

# Inclusive Construction Practices

## People

**Credit: 31**

**Points: 1**

## Outcome

The builder's construction practices promote diversity and reduces physical and mental health impacts.

## Criteria

<b>Minimum Expectation</b>	<b>Nil</b>	<ul style="list-style-type: none"> <li>During the building's construction, the head contractor provides inclusive facilities and protective equipment. The head contractor also installs policies on-site to increase awareness and reduces instances of discrimination, racism, and bullying.</li> </ul>
<b>Credit Achievement</b>	<b>1 point</b>	<p>In addition to the <i>Minimum Expectation</i>:</p> <ul style="list-style-type: none"> <li>Policies and/or programs implemented are relevant to construction workers on site.</li> <li>The head contractor provides high quality staff support on-site to reduce at least five key physical and mental health impacts.</li> <li>The effectiveness of the interventions is evaluated.</li> </ul>

## Additional information

### Stage implementation

Strategy	Brief	Concept	Design	Tender	Construction	Handover	Use
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### Synergies with other credits

- Procurement and Workforce Inclusion

### Sustainable Development Goals

- Goal 5 (Gender Equality)
- Goal 8 (Decent Work and Economic Growth)

### Relevant reporting initiatives

- None

# Requirements

## Minimum Expectation

The project must comply with the following criteria:

- On-site Facilities, Policies, and Training

## On-site Facilities, Policies, and Training

The head contractor must ensure the following is provided or available on-site:

- Separate gender inclusive bathroom facilities (i.e., separate male and female bathroom facilities. Gender-neutral bathroom facilities are encouraged) and changing amenities with a high degree of privacy.
- Specific fit-for-purpose personal protective equipment (PPE) for diverse body types

The head contractor must:

- Implement policies and/or programs to address issues of discrimination, racism, and bullying on-site
- Introduce on-site redress procedures for any relevant breaches and corrective measures to be put in place should any incident be identified.
- Empower a diverse lead team to manage these policies on-site.
- Provide training to all contractors and subcontractors on these policies (as per below)
  - Training must be provided to 95% of all contractors and subcontractors (excludes visitors) inducted onto the site
  - Information on drug and alcohol awareness and mental health
  - Information on policies implemented on discrimination, racism, bullying on site, and safe ways to report poor behaviour

## Credit Achievement

In addition to the *Minimum Expectation*, the project must comply with **all three** of the following criteria:

- Needs Analysis
- Physical and Mental Health Programs
- Evaluating the Program's Effectiveness

## Needs Analysis

The responsible party should carry out a needs analysis of potential site workers and sub-contractors at tender (or prior to site mobilization to determine appropriate actions). For contracts valued at less than \$25 million, a company or organizational wide analysis may be acceptable. The policies and programs should be relevant to all construction workers on site for the full duration of construction.

## Physical and Mental Health Programs

The head contractor must show that they have introduced programs and solutions to address one Mental Health issue, one Physical Health issue and three additional issue of their choosing, suggested issues to address include:

- Suicide prevention
- Healthy eating and active living
- Reduce harmful alcohol and tobacco consumption and avoid drug use.
- Increased social cohesion, community, and cultural participation.

- Understanding depression
- Preventing violence and injury
- Decreased psychological stress.
- Finding fulfilment at work or mindful meditation
- Other issues identified in the Needs Analysis

A mix of programs is acceptable. The programs must cover at least 80% of the workforce that have attended the site for more than three days from commencement on site to practical completion. The programs or solutions can be implemented directly by the head contractor or through partnerships with mental and physical health organisations.

## Evaluating the Program's Effectiveness

The project must provide an evaluation report to the client and sub-contractors with the following information:

- Information on the programs or initiatives that were delivered, including information on dates, attendance, and available languages.
- A review on whether the programs delivered the intended outcomes including recommendations for improving future delivery of these programs.

## Submission content

### Submissions for this credit must contain:

- **Submission form**
- **Evidence** to support claims made in the submission.

### Recommended evidence:

#### On-site Facilities, Policies, and Training

- Description of the types of PPE available to construction workers
- Evidence of purchase of appropriate PPE
- Extracts from relevant policies that address discriminating, racism, and bullying.
- Evidence of inclusive facilities
- Evidence of lead team diversity

#### Needs Analysis

- Needs Analysis report outlining engagement process and outcomes for training.

#### Physical and Mental Health Programs

- Extracts of evidence detailing the programs and policies implemented to promote health and wellbeing on site
- Evidence detailing the process to manage training, and track workers trained. Examples of evidence include extracts from the training policy, a report from a third-party provider, or similar
- Extracts of training such as screenshots, presentation, or similar, showing the information provided as part of training.

#### Evaluating the Program's Effectiveness

- Evaluation report of the effectiveness of the training

Alternate documentation can also be used by project teams to demonstrate compliance.

The recommended evidence listed above is applicable to the as built submission. See the Design Assessment section in the Introduction for more information on submitting evidence for the Design assessment.

The key requirement is that evidence is provided to support each claim made within the Submission form.

## Guidance

### Inclusivity

This *Minimum Expectation* is seeking to remove physical barriers to participation in the construction workforce for different groups, particularly women who represent less than 2% of the construction and building workforce (<https://tradeswomenaustralia.com.au/>). The provision of gender inclusive bathrooms and changing facilities are a minimum. Should the building's construction identify opportunities to provide additional improvements beyond facilities and gender-specific PPE to celebrate diversity, they should be pursued.

Where this is the case, the building may seek an additional point(s) in the *Leadership* category, under *Market Transformation*.

### Criteria definition

When training and policies are developed, consideration should be given to the method and form of delivery to address cultural and language barriers.

## Definitions

### Inclusion

Inclusion means not discriminating against a particular sex, social gender, gender identity, race, sexual orientation or religion.

### Personal protective equipment

Personal protective equipment (PPE) is defined as anything that needs to be worn to minimise risk to a worker's healthy and safety. In many instances PPE does not cater to different body types and shapes. This risks their health and safety. Examples of PPE include:

- Boots
- Gloves
- Goggles
- Hard hats
- High visibility clothes
- Safety harnesses
- Safety shoes

## Supporting information

The following resource supports this credit:

- <https://safetyequipment.org>