

Challenges:

Severfield has been collecting data and reporting on its carbon emissions for several years. More recently they have stepped up their ambition to increase general sustainability awareness across the business and to encourage colleagues to become more engaged; launching the “*Smarter, Safer, more Sustainable*” business strategy.

Currently ahead of their targeted 20% reduction in scope 1 and 2 emissions from 2015, Severfield have recently rolled out a new sustainability policy which encompasses “Health & Safety”, “Economics”, “the Environment” and “Our People”.

Severfield has a Sustainability committee that is attended by Directors in Business Improvement, Human Resources, Safety, Health & Environment and Procurement. It's governed by the Chief Operating Officer. Specific environmental sustainability is managed by the Group Safety, Health and Environment Director and the Sustainability Coordinator.

Impact:

- **Subject specific learning:** Severfield attended CPD accredited workshops on the topic of carbon to support their carbon reduction targets and to understand what peers were doing in terms of carbon reporting.



- **Improved communications:** Severfield found that attending the workshops and supplier days not only allowed them to discuss industry challenges with peers in a free and transparent environment, but it also opened conversations internally around waste, resourcing and purchasing which may not otherwise have happened.
- **Focused learning:** Severfield utilise their action plans as a point of focus to allow them to build on existing knowledge or change their focus to other areas in a clear, organised way.
- **Companywide engagement:** Severfield’s commercial team have reported that they are able to correlate the value of School membership into their own department which has led to greater engagement throughout the company.

Value gained:

- **Carbon Footprinting:** By attending the School’s workshops on carbon, Severfield were able gain “great tips” on how to calculate their carbon footprint and evidence their carbon reductions.
- **Sustainable Procurement:** Colleagues in a variety of positions have attended School events and this has allowed colleagues in the procurement team to see how sustainability could fit into their roles and what steps they can take to embed sustainable procurement.

Fact box



Company

Severfield plc

No of employees

1,400

HQ

Thirsk, North Yorkshire, UK

Website

www.severfield.com

Main contacts

Sara Halliday, SHE Sustainability Coordinator

Services

Structural steel

About

Severfield is the UK’s market leading structural steel company. Operating across four sites in the UK with a combined annual capacity of around 150,000 tonnes of fabricated steels. They offer a full range of services from design and fabrication to construction.

Employing over 1,400 people the company are working on at least 35 major projects nationwide at any one time and their clients include many of the School Partners such as; **Balfour Beatty, Heathrow Airport, ISG, Laing O’Rourke, Lendlease, Morgan Sindall, Sir Robert McAlpine and Skanska.**

- **Accredited training:** Severfield particularly focus their time on the CPD courses as they find these an excellent way to build up an individual's skill set, whilst also earning valuable CPD time that they would not otherwise be able to accrue.
- **Enhanced reputation:** Severfield are frequently asked about its School membership in PQQ and tender documents and find that being an active member has only ever returned positive feedback.



Future Proofing:

1. Being more easily able to share resources with colleagues, for example, tagging them in something which was relevant to them
2. Being able to invite colleagues to events rather than having to forward the emails on
3. Being able to select which emails are sent to whom so that content is distributed and one person isn't receiving all the comms
4. Partners to "shout" about the School more often

"Severfield have been waiting for the new updated school to be launched so that we can in turn relaunch within the company. Following that we will encourage all staff members across the business to engage with the school to increase their knowledge as we feel that the resources are invaluable. It's a brilliant membership to have as all resources are collated for you, and with the assessment you get targeted resources for improvement with very little time required. The CPD courses are also valuable, as are the training and supplier days to encourage conversation between industries and businesses alike." – Sara Halliday

