

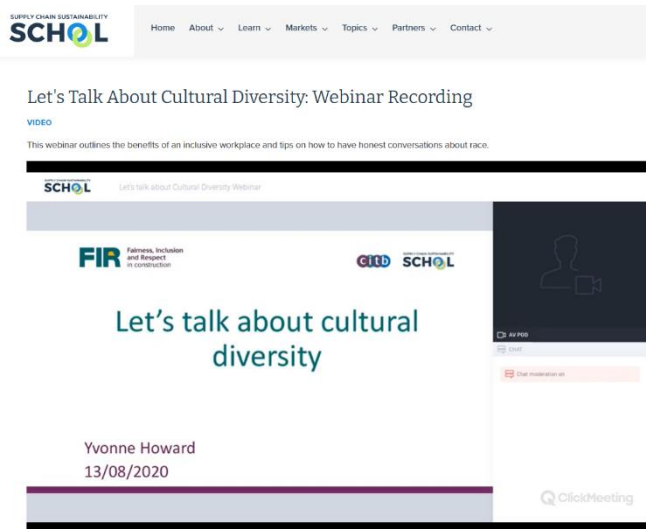
Challenges:

We approached this case study starting out with how we have moved forward with our environmental challenges or our recruitment of ex-offenders to break the cycle of re-offence, but we were driven in a different direction. We have all had our eyes opened to the reality of racism in our society, not least of which with the trial of George Floyd, that at the time of writing this case study, has just concluded. How we all move forward now must be on all on our minds and as an employer in our Great Britain we must rise to this call and understand our impact.

Impact:

Our journey started back in 2018 when we opened a depot next to our national stadium in Wembley. As a long-held business policy we focus on local recruitment and as we went through this we understood the vibrant cultural diversity in this area. Our culture at Hatton has always been about inclusion and respect and have always chosen the best candidates for the role. However, it was not until we engaged with Supply Chain Sustainability School that we got a fuller picture of how we can be better.

We cannot recommend highly enough the webinar titled 'Let's Talk about Cultural Diversity' by Yvonne Howard. We have rolled this out on our company learning pathway, that is required training for all our staff, and has made a change to so many people's understanding.



We like this simple explanation included in the webinar:

- Diversity is about different views of the world across a range of people that are very different from each other.
- Inclusion is the action of being or feeling being included in a group.

When you break this down into these simple definitions we can all relate and understand that FIR is not a challenge but the need to respect that these are important factors in the way we interact with our colleagues.

Fact box



Company

Hatton Traffic Management Ltd

No of employees

120

HQ

Newcastle upon Tyne

Website

www.hattontraffic.co.uk

Main contact

Lara Bailey – Commercial Manager

Services

Temporary Traffic Management

Vehicle Restraint Systems

About

Established in 1976, we are nationwide providers of high-quality traffic management services as well as installation of permanent vehicle restraint systems. The company has a solid management team and workforce of circa 120 operatives nationally. We maintain many accreditations, including Achilles UVDB, Building Confidence and Constructionline Gold. We are certified to FORS Silver. We hold ISO9001, ISO45001 and ISO14001.

Value gained:

- Being able to talk about cultural diversity openly and why it is important to bring this into conversation.
- Understanding what white privilege means and the challenges of systemic racism.
- Understanding unconscious bias and how to challenge yourself.

A recent message we sent out to all staff was about Ramadan. I enclose the text here from the email and is just one of the things we can do to be more inclusive.

Dear All

As many of you will already know Ramadan began on Tuesday 13th April and ends on Wednesday 12th May 2021. Ramadan lasts for approximately 30 days, culminating in the celebration of Eid Ul-Fitr. Every day during this period, Muslims may abstain from eating and drinking between dawn and sunset (around 19 hours). They may also pray during the night, so possibly sleeping for only a few hours.

This year, there are still restrictions in place but mosques are open for limited, pre-booked communal worship.

We know this can present challenges for many, but as a Company, we are asking our managers wherever possible to show flexibility to our staff who may be observing Ramadan, being mindful that people will be fasting, may be more tired than usual and allowing time for additional prayers in appropriate facilities. If you are observing Ramadan this month, I would encourage you to let HR know, in confidence, if you need additional support during this period.

We know we have many staff observing Ramadan over the next month and I would like to take the opportunity to wish all a Ramadan Mubarak.

Future Proofing:

More webinars around this topic that we can participate in would be a great resource to draw on. We will continue to promote this topic in the hope that we can all constantly evolve into a more inclusive society.