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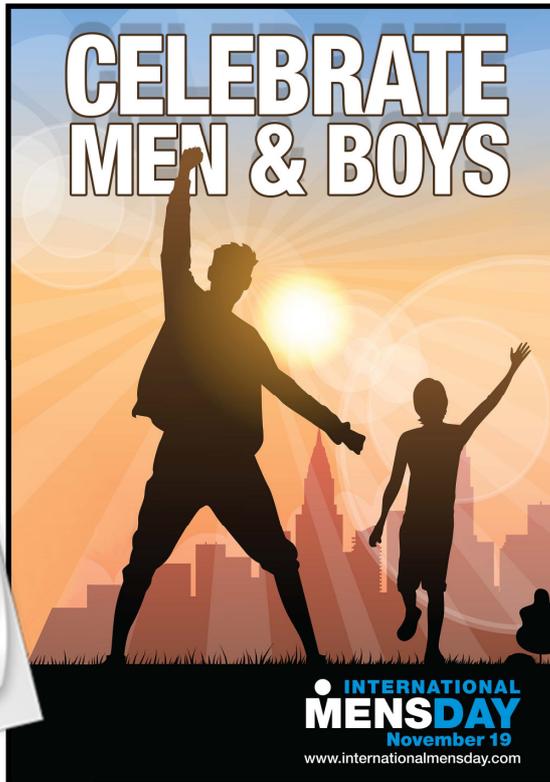
Welcome to the fourth edition of our inclusion and diversity newsletter. We would really love to hear your comments and stories regarding the topics we talk about. If you have anything you would like to share, I am always willing to grab a cup and have a chat Just get in touch emma.hughes@aone.uk.com

Inclusion and You

Issue 4

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International Men's Day 19 November. This day provides us with a fantastic opportunity to:

- Highlight serious issues effecting men and boys and their wellbeing
- Make a difference to men and boys' lives
- Celebrate Britain's men and boys in all their diversity
- Have some serious fun

The themes for the day are; *making a difference for men and boys* and *how we can give men and boys better life chances*

Don't forget!

If you're taking part in Movember let us know so we can support you.



You can ring Safecall with concerns you have about:

- | | |
|----------------|---------------------------|
| Theft | Fraud |
| Dishonesty | Health and Safety Concern |
| Discrimination | Bullying |

Safecall is open 24 hours a day 7 days a week . They do not offer advice or investigate any claims themselves. When a call is made the call handler takes notes about your concern and issues A-one+ with a written report.

The report is sent to A-one+, managing Director, Clive Leadbetter who takes the appropriate action to investigate claims.

All call handlers are former detectives and trained in taking written statements and writing reports. The calls are **not** recorded. When you ring Safecall the call handler will talk you through the process before taking the details of your concern.

All calls are completely confidentially and you have three options regarding giving your name. If you want you can give your full details and with your agreement they will be passed to A-one+ with your consent. You can remain completely anonymous and not pass on any details or you can give your details to Safecall but ask them to keep you anonymous. If you choose the latter Safecall would then act as an intermediary on your behalf. They will not pass on any of your details without your permission .

At the time of your calling you will be given a unique ID number so if you want to update your call with further information you can do at any time and again Safecall will help you with this.



INDUSTRY RECOGNITION We have all been putting a lot of effort into improving our culture for inclusion and diversity. While we recognise that we still have a way to go we have also made lots of progress and our hard work has been recognised by Construction News Investing in Talent Awards. We have been shortlisted as a finalist for the Excellence in Diversity and Inclusion award. This fantastic achievement is with thanks to you all; from the people arranging the campaigns, information and posters to those attending workshops and training.



disability confident

COMMITTED

WE ARE COMMITTED! A-one+ is now registered with Disability Confident as committed employers. The Disability Confident scheme supports employers to make the most of the talent that disabled people can bring to our workplace. Disability defined under the Equality Act 2010 is physical or mental impairment with a *substantial* and *long-term* negative effect on your ability to do normal daily activities. For more information get the disability fact sheet from the IBMS+ inclusion page.

YOU SAID! Results from our inclusion survey earlier this year said that over 35% of you wanted to learn more about mental health so that's what we are going focus on.



So, a little bit more on mental health...

What's the biggest lie you might've told? The average person tells 4 lies a day, the most common lie we tell is 'I'm fine' but sometimes we're not and its okay to say that we're not and its okay to talk about how you're feeling.



10th September

September 10 was World Suicide Prevention Day. And with over 75% of all suicide deaths being male it is recognised as the main killer of men overall between the age of 15 and 49 (Source ONS 2015). This is something that we can and need to change.

Take a minute...
...for a cup of tea
with a mate.



National Suicide Prevention Alliance #WSPD

The day may have passed, but let's keep talking about suicide, lets break the stigma, lets show our support, let's talk.

Never underestimate the power of a conversation.

Take a minute... for a cup of tea with a mate.

ARE YOU TRANS AWARE? A group of young people have made a moving 3 minute film to try and help people understand some of the issues faced by gender variant people. Go to https://www.youtube.com/watch?v=_NliXT67y_8 or search Masked #freetobeme on YouTube to watch it. We don't need to be trans to be trans-positive.



World Mental Health day is observed on 10 October each year, The theme this year was mental health in the workplace. The aim of the day is to raise awareness of mental health issues and improve support for better mental health.

This year you might have seen posts on social media or in the news from people in the public spotlight (and some who aren't) sharing their personal stories and promoting the day. This has been really successful in normalising talking about mental health.



People can feel uncomfortable about talking with their manager about a mental health condition. Attitudes are improving but mental ill health remains an area of fear and stigma for many. A-one+ has registered with Mindful Employer.

By being a **MINDFUL EMPLOYER** we are demonstrating that we are willing to enable disclosure of mental ill health to take place without fear of rejection or prejudice.

Steering Groups—what's new?

Area 12 Emma Ring, Alan Waslin , Alan Hosty have joined the team with Paul Cammish, Adam Lilley, Nacer Chaib, Brian Statham and Stuart Rigby.

Thanks go to Joanne Engiert who has stepped down.

Area 4 remains the same with Chris Sheppard, Angela Atkins, Martine Pritchard, Louise Webb, Gill Lane, Andy Reynolds, Janet Tyson, Sam Salmon, Adesina Alabi, Greg Mackinnon, Stephen Wall, Umesh Parajuli and Jamie Birch.

If you have any questions or suggestions please contact any of our group members, we would love to hear from you.