

Construction for Women: National Site Standard

A governance-led national framework

Developed by **Construction for Women**

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FOREWORD

Chair's Statement

The National Site Standard for Female Operatives (NSS) has been developed to establish a structured and auditable framework for the governance of safety, welfare, dignity and professional inclusion within construction environments.

Construction remains one of the most operationally demanding sectors in the United Kingdom. It is also a sector facing significant workforce pressures, including skills shortages, retention instability and increasing regulatory and procurement scrutiny. In this context, clear governance frameworks are essential.

The NSS has been authored to provide practical, proportionate and structured controls addressing areas that have historically lacked consistent oversight. These include welfare provision, equipment suitability, behavioural governance, reporting mechanisms, safeguarding and lifecycle considerations within site and training environments.

This Standard does not replace statutory duties. It operationalises them through defined management controls. It is designed to integrate with existing health and safety systems, risk management processes and organisational governance frameworks.

The objective of the NSS is not symbolic alignment, but demonstrable operational implementation.

Organisations adopting this Standard commit to structured workforce governance that supports safety, accountability and professional standards across construction environments. The NSS provides a clear assessment framework to evidence that commitment.

Construction for Women CIC, as author and steward of the Standard, will maintain oversight of its application, ensure periodic review, and support consistent implementation across the sector.

The effectiveness of this Standard will depend not on its publication, but on its adoption and disciplined application.

Through structured governance and measured implementation, the NSS aims to contribute to a modern, resilient and forward-facing construction industry.



Renée Preston

Founder & Chair of Construction for Women CIC

Author, Construction for Women: National Site Standard

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Construction for Women: National Site Standard

A governance-led framework authored by Renée Preston through Construction for Women (CFW)

A national governance framework for safe, inclusive and professionally accountable construction environments

EXECUTIVE SUMMARY

Women remain significantly underrepresented across the construction workforce, and those who do enter often face barriers that affect safety, dignity, inclusion and career progression. These challenges are not always intentional but have become embedded within long-standing site practices and cultural norms.

The **Construction for Women: National Site Standard** establishes a unified governance framework outlining the minimum expectations, controls and operational conditions required to ensure women can work safely, confidently and equitably in all construction environments.

This Standard applies across live construction sites, practical training environments and industry placement settings, creating a consistent framework from entry into construction education through to professional site delivery.

Authored by **Construction for Women (CFW)**, this Standard is grounded in lived experience, operational delivery, industry insight and emerging regulatory direction. It addresses critical areas including welfare provision, PPE suitability, behavioural expectations, safeguarding, reporting mechanisms, psychological safety and leadership accountability.

The National Site Standard is designed for sector-wide adoption and formal accreditation. It provides a procurement-ready, auditable governance instrument capable of integration into contracts, framework requirements, organisational policies and internal assurance systems.

The framework is suitable for adoption by national bodies, industry schemes and oversight organisations such as the Considerate Constructors Scheme, the Construction Leadership Council (CLC), CIOB, CITB, NFB, Build UK, CECA, as well as by public-sector clients, procurement frameworks, contractors, education & training providers delivering construction programmes and the wider supply chain.

Purpose of the Standard

The National Site Standard aims to:

- Eliminate unsafe, exclusionary and discriminatory practices on construction sites and within construction training environments.
- Ensure equal access to welfare, PPE, safe systems of work and professional development.

- Provide clients, contractors, supply-chain partners and education & training providers with a clear, auditable framework to meet EDI, social value and safety obligations.
- Establish consistent, sector-wide expectations regardless of project size, region, contractor tier or training provider type.
- Align site operations and construction training delivery with national direction on PPE, safeguarding, equality and workforce reform.
- Mitigate legal, reputational and operational risk to individuals and organisations.
- Strengthen retention, culture, productivity and long-term workforce sustainability.
- Integrate physiological risk considerations, reasonable adjustment principles and safeguarding requirements into operational risk management processes.
- Support anonymised benchmarking and continuous improvement through proportionate data collection and governance-level review.

It is a governance framework for enforceable, sector-wide adoption.

Key Requirements

1. Welfare & Site Infrastructure

Clean, secure, private welfare facilities must be provided, maintained daily and appropriate to workforce composition, including provision of sanitary necessities.

2. Female-Specific PPE

Correctly fitted PPE must be pre-ordered, available on day one and subject to regular audit. Ergonomic and physiological suitability must be verified where equipment design impacts safety.

3. Behavioural Standards & Site Culture

Sexist language, behaviour or exclusionary conduct is strictly prohibited with zero tolerance. Supervisors are required to intervene.

4. Professional Inclusion & Unconscious Bias Controls

Gender-based task allocation is prohibited. Women must not be defaulted into administrative or hospitality roles.

5. Psychological Safety

Ensure safe working environment where women are able to raise concerns without fear of retaliation, isolation or career impact.

6. Bystander Responsibilities

All workers are required to challenge or report inappropriate behaviour. Silence constitutes failure to uphold the Standard.

7. Professional Response Protocol

All concerns must be acknowledged promptly and managed confidentially, sensitively and professionally.

8. Safeguarding Young Women (16–18)

Enhanced supervision, welfare provision and protected learning environments are mandatory.

9. RAMS Integration — Mandatory

All RAMS must reflect the Standard. Non-compliant RAMS cannot be approved.

10. Leadership & Client Accountability

Clients and contractors are accountable for implementation, oversight and outcomes with clear responsibilities, KPIs and oversight mechanisms in place.

11. Data, Reporting & Monitoring

Structured data collection and regular review to support compliance and improvement.

National Adoption & Industry Impact

This Standard is recommended for adoption by:

- The Construction Leadership Council (CLC), The Chartered Institute of Building (CIOB), The Construction Industry Training Board (CITB), The National Federation of Builders (NFB), Build UK, The Civil Engineering Contractors Association (CECA).
- Local authorities, combined authorities and public-sector clients.
- National procurement frameworks (including SCAPE, Pagabo, Fusion21, ESPO, NHS SBS).
- Tier 1–3 contractors, subcontractors and developers.
- FE/HE institutions and training providers.

Adoption strengthens:

- Workforce safety and wellbeing.
- Retention of women.
- Tender competitiveness.

- Social value delivery.
- Audit scores and compliance performance.
- Employer reputation.
- The sector's long-term skills pipeline.

Why CFW Leads This Work

Construction for Women (CFW):

- Brings direct lived-experience insight from women working on site.
- Delivers nationwide training, early-talent programmes and industry engagement.
- Understands operational barriers and practical, implementable solutions.
- Are nationally recognised for leadership in women's inclusion and workforce reform.

Why the Industry Must Adopt This Standard

Construction cannot resolve its skills' crisis, meet future demand or maintain public confidence without attracting and retaining women.

Clear governance, enforceable standards, proportionate assurance mechanisms and accountable leadership are essential to creating safe, modern and inclusive construction environments across both professional and educational settings.

This National Site Standard represents a decisive step forward for the built environment.

END OF EXECUTIVE SUMMARY

CONSTRUCTION FOR WOMEN NATIONAL SITE STANDARD

1. INTRODUCTION & PURPOSE

1.1 Origin and Authority

This Standard is authored and maintained by Construction for Women (CFW), a UK-based Community Interest Company (CIC) leading on women's safety, inclusion and workforce development within the built environment.

The National Site Standard establishes a structured governance framework designed for sector-wide implementation across construction and construction-related education environments.

CFW retains stewardship of the Standard, including version control, review and future updates.

1.2 Purpose

The purpose of this Standard is to:

- Eliminate exclusionary and unsafe practices affecting women within construction environments.
- Establish safe, equitable and professionally respectful working and training conditions.
- Provide clear, enforceable governance expectations for clients, contractors, subcontractors, supply-chain partners, education providers and training institutions.
- Align operational practice with statutory obligations, emerging regulatory direction and sector workforce reform.
- Strengthen retention, workforce sustainability and professional progression for women across the construction lifecycle.

This Standard establishes governance expectations across:

- Live construction and infrastructure sites
- Practical training workshops and laboratories
- Construction education programmes
- Industry placement interfaces

Ensuring consistency from entry into training through to site-based employment.

This Standard operates alongside existing equality, diversity and inclusion duties and must be applied with due regard to all protected characteristics under the Equality Act 2010, including but not limited to race, disability, pregnancy and maternity, religion or belief, age, sex and gender reassignment.

Nothing within this Standard limits, replaces or reduces wider statutory equality, safeguarding or health and safety obligations.

1.3 Sector Context

This Standard has been developed in response to persistent structural barriers affecting women within construction environments, including:

- Inadequate welfare provision
- Ill-fitting or unavailable PPE
- Behavioural and cultural exclusion
- Inconsistent safeguarding controls
- Insufficient integration into operational risk management

It provides a consistent governance baseline applicable regardless of project size, contractor tier, or education provider type.

1.4 Intended Adoption

This Standard is suitable for adoption by:

- National industry bodies and professional institutions
- Public-sector clients and combined authorities
- National and regional procurement frameworks
- Contractors and subcontractors of all tiers
- FE and HE institutions delivering construction programmes
- Independent training providers and apprenticeship providers

Organisations adopting this Standard commit to embedding its principles within operational governance, site management systems, education delivery frameworks and leadership accountability structures.

2. SCOPE & APPLICATION

2.1 Sector Coverage

Applies to construction, infrastructure, civil engineering, retrofit, utilities and public-sector projects of all sizes, including construction-related education and training delivery.

2.2 Operational Environments

This Standard operates across two defined construction environments:

- (a) Live construction and infrastructure delivery environments; and
- (b) Practical construction education and training environments, including workshops, laboratories and industry placement settings.

All adopting organisations must comply with the provisions of this Standard as applicable to the environment they control.

2.3 Organisational Coverage

Applies to clients, principal contractors, subcontractors, FE/HE institutions, training providers and early-talent programmes.

Each adopting organisation must establish and maintain documented timeframes for responding to and resolving non-compliance with this Standard, proportionate to the level of risk and aligned with existing [site](#) governance and escalation procedures.

2.4 Workforce Coverage

Applies to all women working on construction sites or engaged in construction education and training programmes, including operatives, apprentices, trainees, supervisors, students, and young women aged 16–18.

This includes agency workers, temporary staff, consultants and any individuals operating under the control or direction of the adopting organisation.

2A. DEFINITIONS

For the purposes of this Standard:

Women: References to “women” within this Standard include individuals who identify as women, including those protected under the Equality Act 2010 in respect of sex and gender reassignment. This Standard must be applied in accordance with the Equality Act 2010, including protections relating to sex and gender reassignment.

Female-Specific: Where this Standard refers to “female-specific” equipment, facilities or PPE, this relates to design, sizing or functionality intended to meet the physiological and ergonomic requirements of women.

Site: “Site” refers to any construction environment under the control of an adopting organisation, including live construction sites, practical training environments and industry placement settings.

Construction Site: A live construction, infrastructure or engineering location where works are physically undertaken.

Practical Training Environment: A workshop, laboratory or controlled learning space where construction-related practical skills are delivered.

Industry Placement Setting: A temporary or structured work environment in which a student or trainee undertakes construction-related experience.

Adopting Organisation: Any contractor, client, subcontractor, education provider or training provider formally implementing this Standard.

Responsible Individual: The person designated by the adopting organisation as accountable for implementation and oversight of this Standard.

3. CORE PRINCIPLES

1. Safety
 2. Dignity
 3. Respect
 4. Inclusion
 5. Progression
-

4. WELFARE & SITE INFRASTRUCTURE

4.1 Minimum Welfare Standards

All sites must provide clean, secure and private welfare facilities appropriate to workforce composition. Facilities must be available at all times during working or study hours, and accessible within reasonable proximity to active work or training areas.

4.2 Female-Specific Welfare Provision

Welfare facilities must include suitable sanitary provision for women, including disposal facilities, running water, soap, hygienic drying facilities and menstrual hygiene products. Facilities must not require women to use alternative or inferior arrangements.

Where work or training activities require changing into PPE or specialist clothing, appropriate, private and proportionate changing facilities must be available, suitable to workforce composition and cohort size.

Welfare facilities must be reasonably suitable in design and usability. This includes appropriate ventilation, lighting and, where reasonably practicable, temperature control. Access to drinking water and rest areas must be readily available. Where individuals disclose health-related needs (including menopause or pregnancy), proportionate and reasonable adjustments to welfare access must be considered.

Where a worker or trainee is breastfeeding or expressing breast milk, suitable provision must be made for access to a clean, private and secure space for this purpose. This space must not be a toilet facility and must allow the individual to express milk in dignity and privacy. Access to handwashing facilities must be available, and where reasonably practicable, appropriate storage arrangements for expressed milk should be facilitated.

4.3 Maintenance & Oversight

Welfare facilities must be inspected and cleaned daily. Responsibility for welfare standards rests with the adopting organisation in control of the site or training environment and must be monitored through regular site inspections.

4.4 Young Women (16–18)

Where young women are present, welfare provision must be age-appropriate, secure and aligned with safeguarding requirements.

5. FEMALE-SPECIFIC PPE

5.1 Provision Requirement

Correctly fitted female-specific PPE must be pre-ordered and available from day one in both live construction sites and practical training environments where PPE is required.

5.2 Suitability & Fit

PPE must be appropriate for the task, environment and individual wearer. Ill-fitting or unsuitable PPE is non-compliant.

Where PPE or safety equipment relies on ergonomic fit or physiological suitability (including fall arrest harnesses, respiratory protective equipment, protective footwear or task-specific protective systems), correct sizing and functional suitability must be verified prior to use.

5.3 Audit & Replacement

PPE provision must be audited regularly. Replacement PPE must be issued promptly when damaged, unsuitable or worn.

5.4 Regulatory Alignment

PPE provision must align with current and emerging regulatory standards and manufacturer guidance.

5.5 Workwear & Non-Safety Uniforms

Where organisations provide branded workwear or non-safety uniforms in addition to PPE, sizing and fit must be appropriate and inclusive of women.

Workwear must not require modification to achieve safe or professional fit. Ill-fitting uniforms that compromise dignity, safety or comfort are non-compliant with the principles of this Standard.

Organisations must ensure that procurement processes consider inclusive sizing and design where workwear is issued as part of role requirements.

6. BEHAVIOURAL & CULTURAL EXPECTATIONS

6.1 Zero Tolerance

Sexist language, sexualised comments, exclusionary behaviour, intimidation or harassment are prohibited.

6.2 Site Inductions

All inductions into sites, including practical training environments, must clearly communicate expected standards of behaviour, reporting routes and consequences of non-compliance.

Site inductions must clearly communicate that the organisation operates in accordance with the National Site Standard and must outline associated behavioural expectations and reporting routes. Individuals must formally acknowledge understanding.

6.3 Supervisor Responsibility

Supervisors, managers, tutors and instructional staff are required to intervene immediately when inappropriate behaviour is observed or reported.

Serious or repeated breaches of behavioural standards may result in removal from site or training environment or equivalent disciplinary action in accordance with organisational procedures.

6.4 Equal Participation

Women must be included equally in briefings, discussions, decision-making and work activities or practical training activities.

6A. PROFESSIONAL INCLUSION & UNCONSCIOUS BIAS CONTROLS

6A.1 Task Allocation

Gender-based task allocation is prohibited. Women must not be defaulted into administrative, cleaning or hospitality tasks unless these are the defined role.

6A.2 Training & Awareness

Supervisors must be trained to recognise and prevent unconscious bias in task allocation, supervision and development opportunities.

6A.3 Access to Opportunity

Women must have equal access to training, supervision, responsibility and progression opportunities.

Within training environments, access to tools, equipment, instructor supervision, feedback time and assessment opportunities must be demonstrably equitable. Providers must monitor for disparities in practical participation.

7. OPERATIONAL PRACTICES SUPPORTING WOMEN

7.1 Meaningful Work

Women must be allocated meaningful, role-appropriate work consistent with their training and employment status or full and equitable practical participation within training & education environments.

7.2 Supervision & Support

Appropriate supervision must be provided, particularly for apprentices, trainees, early-career operatives and students undertaking practical construction training.

7.3 Progression Pathways

Structured development pathways must be in place to support skill development and retention.

8. REPORTING & PROFESSIONAL RESPONSE PROTOCOL

8.1 Reporting Routes

Clear, confidential and accessible reporting routes must be available on every site, including practical training environments. Reporting routes must not require an individual to raise concerns directly to the person responsible for their supervision or assessment.

Reporting mechanisms should include the option for anonymous reporting where reasonably practicable.

8.2 Acknowledgement

All concerns must be acknowledged within 24 hours.

8.3 Response Standards

Concerns must be handled professionally, sensitively and confidentially, without retaliation or detriment to the individual raising the issue.

8.4 Escalation

Where issues cannot be resolved at site or organisational level, clear escalation routes must be in place, including access to external safeguarding or regulatory authorities where required.

9. OPERATIONAL RISK INTEGRATION (MANDATORY)

9.1 Mandatory Inclusion

All Risk Assessments and Method Statements (RAMS) must explicitly reflect this Standard.

9.2 Practical Training Environments

Workshop risk assessments, safeguarding policies, behaviour codes and induction materials within construction training environments must explicitly reflect the principles of this Standard.

9.3 Required Coverage

RAMS must address welfare provision, PPE requirements, behavioural expectations, reporting mechanisms, safeguarding controls and signage.

Where practical training is delivered, equivalent workshop risk assessments and safeguarding documentation must reflect the principles of this Standard.

9.4 Approval Condition

RAMS, and where applicable workshop risk documentation, that does not reflect this Standard must not be approved and must be revised prior to works or practical training activities commencing.

9.5 Proportionate Risk Consideration

Risk assessments must consider whether task design, working patterns, environmental conditions or equipment suitability present disproportionate risk to women.

This includes consideration of:

- Ergonomic suitability and manual handling assumptions
- PPE and equipment fit
- Fatigue factors arising from prolonged hours, heat or repetitive tasks
- Pregnancy, postnatal or other disclosed health-related considerations
- Lone working or isolation risks

Where risk is identified, proportionate control measures or reasonable adjustments must be implemented in line with statutory obligations. Evidence of such consideration must be demonstrable within relevant risk documentation or governance records.

This clause does not create additional statutory duties but requires that existing health and safety processes are applied in a manner consistent with this Standard.

Where health-related factors are disclosed, including menopause or pregnancy, risk assessments must consider whether reasonable adjustments to workload, rest arrangements or task allocation are required in line with statutory obligations.

Where individuals are breastfeeding or expressing milk, risk assessments and working arrangements must consider reasonable adjustments to rest breaks, welfare access and scheduling to prevent detriment or disadvantage arising from lactation-related needs.

10. PSYCHOLOGICAL SAFETY

10.1 Safe Working Environment

All sites must foster an environment where women can speak up, ask questions and raise concerns without fear of retaliation, isolation, career impact or academic disadvantage.

10.2 Supervisor Responsibility

Supervisors are responsible for maintaining respectful communication and addressing issues promptly.

10.3 Monitoring

Organisations must monitor culture and take action where risks are identified.

Where individuals are affected by incidents under this Standard, appropriate access to wellbeing or support services should be made available.

10.4 Menopause Awareness & Support

Organisations must recognise that menopause may present workplace impacts including heat sensitivity, fatigue, anxiety, joint pain and reduced concentration. Supervisors and managers must respond sensitively to disclosures and consider reasonable workplace adjustments where required.

Adjustments may include access to suitable welfare facilities, flexibility in rest arrangements and confidential discussion mechanisms.

10.5 Postnatal, Breastfeeding & Expressing Support

Organisations must recognise that postnatal recovery, breastfeeding and the expression of breast milk may require proportionate workplace adjustments within construction and training environments.

Individuals who are breastfeeding or expressing milk must not suffer detriment, exclusion, reduced work allocation, negative treatment or career disadvantage as a result of such needs.

Reasonable break arrangements must be facilitated in line with statutory health and safety and equality obligations. Supervisors and managers must respond sensitively to disclosures and ensure confidentiality where requested.

This clause reinforces existing statutory duties under equality and health and safety legislation and does not create additional obligations beyond those required by law.

11. BYSTANDER RESPONSIBILITIES

11.1 Collective Responsibility

All workers have a responsibility to challenge or report inappropriate behaviour.

11.2 Failure to Act

Silence or inaction in the face of known inappropriate behaviour constitutes non-compliance with this Standard.

11.3 Proactive Leadership

Supervisors and managers must demonstrate proactive compliance with this Standard, consistently uphold expected behaviours, and lead by example through their conduct, language and decision-making on site, setting clear expectations for all operatives & trainees.

12. PREVENTION OF SEXUAL HARASSMENT & SEXIST BEHAVIOUR

12.1 Zero Tolerance

Sexual harassment, sexist behaviour and discrimination are prohibited.

12.2 Response & Resolution

Concerns must be addressed promptly, professionally and in line with organisational procedures and legal obligations.

12.3 Record Keeping

Incidents must be recorded securely and reviewed to identify patterns and preventative actions.

13. SAFEGUARDING YOUNG WOMEN (16–18)

13.1 Named Responsibility

A named supervisor or mentor must be assigned.

Within education providers, a designated safeguarding lead responsible for construction programmes must be clearly identified.

13.2 Enhanced Oversight

Enhanced supervision, welfare checks and safeguarding controls are mandatory.

13.3 Protected Learning Environment

Young women must be provided with a safe, supportive learning environment free from exploitation or intimidation.

14. LEADERSHIP ACCOUNTABILITY

14.1 Organisational Responsibility

Senior leaders and the named site-level responsible individual are accountable for resourcing, implementation and oversight of this standard, and for ensuring corrective actions are implemented within agreed timeframes and for escalating unresolved issues.

Within education and training providers, a named senior leader must be accountable for implementation within construction programmes, and the Standard must be embedded within safeguarding and equality, diversity and inclusion (EDI) governance structures.

Compliance with this Standard must form part of routine internal audit, site assurance or governance review processes.

Organisations must ensure that supervisors, managers and responsible individuals receive appropriate briefing or training on the requirements of this Standard proportionate to their role and level of responsibility.

14.2 Performance Measures

KPIs must reflect behaviour, safety, inclusion and progression outcomes.

Organisations should consider monitoring retention trends, age distribution and effectiveness of reasonable adjustment processes to identify systemic barriers affecting women.

14.3 Continuous Improvement

Leaders must act on findings from audits, data and feedback.

14.4 Workforce Access & Sector Participation

Adopting organisations are encouraged, as part of their broader equality, diversity and inclusion leadership, to support initiatives that promote awareness of construction careers among women and girls.

Engagement may include outreach activity, site visits, mentoring, early-talent programmes, taster sessions or STEM engagement delivered independently or in collaboration with recognised sector organisations, including Construction for Women (CFW), where appropriate.

Such activity supports long-term workforce sustainability, strengthens social value delivery and contributes to improving female participation across the built environment.

15. CONTRACTOR–CLIENT RESPONSIBILITIES

15.1 Shared Accountability

Clients and contractors share responsibility for welfare standards, site culture and compliance.

15.2 Procurement & Appointments

This Standard must be embedded into procurement processes, contracts and appointments.

Principal contractors must ensure that subcontractors working within their control operate in a manner consistent with the requirements of this Standard, supported by appropriate contractual or governance mechanisms.

15.3 Oversight

Clients must monitor compliance through reporting and site assurance mechanisms.

15A. EDUCATION–INDUSTRY INTERFACE CONTROLS

Education providers placing students into industry environments must undertake reasonable assurance that placement environments meet equivalent welfare, PPE and behavioural standards.

Education providers should prioritise, where reasonably practicable, placement partners who have adopted this Standard or can demonstrate alignment with its principles.

Education providers should actively encourage placement partners to adopt this Standard where significant misalignment is identified following assurance checks.

Pre-placement checks must include confirmation of welfare facilities and appropriate PPE provision.

Post-placement feedback must be collected from female students and reviewed at governance level.

Where placement environments are found to be non-compliant with this Standard, appropriate escalation and review mechanisms must be implemented.

16. SIGNAGE & VISIBILITY

16.1 Mandatory Signage

Sites, including practical training environments, must display clear, accessible signage outlining reporting routes, inclusion commitments, welfare and PPE expectations.

16.2 Visibility

Signage must be prominent and understandable to all operatives and participants.

16.3 Accreditation & Public Representation

Adopting organisations may display accreditation or adoption status in appropriate physical, digital and marketing environments to demonstrate commitment to the principles of this Standard.

Use of accreditation branding must accurately reflect adoption status and remain compliant with any published Construction for Women guidance on representation.

17. DATA, REPORTING & MONITORING

17.1 Data Collection

Organisations must collect structured data relating to compliance, incidents and outcomes including participation, retention and progression outcomes relevant to their operational environment.

Education providers must record female enrolment, retention, completion and progression outcomes within construction disciplines, including progression into apprenticeships, employment or further study.

Data should be reviewed to identify patterns, systemic risks or recurring behavioural concerns requiring corrective action.

Where reasonably practicable, organisations should also review aggregated workforce trends that may indicate structural barriers affecting women, including patterns relating to welfare access, PPE suitability and the effectiveness of reasonable adjustments.

This does not require the collection of personal medical data and must remain proportionate to organisational size and operational context.

17.2 Review Cycles

Monthly site-level reviews and quarterly organisational-level reviews should incorporate compliance with this Standard, aligned with existing governance processes.

Adopting organisations must ensure an annual governance-level review of compliance with this Standard.

For contractors and other professional site environments, this review should consider behavioural trends, reporting data, workforce participation and effectiveness of implemented corrective actions.

For education providers, the annual governance-level review must include female participation, retention, completion and progression outcomes within construction programmes.

17.3 Data Governance

All data must be handled securely, ethically and in line with data protection requirements.

17.4 Anonymised Sector Reporting & Benchmarking

Accredited organisations may be required to submit anonymised, aggregated workforce data to Construction for Women for the purposes of sector benchmarking and continuous improvement of the National Site Standard.

Data submission must not include personally identifiable information and must comply with UK GDPR and applicable data protection legislation.

The scope, format and frequency of reporting will be proportionate to organisational size and communicated separately through NSS guidance.

18. NATIONAL ADOPTION FRAMEWORK

18.1 Recommended Adoption

Recommended for adoption by national bodies including the CLC, CIOB, CITB, NFB, Build UK, CECA, as well as public-sector clients and national procurement frameworks.

18.2 Consistency

Adoption enables consistent standards across regions, project types and supply chains.

18.3 Review

The Standard will be subject to periodic review to reflect regulatory and industry developments.

18A ENFORCEMENT & NON-COMPLIANCE

Where non-compliance with this Standard is identified, corrective actions must be implemented within defined and proportionate timeframes appropriate to the level of risk. Immediate action must be taken where safety, dignity, welfare or safeguarding are compromised. All corrective actions must have a named owner and be recorded.

19. ROLLOUT ROADMAP (2026)

2026: Launch of the Standard; implementation by first adopters; industry awareness and compliance pilots.

2026 onwards: National expansion through institutions, procurement frameworks, public-sector clients, and education providers delivering construction programmes.

Ongoing: Annual review and continuous improvement led by Construction for Women, in collaboration with adopting bodies.

This National Site Standard establishes a clear and consistent governance framework for the safety, dignity and professional inclusion of women working on construction sites. Its effectiveness depends on consistent adoption, implementation and leadership across all levels of the construction sector.

20. VERSION CONTROL & REVIEW

This Standard is subject to periodic review to ensure it remains aligned with legislative, regulatory and industry developments.

Construction for Women (CFW) is responsible for maintaining the current version of the Standard and for issuing updates where necessary to reflect changes in policy, regulation, industry practice or learning from adoption. Where substantive changes are proposed, CFW will engage with adopting bodies and relevant industry partners as part of the review process.

Adopting organisations are responsible for complying with the version of the Standard in force at the time of adoption, unless otherwise agreed.

21. ADOPTION & ACCREDITATION

21.1 Formal Adoption

Organisations seeking to implement the National Site Standard must formally adopt the Standard through written confirmation to Construction for Women (CFW). Adoption constitutes a commitment to embed the Standard within operational governance, site management systems, procurement processes and leadership accountability structures.

21.2 Accreditation Status

CFW may operate a structured accreditation framework for organisations able to demonstrate alignment with the requirements of this Standard. Accreditation status may require submission of proportionate evidence, governance documentation or audit outcomes.

Accreditation may be granted, maintained, suspended or withdrawn at the discretion of CFW where material non-compliance is identified.

21.3 Representation of Compliance

Organisations may publicly reference adoption or accreditation status only in accordance with published CFW guidance. Misrepresentation of compliance or accreditation status may result in withdrawal of recognition.

21.4 Continuous Improvement & Review

Adopting organisations are expected to participate in periodic review processes and respond proportionately to identified non-compliance or sector updates issued by CFW.

ABOUT CONSTRUCTION FOR WOMEN

Construction For Women (CFW) is a UK-based Community Interest Company (CIC) working to improve safety, inclusion, retention and progression for women across the construction sector.

CFW delivers governance frameworks, training, early-talent programmes and industry engagement to address structural barriers, workforce sustainability and cultural change within the built environment.

Construction For Women is the author and steward of the National Site Standard and is responsible for its maintenance, review, accreditation processes and national rollout.

FURTHER INFORMATION & CONTACTS

More information about Construction For Women and the National Site Standard is available at:

www.constructionforwomen.co.uk

www.constructionforwomen.co.uk/what-we-do/national-site-standard

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