

Challenges:

Thakeham have committed to Net Zero across their homes, business and production with ambitious targets that are set to transform the way they work and the places they deliver from 2025.



Making such industry-leading commitments around zero carbon placemaking brings challenges for every department in the business. Whether it is designing homes with exceptional energy efficiency in a way that reduces embodied carbon, or community infrastructure that is responsive to local needs to reduce transport emissions; their unique approach to placemaking is all about understanding the interconnections between these topics to deliver exceptional places.

Impact:

Thakeham have engaged in the School through attending training workshops, completing regular assessments and accessing e-learning modules.

- **Internal collaboration:** A cross-departmental team review through the School's assessment tool, discussing the barriers to the next step with key decision makers from different areas of the business, demonstrating sustainability leadership and continuous improvement.
- **Gap analysis:** The resources generated through their bespoke action plan are shared across departments, informing future activities and changing processes.
- **Above and beyond:** Completing e-learning modules on a range of topics has helped develop the knowledge across the business. Thakeham's approach to training will soon include the process set out by the School's learning pathway, alongside a self-assessment training plan, to level-up skills across the entire employee base.

Value gained:

Thakeham Group have gained value from being a School member:

Fact box



Company

Thakeham Group

No of employees

> 180

HQ

Billingshurst

Website

www.thakeham.com

Main contact

Josie Thornewill, Head of Sustainability

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Services

Strategic land promotion, housebuilder, and partnership builder.

About

Thakeham are community creators with a focus on zero carbon infrastructure led placemaking. Delivering high quality homes and preferred development partner for a growing number of housing associations councils and institutions, turning over c.£150m a year.

- **Internal value:** Thakeham's employees value School membership, knowing that it is a recognition of a commitment to sustainable improvements as a business and an invaluable collection of resources to draw on.
- **Competitive advantage:** Thakeham's Clients value the School, and the achievement of Gold membership. Thakeham always promote their membership to them, as well as sharing the importance of their own supply chain in this journey.
- **Understanding the supply chain:** The School is helping Thakeham understand the sustainability performance of their own supply chain better, and provide a method by which they can upskill, as part of their work towards understanding and maximising their social value.

Future proofing:

Maximising the value to the supply chain:

What is important to Thakeham is maximising the value of membership to see development from their supply chain's full employee base. Therefore, understanding the learning pathways in their supply chain across the membership levels is important to drive results.

They say; *"Wouldn't it be fantastic to know, and even set, a standard level of training on Waste Management proactively, before anyone starts on site? What an advantage to a contractor too, being able to evidence that all supervisors and managers had already completed a specific level of training!"*

