

News

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We receive further recognition of our work on creating an inclusive culture

This week Morgan Sindall Construction & Infrastructure is thrilled to have been recognised for their inclusive and agile culture by two leading diversity organisations.

Firstly, the organisation was awarded the top accolade in the Agile Working category by ENEI (Employers Network for Equality and Inclusion) at their annual awards event as well as being Highly Commended for its Returnship Programme. The awards recognise employers who have taken the lead in creating diverse workplaces and are acting inclusively to welcome under-represented groups to their workforce.

Secondly, the organisation received confirmation that they have been shortlisted in the Diverse Company Award category at the National Diversity Awards. The event is the UK's largest celebration of diversity and inclusion. The winners of this year's awards will be announced at a ceremony on 20 September which will be held in the breath-taking Liverpool Anglican Cathedral.

For over five years, Morgan Sindall Construction & Infrastructure has championed inclusive and diverse working practices, which has led to the organisation achieving much higher than average recruitment and retention figures, way above those of a typical organisation in the construction and infrastructure industry.

Dawn Moore, HR director, said: "What great news to receive three accounts of positive recognition for our work to improve diversity and inclusion, in just one week. Thank you to ENEI and the National Diversity Awards!

We are proud of what we achieved in this area to date, but we know there is a lot more that can be done. Our approach is not just for us as a business, but for the whole industry. We look forward to continuing to share our knowledge and best practice of agile and inclusive working with others to affect positive change in the industry and inspire more people to choose construction and infrastructure as their career path."

The organisation is continually looking at ways in which they can innovate in order to welcome under-represented groups into construction and infrastructure. Proactive schemes have included the industry's first gender-neutral Returnship programme, a structured work, mentoring and support programme, which is designed to reintroduce those who have taken a career break of 18 months or more into the organisation. Both of the Returnship cohorts are currently employed permanently within the business and the third programme will be welcoming new applicants from September 2019.

In addition, the organisation's approach to flexible working has meant that approximately 70% of employees benefit from a flexible arrangement which has enabled many employees to balance their work-life with their responsibilities at home.

Morgan Sindall Construction & Infrastructure has had a great Summer so far for recognition, having been awarded the Best for Embedded Flexibility and Best Returner Programme awards at the annual Working Families' Best Practice Awards. The organisation is also attending the annual Construction News Awards on 11 July where they have been shortlisted in the Diversity and

Inclusion Excellence category.

For more information about this news release please contact Alice Hickling, communications officer at Morgan Sindall Construction & Infrastructure on 01788 534518 or email alice.hickling@morgansindall.com