

CASE STUDY: BYRNE GROUP

BACKGROUND

Byrne Group is comprised of Byrne Bros and Ellmer Construction. Patsy and Johnny Byrne founded Byrne Bros. in 1969, and it originally provided engineering solutions for sub and superstructure packages but has since expanded to be recognised as one of the UK’s premier concrete frame contractors. The expanding Byrne Bros. was subsequently joined by new build, refurbishment and fit-out contractor Ellmer in 1977. This afforded the group the opportunity to offer the full spectrum of construction services and since they have worked on projects such as The Shard, the London 2012 Olympic Stadium, The Savoy Hotel, through to the restoration of the Cutty Sark.



Sustainability is a key driver for Byrne Group and responsibility sits with all employees throughout the business. However, it is driven by senior management, particularly in the form of the HS&E and Compliance Directors. High level corporate sustainability objectives are outlined within the Environmental, Sustainability & CSR policies and are further granulated into targets within the Group’s Strategic Challenge Document for which all staff have collective accountability.

SELF-ASSESSMENT & ACTION PLAN

Byrne Group joined the School in 2013 and since then have been continually active with the School. Members of various departments have attended events and continue to undertake training to ensure the sustainability message is spread widely throughout the Group.

Byrne Group have completed numerous assessments since joining the School and are committed to completing a re-assessment on a regular basis to act as a line in the sand/progress check. Key internal stakeholders meet to go through the self-assessment document as a group and to discuss the level of knowledge within the business. In addition, several members of staff undertake “Individual” assessments to assess their own knowledge levels and highlight potential areas of development.



IMPACT

As a result of engaging with the School, Byrne Group is/has:

- ✓ **Committed to continuing to reduce their carbon emissions** through a variety of methods:
 - Optimising mix designs to reduce the carbon content of their concrete products
 - Obtaining key materials from responsible sources that can provide information on the origin and embodied carbon within their products
 - Greening both the direct and indirect company fleet of vehicles through investment and driver behavioural training
 - Investing in modular formwork to reduce the user of timber derived products (such as plywood), reducing both embodied carbon and the impacts of deforestation
- ✓ **Committed to continuing to address the sector’s skills gap through:**
 - Running a structured placement programme for undergraduate civil engineers and quantity surveyors
 - Running a Formwork Apprenticeship Scheme, in partnership with the National Construction College (running since 2013; the very first one in London!)
 - Running a graduate scheme which is recognised by the Institute of Civil Engineering (ICE)
- ✓ **Actively promoted the School and their membership** status both internally to staff through newsletters and senior management engagement, actively encouraging colleagues to join and externally to clients by publicising it on their website
- ✓ **Utilised the self-assessment and e-learning on the Supply Chain School website to identify key gaps in the company’s knowledge** base that, through further training, can be filled.

BENEFITS

Increased learning and training opportunities for staff – As a result of Group wide engagement, Byrne Group are utilising the School’s CPD accreditation for their staff members. Byrne Group encourages colleagues to attend supplier days and workshops, as well as targeting staff to access certain resources on the School website allowing for continual improvement.

Enhanced reputation - Byrne Group believe their active membership of the School is advantageous when bidding for prestigious tenders.

A more inclusive workplace – The Supply Chain School’s FIR programme and toolkit of resources is assisting Byrne Group in further developing their own Fairness, Inclusion and Respect culture within the business.

A more sustainable supply chain – Promoting the School to their supply chain means that Byrne Group are able to ensure that all tiers of a project are able to fully understand the legal requirements (as a minimum) and project specific sustainability aspirations. and that they have the tools to achieve these targets, which in turn, reduces the Group’s exposure to risk.



Collaborating to achieve best practise – Participation in roundtable discussions at events has allowed Byrne Group to share their expertise in Offsite and Modular Construction with other businesses, collaborating with them on how challenges can be approached and overcome.

Insight into client priorities – Attendance at events has provided information as to the sustainability drivers of Byrne Group’s customers.

THE FUTURE

In order for Byrne Group to remain engaged in the School it is important that the School:

- ✓ Work with architects and design teams in the construction industry to encourage realistic sustainability expectations at the conception of a project
- ✓ Continue to maintain the Supply Chain School website and ensure that its content is up to date, relevant and refreshed
- ✓ Look to run more “remote” training sessions through the use of webinars and video links
- ✓ Focus on the “up and coming” issues for the industry to ensure the supply chain has the tools to meet new targets and challenges when they come
- ✓ Continue to develop short, sharp content in the form of toolbox talks which are accessible to all

