

Toolbox talk

Hidden Disabilities

Support hidden disabilities, tap into hidden talent



Discussions - Balfour Beatty

We need to create an inclusive culture to support, welcome and understand people who are neurodivergent and have hidden or unhidden disabilities.

We need different types of people to get the innovation, to transform the industry and to get us where we need to be. If we employ the same people, we get the same results.

If we have a more diverse workforce we will have more diverse thought processes, leading to better outcomes.

These two improvements will support the industry for change:

1.

Assurance from clients and connecting their senior and exec teams with their diverse communities, looking at reverse mentoring programs.

2.

Having multiple reverse mentors from different underrepresented groups.