

News

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We've been awarded Best Diversity and Inclusion Initiative at the CIPD People Management Awards

Morgan Sindall Construction & Infrastructure is celebrating being recognised with the Best Diversity and Inclusion Initiative award at the Chartered Institute of Personnel and Development's (CIPD) annual People Management Awards for its work to promote diversity and inclusion at the company and across the industry.

Morgan Sindall Construction & Infrastructure has been developing its diversity and inclusion strategy for more than four years and it is now a significant part of the company's culture. From creative ways to recruiting new and under-represented groups into the business, to encouraging people back to the industry through a bespoke Returnships programme, to localised recruitment drives to meet the demands of the skills shortage and a complete review of all policies to ensure that they are family-friendly and ensure that employees can achieve a positive work/life balance.

As part of the awards, the CIPD shared the following feedback on Morgan Sindall Construction & Infrastructure's winning submission: "The judges were suitably impressed that diversity and inclusion was a core objective within the company, which leadership championed which has led to the creation of a truly inclusive culture for all – particularly in the context of an industry that has been slow to embrace change."

Of the strategy and the award win, hr director, Dawn Moore said: We were thrilled to have been shortlisted for the award from over 700 entries, but to win was a huge surprise. To be recognised by the CIPD is not only great for the business and reward for the positive changes we have made, but for a construction company to win just shows how far the industry has come to become more inclusive."

"Our strategy is continually evolving, with new initiatives developing all the time that will attract those who may not have previously considered a career in construction and infrastructure to the industry, and as we have seen in our own recruitment patterns, welcome back those who have worked in the industry previously and can see the positive change that has been made."

This award has been one in a series of successful award wins for Morgan Sindall Construction & Infrastructure and its inclusion and diversity strategy in the past twelve months. Having received recognition from inside and outside the sector from organisations such as CECA (Civil Engineering Contractors Association), WorkingMums.org and most recently were Highly Commended at the National Diversity Awards.

The company is hoping to continue its success when the winners of three upcoming awards are announced in November; The CN Talent Awards, where Morgan Sindall Construction and Infrastructure has been shortlisted in three categories; Best Place to Work, Diversity & Inclusion Initiative of the Year and the Inspire Me category, as well as being shortlisted for four awards as part of their BMV joint venture project on the M5 Oldbury Viaduct. At this year's WorkingMums.org Best Practice Awards, the company has been shortlisted in Best Returnship programme and the Family Support Award categories. Finally, the company hopes to achieve the Gold Employer of the Year award at the Investors in People Awards.

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