine successful careers with family life.

Morgan Sindall Construction & Infrastructure has been developing its diversity and inclusion strategy for more than four years and it is now a significant part of the company's culture. From creative ways to recruiting new and under-represented groups into the business, to encouraging people back to the industry through a bespoke Returnships programme, to localised recruitment drives to meet the demands of the skills shortage and a complete review of all policies to ensure that they are family-friendly and ensure that employees can achieve a positive work/life balance.

The Family Support award, is in recognition of what the judges noted as Morgan Sindall Construction & Infrastructure's "well rounded, thoughtful and thorough approach to family support and its comprehensive offering for families which covered the whole lifecycle." Enhanced maternity and paternity policies, childcare support and paid emergency leave are available to working parents of the company. But what is significant is the way these have been extended to all employees, supporting those with other family commitments or a need for a flexible working arrangement.

Of the award win, Simon Smith, managing director for Infrastructure said: "We've had a great year of recognition for our family-friendly culture and are thrilled to have been recognised once again by WorkingMums.co.uk. We are keen to welcome working parents to our business, and our family-friendly culture has seen a significant change in our employee make-up. Over 19% of our employees are female, which is 5% more than the industry average and approximately 62% of our total employees benefit from some sort of flexible working arrangement."

Pat Boyle, managing director for Construction said: "We look forward to developing new and existing initiatives to attract those who may not have previously considered a career in construction and infrastructure to the industry. In particular, we are looking forward to our second Returnships programme, and are already seeing an increase in applicants returning from a career break."

The Family Support award win as part of the WorkingMums Top Employer Awards has been one in a series of successful award wins for Morgan Sindall Construction and Infrastructure and its inclusion and diversity strategy in the past twelve months.

The company received recognition from inside the sector from organisations such as CECA (Civil

Engineering Contractors Association) and externally at the CIPD People Management Awards (Chartered Institute of Personnel) for the Best Diversity Initiative and was Highly Commended at the National Diversity Awards.

The company is hoping to continue its success when the winners of three upcoming awards are announced in November; The CN Talent Awards, where Morgan Sindall Construction and Infrastructure has been shortlisted in three categories; Best Place to Work, Diversity & Inclusion Initiative of the Year and the Inspire Me category, as well as being shortlisted for four awards as part of their BMV joint venture project on the M5 Oldbury Viaduct.

For more information about this news release please contact Laura Bradley, Head of Communications, on 01788 534638 or email laura.bradley@morgansindall.com