Fit for an Inclusive Future

Construction Industry Summit 2016
Paul Morrell
Chair BEPE Project Board

Welcome and Introductions
Fit for an Inclusive Future – the BEPE Project

Construction Industry Summit 2016

Julie Fleck BEPE Project Lead
What is Inclusive Design?

Inclusive design is a process that ensures that all buildings, places and spaces can be easily and comfortably accessed and used by everyone.

An inclusive environment helps create a society where everyone can participate.

Extract from ‘Accessible London’ Mayor of London Supplementary Planning Guidance
London 2012 - ‘the most accessible Olympic and Paralympic Games ever’
Objective is to:
‘Embed inclusive design as a core part of the required curriculum in the education of built environment professionals’

Joint project - Minister of State for Disabled People and Mayor of London

Launched December 2013
Expected to take at least 5 years
April 2016 transferred to the CIC

BEPE Progress Report March 2016
BEPE Project vision

Every newly qualified built environment professional will have the

**Attitude**

**Skills**

**Knowledge**

to deliver accessible and inclusive buildings, places and spaces
Improving inclusive design education and training

- **Students**: Learn the skills that make inclusive design second nature

- **Educators**: Inspire your students to acquire the knowledge, skills and confidence to make inclusion the norm not the exception

- **Professionals**: Integrate the principles of inclusive design into all your projects
Institute support for BEPE

Support from 18 professional institutions and construction industry bodies:

- RIBA  Royal Institute of British Architects
- RTPI  Royal Town Planning Institute
- RICS  Royal Institute of Chartered Surveyors
- ICE   Institution of Civil Engineers
- EC    Engineering Council
- CIOB  Chartered Institute of Building
- CIAT  Chartered Institute of Architectural Technologists
- BIFM  British Institute of Facilities Management

BEPE Updates and what supporters say
Progress so far

BIFM and CIAT have amended their Professional Standards Framework.

RTPI Assessment of Professional Competence criteria includes inclusive planning.

RICS review of APCs considering:
Level 1: Demonstrate knowledge and understanding of the context for inclusive environments, including the legislative, economic, ethical and moral cases.

RIBA, RTPI and LI have ongoing education reviews.

Quality Assurance Agency Subject Benchmark Statements amended for Architectural Technology, Landscape Architecture, Town Planning, Land, Construction, Real Estate, and Surveying SBS asks that graduates demonstrate a basic understanding and awareness of:

- the principles and processes that deliver an inclusive environment
- diverse user needs by putting people (of all ages and abilities) at the heart of the real estate / planning / construction / quantity surveying and commercial management process
Awards to Inspire Built Environment Students and Professionals

RSA Student Design Awards

Inclusive Cities Award 2015/16
• Design an inclusive building, place, or space so that it is easily and comfortably accessed and used by everyone

Inclusive Living Award 2016/17
• Design and develop a proposal for inclusive living that challenges the current way we design our homes

CIC Inclusive Environment Award 2016
• 3 shortlisted schemes
  • Hadleigh Park Olympic Mountain Bike Legacy Project
  • 5 Pancras Square
  • Penarth Learning Centre

http://sda.thersa.org/
Moral, sustainable, business, legal, professional case

All built environment professionals should:

1. Contribute to building an inclusive society now and in the future
2. Apply professional and responsible judgement and take a leadership role
3. Do more than just comply with legislation and codes
4. Seek multiple views to solve accessibility and inclusivity challenges
5. Acquire the skills, knowledge, understanding and confidence to make inclusion the norm not the exception

- Inclusive design opens up buildings, places and spaces to everyone, enabling all of us to live work and play together
- Integrating the principles of inclusive design into construction industry practice is key to making our environment more inclusive and accessible for all
- You can lead the way in building the best most accessible most inclusive country in the World
What can you do to help?

Champion inclusive design
  • in your professional institution
  • in your own work

Improve your own inclusive design knowledge and skills

Support the higher education sector to teach inclusive design effectively

Integrate the principles of inclusive design in all your projects

Recognise and promote the business case for inclusion

Celebrate and embrace diversity

Help achieve an inclusive environment for all
BEPE
Making inclusive design an essential part of the education and training of built environment professionals

Julie Fleck
BEPE Project Lead
September 2016
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Embedding inclusive design into undergraduate education

Christina Duckett
School of the Built Environment
The Breaking down Barriers Project

A cross-disciplinary initiative to embed inclusive design into curricula across the University, which builds on:

• the University of Reading’s already extensive and highly-regarded experience in research and teaching in inclusive design;

and

• its involvement with the joint Government / Mayor of London Paralympic Legacy Built Environment Professional Education (BEPE) Project.

Funded by UoR TLDF and the CIOB Bowen-Jenkins Legacy Fund
Aims and objectives of the project

Through working collaboratively across disciplines we aim to make access and inclusion second nature amongst students and colleagues across the University, and to develop a culture of responsible citizenship relevant to 21st-century lives.
Inclusive design: applications

'The design of mainstream products and/or services that are accessible to, and usable by, as many people as reasonably possible ... without the need for special adaptation or specialised design.'

British Standards Institute 2005
‘Products and/or services’

• It’s not just about the built environment!
• Graduates in Film, Food, Pharmacy or any other discipline will need to respond to economic, legal and moral imperatives related to a diverse population
• Employers as diverse as Microsoft, Procter and Gamble, Network Rail, Citigroup, Tideway, National Trust and Tate are taking inclusive design very seriously in their corporate agendas
Our message: Why inclusive design matters

19% of the UK population have a limiting long term illness, impairment or disability; 45% of adults over the current State Pension age are disabled; we are living (and working) longer

Inclusive design is crucial to health and well-being, to economic independence and to societal resistance

‘Inclusive design is about considering the full range of human diversity. Design for all of us begins with design for each of us…’ Microsoft.
‘Stretching’ designers…. and others
An important aspect of professional excellence
Imperatives for inclusive design

• Economic imperative
• Legal imperative
• Moral imperative
Learning from other disciplines

Inspiration from work in nursing education*: how could we translate this to our own disciplines?

• Experiential learning and TEL are central to our approach.
• Using simulation tools, we are exploring how experiential learning can build awareness and develop empathy.
• Inspired by T&L in disciplines beyond our own, such as nursing, we have invested in simulation equipment (bariatric and geriatric suits, glasses, gloves and wheelchairs) and are exploring issues relating to legibility, dexterity and mobility.

Experiential workshops

• exploring legibility (glasses) packaging, print and screen, wayfinding
• exploring dexterity (gloves) paper and digital communication, built environment
• exploring mobility (bariatric and geriatric suits and wheelchairs) physical environment
Simulation: limitations

- Suits, gloves and glasses
e.g. gloves produced by the Engineering Design Centre, University of Cambridge, which reduce functional ability of the hands but do not simulate e.g. pain, tremor, loss of tactile sensitivity or changes to the shape of the hand that occur with ageing
- Aids are intended to complement, not to replace, involving real users.
Beyond simulation: Working with users

• We are working with internal and external partners to engage students with the challenges experienced by disabled people and others in everyday life.
Developing empathy through experiential learning
Developing empathy through experiential learning
Developing empathy through experiential learning
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Developing empathy through experiential learning
Contact information

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http://blogs.reading.ac.uk/breaking-down-barriers/
Fit for an Inclusive Future? Achieving an Inclusive Environment

21st September 2016
Introduction

Embedding Inclusive Design at the Start – Procurement

• In order to create a genuinely inclusive design, it needs to be embedded from the very beginning of a project.

• At London Legacy Development Corporation, that means as part of the procurement process.
Who we Are

• London Legacy Development Corporation
• Mayoral Development Corporation – Mayor of London
• Public sector funding via the Mayor and National Lottery - some repayable upon development receipts
• Responsible for Queen Elizabeth Olympic Park and immediate surrounding area – following the Games
• Transformation program complete
• Legacy Communities Scheme (LCS) approved and being delivered including x5 new neighbourhoods (6800 new homes), new schools, health facilities etc.
• New Cultural and Education District (CED) being delivered
2012 Paralympic Games

- The most successful and accessible games ever
- The first ever sold out Paralympics
- The most diverse games time workforce
- Home support for every nation
- More athletes, from more countries than ever before
- More TV coverage than ever before
- A discernible impact on the private sector companies that supplied the Games
- Paralympians as Heroes – change in attitudes
- Atmosphere on the streets!
An accessible Games, an accessible Legacy
An accessible Games, an accessible Legacy
An accessible Games, an accessible Legacy
LLDC’s Priority Themes

Underpin every aspect of our work:

1. Promoting convergence and community participation
2. **Championing equalities and inclusion**
3. Ensuring high quality design
4. Ensuring environmental sustainability

Queen Elizabeth Olympic Park lies in one of the most diverse areas of the UK. In addition to its statutory duties, the Legacy Corporation needs to take this diversity into account.

Championing equalities and inclusion covers the accessibility and inclusive design requirements sought by us.
Procurement must address the Priority Themes

At all stages we give prominence to our commitment to accessibility and inclusive design:

- I (my role) form part of the procurement team
- I have input to the tender project brief and the evaluation criteria including specific outcomes sought
- I help inform question weighting, which is typically around 4% with other points available on wider aspects of inclusion
- We provide detailed scoring guidance to make clear what distinguishes; poor, fair, good, very good and excellent performance
- I am involved in the competitive dialogue process that we typically engage in on key, strategic and significant procurements
- I undertake evaluations regarding accessibility and inclusive design responses
- We then select a preferred bidder and can provide them with specific feedback and negotiations as required. This is important if they were weaker in the accessibility and inclusive design section
- Contract is awarded. The contract specification will set out what is required in terms of accessibility and inclusive design
Procurement must address the Priority Themes

Key points include:

• Providing good, clear information about what we want to achieve from the contract is fundamental to securing good accessibility and inclusive design outcomes

• Specific information about accessibility and inclusive design needs to be set out at every step of the process

• This usually means that the tenderer has already needed input from an accessibility and inclusive design expert, meaning that a meaningful relationship has already been established at the tendering stage (i.e. an access consultant is on board)
Competitive Dialogue

Talk to the potential suppliers:

- I (my role) would form part of the competitive dialogue process
- Can interrogate the proposals more thoroughly
- The supplier sees that this is a genuinely important area for the client
- We can demonstrate our intention to offer support through the project and give advice based on previous experiences
- We can provide a hard copy of our Inclusive Design Standards (IDS) which is tangible and does make an impact
- We can answer initial queries and questions, helping eliminate any early misunderstandings and future ‘showstoppers’
- We can be explicitly clear on what we expect from the supplier
- This is all undertaken before appointment!
Competitive Dialogue

Talk to the potential suppliers:

- While resource intensive, Competitive Dialogue does enable much better understanding by us and the prospective suppliers of how accessibility and inclusive design objectives could be delivered.

- It fosters a substantially more collaborative approach. Suppliers and partners begin to look for how they can innovate to deliver on accessibility and inclusive design outcomes and what this means for the project.

- It helps ensure that the outcomes are realistic and grounded in what is possible. It means suppliers can properly plan for and cost all elements of the proposal. As a consequence, accessibility and inclusive design are efficiently built into the overall delivery of the contract’s main objectives, rather than featuring as a standalone cost after the fact.
Beyond Procurement...the Project Process

- **Pro-active**, engaged and committed client with ID champion
- **Utilise** the planning process – influence planning policy
- **Engage** at procurement
- **Inform** the design brief
- **Demand** from the design team
- **Involve** disabled people
- **Push** boundaries, encourage innovation
Our Process for Success

**Local Plan** – planning requirements

**Policies**
- Equality and Inclusion Policy
- Inclusive Design Strategy

**Guidance**
- Inclusive Design Standards
- Other good practice guidance as relevant to the project

**Monitoring and Review**
- Client Inclusive Design Champion/Expert
- Consultation with users including local and disabled people (BEAP)
Chobham Manor – an Inclusive Neighbourhood

• First of five new neighbourhoods on the Park
• First new residents this year
• 828 new homes
• 100% LTH and 10% wheelchair accessible/adaptable (Masterplan and early RMAs were pre-ADM changes)
• Pushed the design team to innovate resulting in the ‘inter-generation’ home
• BEAP involved throughout the design process
• Pushed TW regarding the marketing of the private sale, wheelchair adaptable homes
Chobham Manor - Innovation

- Large extended families
- 3/4 bed plus an annex living space
- Good typology for corner locations
- Ideal for family with disabled adult to provide independent living space
In Summary

• Accessibility and inclusive design priorities must be included from the outset. This requires a strong strategic commitment by the client – this will also help empower the procurement team.

• Where accessibility and inclusive design is integrated from the beginning, it is cost neutral. It is re-design and post completion retro-fitting that is expensive.

• Prospective suppliers need to know how important accessibility and inclusive design priorities are. This needs reinforced at every step in the process.

• There is a role for incentives. Giving weight to evaluation questions relevant to accessibility and inclusive design is important as they could prove decisive in the supplier award.

• It is good for prospective suppliers to know that we will help them deliver on accessibility and inclusive design priorities and how as it will give them the confidence to tackle the issues upfront and where possible innovate and push boundaries.

• Competitive dialogue may be resource intensive. However, they are successful at securing accessibility and inclusive design outcomes. These processes offer genuine opportunities to co-produce service specifications with suppliers that are grounded in evidence about what is realistic.
Disability Confident –
Construction Industry Council -
Fit for an Inclusive Future

Brian Keating – Disability Confident Policy
21 September 2016
July 2016 – New Disability Confident Scheme

Hiring good people is good business
Why be Disability Confident?

EMPLOYMENT GAP

The Government has committed to halving the disability employment gap – that’s one million more disabled people in work

There’s currently a 34.8% employment gap between disabled and non-disabled people

73% of employers who made work-related adjustments for employees said it was “very” or “quite easy” to do so

£212 billion

The value of the purple pound – that’s the annual spending power of households where someone is disabled
New Disability Confident Scheme

Government working with employers to:
• increase understanding of disability
• challenge attitudes towards disability
• remove barriers to disabled people and those with long term health conditions in employment
• ensure that disabled people have the opportunities to fulfil their potential and realise their aspirations.
Starting your Disability Confident journey

5 Actions and at least one activity that will make a difference.

Sign-up through Gov.UK
www.disabilityconfident.dwp.gov.uk/register.php

Disability Confident employer
Fill in this form to confirm you have completed your self-assessment as a Disability Confident employer.

About your business
- Business name (required)
- Contact name (required)
- Business email (required)
- Business phone

As a Disability Confident Committed Employer we have committed to:
- Ensure our recruitment process is inclusive and accessible;
- Communicate and promote vacancies;
- Offer an interview to disabled people;
- Anticipate and provide reasonable adjustments as required;
- Support any existing employees who acquire a disability or long term health condition, enabling them to stay in work;
- At least one activity that will make a difference to disabled people.

This is to certify that

XXXXX

is Disability Confident Committed

Period of award: August 2016 to August 2017

Issue date:

Find out more about Disability Confident at:
www.gov.uk/disabilityconfident

Badge and certificate for 1 year
To support you on your journey there is a range of online information, guidance and resources available through **www.gov.uk**

Search for Disability Confident.

- **Information and guidance**
- **Videos**
- **Case studies**
  - Promotional materials

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**Losing his eyesight was no barrier to Paul**

Paul, 36, lost his eyesight due to Stargardt's Disease, and he was told he would spend the rest of his life in a wheelchair. He did our best to get back on his feet and he is now a advocate for others who are facing similar challenges.

**Case study**

Paul, 36, lost his eyesight due to Stargardt's Disease, and he was told he would spend the rest of his life in a wheelchair. He did our best to get back on his feet and he is now an advocate for others who are facing similar challenges. He said: "The NFA gave me a business card to help with any business in the area and he was always available to answer questions and set things through, which was great."
Employer self-assessment two themes:

- Getting the right people for your business
- Keeping and developing your people.
- Offering at least one activity that will make a difference.

**What happens next?**
When you have completed level 2, you will need to follow this link to Gov.UK to confirm that you:

- have undertaken and successfully completed the Disability Confident self-assessment
- are taking all of the core actions to be a Disability Confident employer
- are offering at least one activity to get the right people for your business and at least one activity to keep and develop your people.

Badge and certificate for 2 years
Outside challenge of your self-assessment and demonstration of your Leadership activity.

- Acting as a champion within your local and business community
- Engaging your supply chain and your networks
- Showing disabled people that you are serious about leading the way
- About helping other businesses to become Disability Confident.

Badge and certificate for 3 years
So let’s get you signed-up

https://disabilityconfident.dwp.gov.uk/register.php
Disability Confident –
Construction Industry Council - Fit for an Inclusive Future

Brian Keating – Disability Confident Policy
21 September 2016