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# The Programme and Project Partners (PPP) Share and Learn Series

National Inclusion Week – Proud to be PPP

Speakers: Bridget Ward, Head of Training Management and John Griffin, PMO Director

Hosted by Claire Gribben, Talent Development Manager

# Hello and welcome

- You are very welcome to turn your camera off
- We will have time for Q&A at the end so we would actively encourage you to use the chat function throughout the session
- We kindly ask that you remain muted during the presentation
- Reminder – our virtual platforms permit content up to OFFICIAL





# Introduction

This week we've heard from excellent speakers from Solat at the National Centre for Diversity, Duncan Elliott, Alison from Owl Blue, The People Forum and more. Today we want to wrap up the week with an interactive session.

Go to

[www.menti.com](https://www.menti.com)

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# Knowledge share

## The Equality act 2010

### What is the Equality Act?

"The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone" (.gov.uk)



# Knowledge share

## What are protected characteristics?

It is against the law to discriminate against anyone because of:

Age

Gender reassignment

Being married or in a civil partnership

Being pregnant or on maternity leave

Race including colour, nationality, ethnic or national origin

Religion or belief

Sex

Sexual orientation

Disability



# Knowledge share

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## You're protected from discrimination

- ✓ As a member or guest of a private club or association
- ✓ As a consumer
- ✓ When using public services
- ✓ At work
- ✓ When buying or renting property
- ✓ In education

You're also protected from discrimination if:

- You are associated with someone who has a protected characteristic, for example a family member or friend.
- You have complained about discrimination or supported someone else's claim



# What does direct and indirect discrimination mean?

Discrimination is the unfair treatment of different categories of people, especially on the grounds of race, age, sex, or disability.

## Direct Discrimination

Happens when someone is treated unfavourably because of a protected characteristic.

## Indirect Discrimination

Happens when policies and procedures – which should apply to everyone – exclude a certain group of people.



# What does FREDIE stand for?

Fairness for all is a reality

Respect for all is the norm

Equality of opportunity for all is embedded

Diverse employees feel that they belong

Inclusive behaviours are widespread.

Engaged - where there is emotional connection



# End of the quiz



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This may be the end of the quiz and Inclusion week, but this shouldn't be the end of our discussion.

On PPP, we want to live inclusion every day, and we need your help with this. Please consider the next question carefully...

If you would like to join our People Forum – please reach out to [Claire.gribben@sl-ppp.co.uk](mailto:Claire.gribben@sl-ppp.co.uk) for more info.

# John with closing thoughts

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# Thank You

Any Questions?