

SUPPLY CHAIN SUSTAINABILITY



July - Sep 2022

# Supply Chain Sustainability School

Progress report

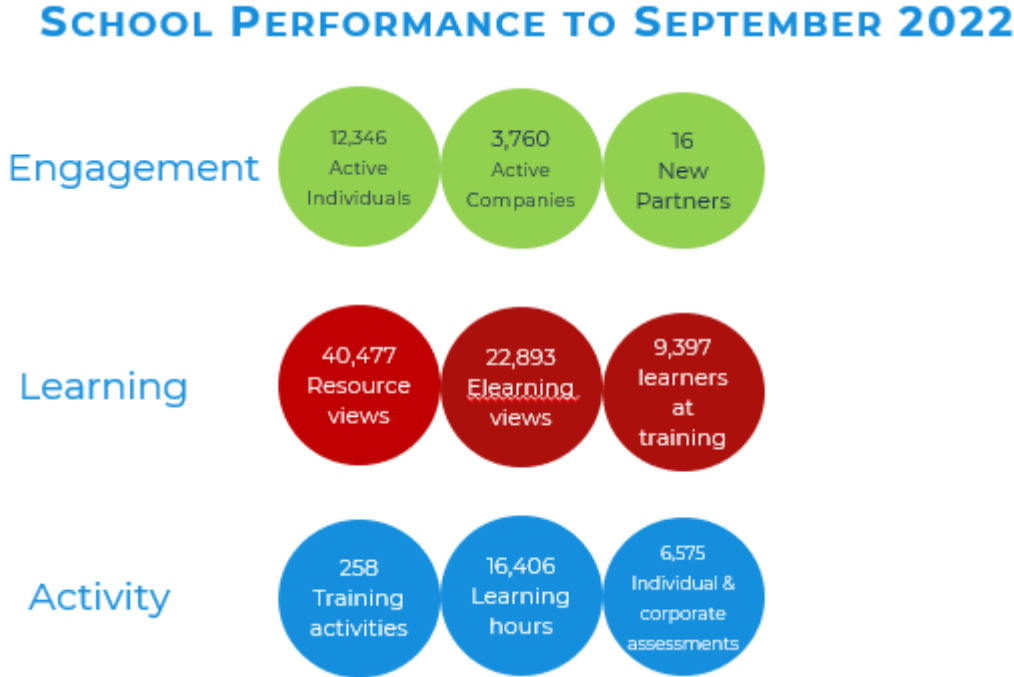
# 1. Summary by numbers

## 1.1 Progress against KPI's

There are currently 3,706 organisations and 12,346 individuals who have become active since 1<sup>st</sup> April 2022. This is a 35% increase for active individuals and 49% increase on active companies compared to last FY. Planned activities remain on track to meet end of year targets.

The Illustration below shows key highlights for the financial year to date:

Illustration 1:



# Progress Report

Table 1 below shows a summary of planned activity and progression for each sector:

Deliverables	Actual/ Target	Const	FM	Homes	Infra	Offsite	Wales	Scot	FIR	Digital	Procurement	Entire School
Active companies*		3,227 /4,000	671/900	1,118 /2,000	1,195 /1,500	869 /1,100	461/600	651/900	297	--	--	3,760/ 5,000
Active Individuals		9,731/ 16,000	1,992 /3,600	2,601 /8,000	4,810 /7,500	3,048 /5,500	1,162 /2,400	1,708 /3,600	--	--	--	12,346/ 25,000
Business Bytes*		3	4	3	2	4	2	5	4 (Ambassador Network)	3	2	11/32
Training Workshops		0	12	0	6	12	4	8	42	12	76	164/270
Lunch & Learns*		4	4	8	0	12	4	0	15	12	10	93/157
Learners @ training**		380	600	1,380	320	1,250	425	700	2,240	825	1,365	9,397/ 22,000
FIR Ambassador		-	-	-	-	--	--	-	849/600	-	-	849/600
E-learning downloads		-	3,573 /1,800	-	-	391 /2,000	--	-	-	--	-	22,893 /40,300
Assessments		606/3,773 960/9,900	1,331/180	195/1,096 355/2,200	220/1,995 470/3,700	22/227 100/400	22/542 250/1,050	228/789 200/400	-	621/250	808/200	668/4,513 1,000/8,000
Re-assessments		473/766 900/1,900	Inc above	181/237 400/550	169/396 330/800	Inc above	93/401 200/300	Inc above	-	-	-	504/800 900/2,000
Bronze/ Silver/Gold		-	155/250	-	-	-	--	201/150	-	-	-	829/900

\*Wales & Scotland School have some events that are part of the sector business plans (denoted in brackets)

\*\* Bracketed figures indicate potential for double counting against the entire school target. For example, a company can be active in more than 1 market sector but would only count once towards the overall target.

<b>Key:</b>	On target	Concern	Focus required	No target
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**Please note:** In the new system Wales & Scotland are viewed as regions. There are two ways to look at the reporting for these regions:

- Looking at the number of companies with a Welsh or Scottish postcode.
- Those who have an interest in these regions but are not actually located there.

The figures above illustrate figures from the second bullet point.

In addition, as there has been a joined-up approach towards the face-to-face training activities, there are several activities which are not 'sector specific' so the figures above will not necessarily add up to the total.

## 1.2 Online Face to face training activities

The online training remains successful at engaging learners. The delivery team hold regular planning calls to ensure that the learning programme delivers a wide ranging selection of topics each month. The month on month trends are being monitored to ensure that numbers attending training activities remain at a minimum constant. However, aligned with the School growth strategy, there are plans being formulated to grow the number of learners attending lunch & learns and Business Bytes. The numbers attending Business Bytes need more attention as they have been lower this year than last year. The impact survey asks specific questions around Business Bytes and coupled, with the business planning process, a more structured plan of how to increase numbers to these activities will be realised. The marketing team are also looking at ways they can highlight the activities better to the membership. The Business Bytes have some great speakers attending so should be of real interest to the membership.

Table 2. Training activities taken place to date

Type	No. of sessions	No. of learners	No. of learning hours
Business Bytes	11	895	1,790
School summit	1	378	2,646
Meet the Buyers	1	62	--
Workshops	164	2,472	6,180
Lunch & Learns	93	5,790	5,790
<b>Total</b>	<b>270</b>	<b>9,397</b>	<b>16,406</b>

The number of learner hours is calculated as follows:

- Business Bytes = 2 hours x no. of learners
- Workshops = 2.5 hours x no. of learners
- Lunch & Learns = 1 hour x no. of learners
- School Summit = 7 hours

## 1.3 Engagement in the School

Work continues to engage members of the School and the new marketing system, Force 24 has now been integrated. There will be further details of this in section 2 of this report.

The marketing team continue to deliver communications around a 'content calendar' which focuses on a particular topic each month. The team have been following this method for a while now and it has proved a successful way to

engage members and build upon the number of individuals learning through the School. Indeed, the team are gearing up to a focus on COP27 in November.

The table below illustrates the continued success to engage members to access resources (which have seen huge increases year on year) which also impacts the number of active companies and individuals.

*Table 3 Comparison of Active organisations, individuals and engagement over 12 months and since April:*

	2022	2021	2020	2019	2018	2017
Active Organisations* (over a period of 12 months)	5,261	4,220	3,208	3,188	2,567	2,630
Active Individuals* (over a period of 12 months)	18,823	16,802	6,772	5,948	4,239	4,368
Active Organisations (1 <sup>st</sup> April – 30 <sup>th</sup> September 2022)	3,760	2,521	1,991	2,015	1,333	2,521
Active Individuals (1 <sup>st</sup> April – 30 <sup>th</sup> September 2022)	12,346	9,115	--	--	--	--
Resources & eLearning accessed (1 <sup>st</sup> April – 30 <sup>th</sup> September 2022)	63,671	44,415	19,808	9,569	6,731	3,615

\* Figures from 2017 – 2021 were final figures recorded at the end of the FY to represent a full 12 months. e.g., 2021 represents data from April 2020 – March 2021. Figures for 2022 represent the current 12 months period.

Table 4 focuses on the month-by-month engagement from individuals. Engagement around resources and elearning continues to build.

Table 4. Engagement tracker

	Month	Resource views (not e-learning)	E-learning views	Virtual face to face training
<b>2021</b>	April	4,981	2,340	1,340
	May	4,075	2,008	1,211
	June	5,091	2,334	1,525
	July	5,440	2,408	1,262
	August	5,057	2,853	1,047
	September	5,314	2,455	1,619
	October	6,161	2,733	1,424
	November	6,599	3,544	1,898
	December	4,195	2,022	856
<b>2022</b>	January	5,724	3,079	2,467
	February	5,845	2,936	2,825
	March	7,271	3,552	2,052
	April	6,461	3,171	1,330
	May	7,498	4,238	1,642
	June	5,424	3,372	1,793
	July	6,815	3,750	1,390
	August	7,052	3,996	935
	September	6,922	3,522	1,746

It is also interesting to analyse which type of resources are being used by the members. The table below illustrates this.

Table 5. Analysis of popularity of resource type

Unique Resource Views	July	August	September
All Resources	9,442	9,743	9,088
Case Study	247	160	164
Document / Presentation	1385	1374	1488
E-learning Module	3292	3307	2909
Tool	161	218	186
Video	2909	3070	2786
Web link	1448	1614	1555

The top five resources each month are listed in the table below. This is likely to be driven by the communications that go out to members encouraging them to use specific resources based on the theme for that month.

Table 6. Top 5 resources each month

	July	August	September
#1	Introduction to Climate Change and Carbon	Modern Slavery	Modern Slavery
	173 views	187 views	119 views
#2	Modern Slavery	The Modern Slavery Act	Achieving business success through FIR
	139 views	149 views	106 views
#3	Achieving business success through FIR	Introduction to Climate Change & Carbon	Introduction to Climate Change & Carbon
	115 views	127 views	99 views
#4	People Matter Charter	Achieving business success through FIR	Social Value Tools Report
	108 views	107 views	89 views
#5	The Modern Slavery Act	FIR Toolbox Talk: Mental Health & Wellbeing	The Modern Slavery Act
	105 views	99 views	89 views

## 1.4 Quality ratings of events

All events that are run are measured against three KPI's: quality; impact (change) and relevancy. These are based on good or excellent responses. The below table illustrate results for the training run to date:

*Table 7. Table showing KPI ratings for Change, Relevancy and Quality*

Year	Target and measure	Rating	Change +/-
April - Sept 2022	95% of employers will rate the training quality as good or excellent	95%	0%
	90% of employers will rate the training received as relevant to their needs	88%	-2%
	75% of employers agree training will change the way they do business	98%	+15%
FY 2021/22	95% of employers will rate the training quality as good or excellent	95%	
	90% of employers will rate the training received as relevant to their needs	90%	
	75% of employers agree training will change the way they do business	83%	

There has been a 23% improvement on the feedback for 'employers agree that the training will change the way they do business' since the last quarter which is good news. However, relevancy of the training needs to be monitored. Looking in more detail there are two activities which had a higher response to 'partly relevant' (the KPI is based on respondents stating the training was 'very relevant' or 'mostly relevant'). These were lunch & Learns.

The internal team continue to meet regularly to discuss feedback received from those who attend the training to ensure that the offering is continually improved.

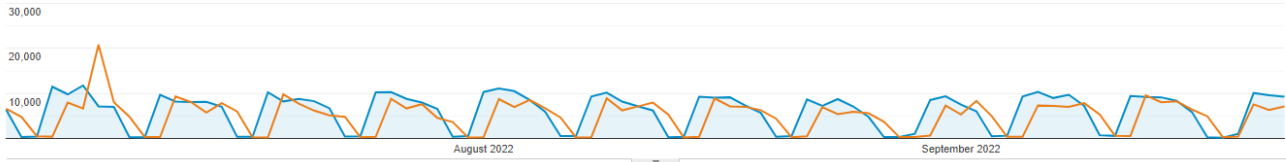


## 2. PR, Marketing & Communications

*\*Note this report was written 23 September 2022 and so will not give the full Q2 results.*

### Website

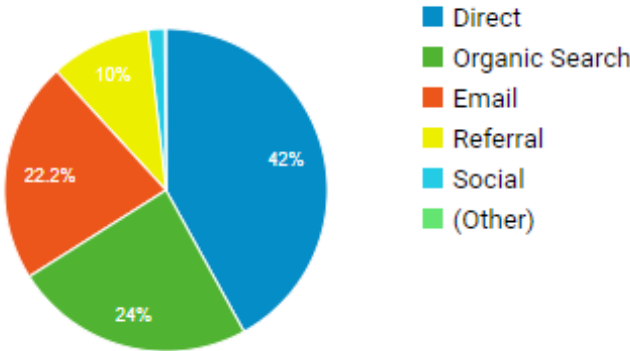
In Q2 the School received over 500,000 website visits, totalling 505,915, this is a 19.78% increase YoY but a small decrease at 4.41% compared to Q1. However, this can be attributed to the summer holidays and user count generally decreasing during this.



The School is continuing to receive international visitors, specifically users from the USA (18.4%), Germany (1.34%) and France (1.34%). This reflects the past year.

The School welcomes an influx of new users each quarter, with Q2 welcoming 42.7k new users to the supplychainschool.co.uk website.

Users are visiting the site via a range of channels: 42% are directly typing the School's URL into a search bar (or bookmarking in browser). Organic search has re-overtaken email marketing this quarter (24% vs. 22.2%). Referrals are the fourth highest acquisition route with 10% of traffic coming from other sources, including: constructiononline.co.uk, carbontrust.com, and ice.hub.sharepoint.com.



Sustainability topics continue to be in high demand, receiving 6.5k page views in Q2, with Energy & Carbon receiving 921 page views, followed by Social Value (737 p/vs) and sustainable procurement (529 p/vs). Fairness, Inclusion & Respect is

the second most popular topic receiving 4.6k page views in Q2. The FIR Ambassador Journey page provided most interest (947 p/vs).

For the Groups tab, the People Matter Charter received over one third of the traffic, reflecting the uptick in marketing activity surrounding the Charter for the last three months.

### Media coverage

The School featured in @ 30 press mentions, including:

- Queen’s Award Winner’ Podcast
- Social Value Tools Report
- Diversity Survey 2022 Press Release
- Press around the Greening the Chain survey (w/Balfour Beatty)
- Interview with Helen Carter by *This Week in FM*
- Press around School events and training sessions, including the ‘Lower Thames Crossing: Meet the Buyers’ event

The School also received many articles from members of the School announcing their updated Bronze/Silver/Gold status, as well as new Partners announcing them joining the School.

Please refer to the table below for all media coverage in Q2.

Publication	Title	Date	URL
Construction Management	Fairness, inclusion and respect: how to improve construction’s culture	04-Jul-22	<a href="https://constructionmanagement.co.uk/fairness-inclusion-and-respect-how-to-improve-constructions-culture/">https://constructionmanagement.co.uk/fairness-inclusion-and-respect-how-to-improve-constructions-culture/</a>
This Week in FM	Sustainability Tool Launches 2022 Employee Diversity Benchmarking Survey	08-Jul-22	<a href="https://www.twinfm.com/article/sustainability-tool-launches-2022-employee-diversity-benchmarking-survey">https://www.twinfm.com/article/sustainability-tool-launches-2022-employee-diversity-benchmarking-survey</a>
Build Offsite	Sustainability Tool Launches 2022 Employee Diversity Benchmarking Survey	13-Jul-22	<a href="https://www.buildoffsite.com/news/sustainability-tool-launches-2022-employee-diversity-benchmarking-survey/">https://www.buildoffsite.com/news/sustainability-tool-launches-2022-employee-diversity-benchmarking-survey/</a>
SLR	SLR signs the People Matter Charter	14-Jul-22	<a href="https://www.slrconsulting.com/en/news-and-insights/news/slr-signs-people-matter-charter">https://www.slrconsulting.com/en/news-and-insights/news/slr-signs-people-matter-charter</a>
Installer Online	Vaillant awarded silver status for sustainability	14-Jul-22	<a href="https://www.installeronline.co.uk/vaillant-awarded-silver-status-for-sustainability/">https://www.installeronline.co.uk/vaillant-awarded-silver-status-for-sustainability/</a>
Constructors Company	Climate Action Scholarship	15-Jul-22	<a href="https://constructorscompany.org.uk/what-we-do/scholarship-awards/climate-action-scholarship/">https://constructorscompany.org.uk/what-we-do/scholarship-awards/climate-action-scholarship/</a>

<b>This Week in FM</b>	Spotlight Interview – Helen Carter   Action Sustainability – Modern Slavery in FM	21-Jul-22	<a href="https://www.twinfm.com/article/spotlight-interview-helen-carter-action-sustainability-modern-slavery-in-fm">https://www.twinfm.com/article/spotlight-interview-helen-carter-action-sustainability-modern-slavery-in-fm</a>
<b>Construction News</b>	Carbon reporting and how it can affect your chance of winning work	25-Jul-22	<a href="https://www.constructionnews.co.uk/supply-chain/carbon-reporting-can-affect-your-chance-of-winning-work-25-07-2022/">https://www.constructionnews.co.uk/supply-chain/carbon-reporting-can-affect-your-chance-of-winning-work-25-07-2022/</a>
<b>Building Products</b>	Supply Chain Sustainability School and BBI Services partner to upskill the built environment industry	01-Aug-22	<a href="https://www.buildingproducts.co.uk/supply-chain-sustainability-school-and-bbi-services-partner-to-upskill-the-built-environment-industry/">https://www.buildingproducts.co.uk/supply-chain-sustainability-school-and-bbi-services-partner-to-upskill-the-built-environment-industry/</a>
<b>The Construction Index</b>	Speedy names new chief executive	02-Aug-22	<a href="https://www.theconstructionindex.co.uk/news/view/speedy-names-new-chief-executive">https://www.theconstructionindex.co.uk/news/view/speedy-names-new-chief-executive</a>
<b>Building Products</b>	UK's leading construction clients and contractors talk closing the productivity gap	05-Aug-22	<a href="https://www.buildingproducts.co.uk/uks-leading-construction-clients-and-contractors-talk-closing-the-productivity-gap/">https://www.buildingproducts.co.uk/uks-leading-construction-clients-and-contractors-talk-closing-the-productivity-gap/</a>
<b>International Cranes</b>	Sustainability in lifting equipment	10-Aug-22	<a href="https://www.internationalcranes.media/news/sustainability-in-lifting-equipment/8022068.article">https://www.internationalcranes.media/news/sustainability-in-lifting-equipment/8022068.article</a>
<b>Stephen Metcalfe</b>	Stephen Metcalfe MP is Encouraging Local Businesses to Attend the 'Meet the Bidders' event for the Lower Thames Crossing	17-Aug-22	<a href="https://www.stephenmetcalfe.org.uk/news/stephen-metcalfe-mp-encouraging-local-businesses-attend-meet-bidders-event-lower-thames">https://www.stephenmetcalfe.org.uk/news/stephen-metcalfe-mp-encouraging-local-businesses-attend-meet-bidders-event-lower-thames</a>
<b>CITB</b>	Strong leadership key to reaching sustainability goals	18-Aug-22	<a href="https://www.citb.co.uk/about-citb/news-events-and-blogs/strong-leadership-key-to-reaching-sustainability-goals/">https://www.citb.co.uk/about-citb/news-events-and-blogs/strong-leadership-key-to-reaching-sustainability-goals/</a>
<b>Julia Lopez</b>	Lower Thames Crossing - 'Meet the Bidder' event	23-Aug-22	<a href="https://www.julialopez.co.uk/news/lower-thames-crossing-meet-bidder-event">https://www.julialopez.co.uk/news/lower-thames-crossing-meet-bidder-event</a>
<b>Backing Britain</b>	5 Yorkshire Companies Leading the Way in Sustainability Recently	25-Aug-22	<a href="https://backingbritain.com/news/5-yorkshire-companies-leading-the-way-in-sustainability-recently">https://backingbritain.com/news/5-yorkshire-companies-leading-the-way-in-sustainability-recently</a>
<b>Balfour Beatty</b>	2022 Greening the supply chain survey	26-Aug-22	<a href="https://www.balfourbeatty.com/how-we-work/supply-chain/sustainable-supply-chain/2022-greening-the-supply-chain-survey/">https://www.balfourbeatty.com/how-we-work/supply-chain/sustainable-supply-chain/2022-greening-the-supply-chain-survey/</a>
<b>Business Takeaway Podcast</b>	Queen's Award's Winner's Takeaway: Sustainable Upskilling	26-Aug-22	<a href="https://www.queensawards.net/">https://www.queensawards.net/</a>
<b>Damian Green</b>	Opportunity for Local Businesses to Meeting Lower Thames Crossing Events	01-Sep-22	<a href="https://www.damiangreen.co.uk/news/opportunity-local-businesses-meeting-lower-thames-crossing-events">https://www.damiangreen.co.uk/news/opportunity-local-businesses-meeting-lower-thames-crossing-events</a>
<b>CIAT</b>	Greening the Supply Chain survey	05-Sep-22	<a href="https://architecturaltechnology.com/resource/greening-the-supply-chain-survey.html">https://architecturaltechnology.com/resource/greening-the-supply-chain-survey.html</a>
<b>SpecFinish</b>	SIG publishes its first corporate sustainability report	06-Sep-22	<a href="https://www.specfinish.co.uk/sig-publishes-its-first-corporate-sustainability-report/">https://www.specfinish.co.uk/sig-publishes-its-first-corporate-sustainability-report/</a>
<b>CEA</b>	Supply Chain Sustainability School and Balfour Beatty – decarbonisation survey	07-Sep-22	<a href="https://thecea.org.uk/supply-chain-sustainability-school-and-balfour-beatty-decarbonisation-survey/">https://thecea.org.uk/supply-chain-sustainability-school-and-balfour-beatty-decarbonisation-survey/</a>

<b>BBP Media</b>	Construction Experts Join Forces To Roll Out Online Community With Free Mentoring And Workshops	13-Sep-22	<a href="https://www.bbpmmedia.co.uk/news/property-construction/construction-experts-join-forces-to-roll-out-online.html">https://www.bbpmmedia.co.uk/news/property-construction/construction-experts-join-forces-to-roll-out-online.html</a>
<b>PBC Today</b>	Innovation Driven Procurement: The value of good ideas and collaboration in the supply chain	13-Sep-22	<a href="https://www.pbctoday.co.uk/news/planning-construction-news/innovation-driven-procurement-the-value-of-good-ideas-and-collaboration-in-the-supply-chain/115453/">https://www.pbctoday.co.uk/news/planning-construction-news/innovation-driven-procurement-the-value-of-good-ideas-and-collaboration-in-the-supply-chain/115453/</a>
<b>Agadir Group</b>	The value of good ideas and collaboration in the supply chain	13-Sep-22	<a href="https://agadir-group.com/the-value-of-good-ideas-and-collaboration-in-the-supply-chain/">https://agadir-group.com/the-value-of-good-ideas-and-collaboration-in-the-supply-chain/</a>
<b>NTU</b>	NTU Joins Forces With Construction Experts to Launch New Community Mentoring Portal	14-Sep-22	<a href="https://www.ntu.ac.uk/about-us/news/news-articles/2022/09/ntu-construction-mentorship">https://www.ntu.ac.uk/about-us/news/news-articles/2022/09/ntu-construction-mentorship</a>
<b>ICE</b>	Actions you can take to tackle racism at work	14-Sep-22	<a href="https://www.ice.org.uk/news-insight/news-and-blogs/ice-blogs/ice-community-blog/actions-you-can-take-to-tackle-racism/">https://www.ice.org.uk/news-insight/news-and-blogs/ice-blogs/ice-community-blog/actions-you-can-take-to-tackle-racism/</a>
<b>Professional Builders Merchant</b>	Fit for the future: Ibstock discusses sustainability	15-Sep-22	<a href="https://professionalbuildersmerchant.co.uk/news/ibstock-outlines-sustainability-initiatives/">https://professionalbuildersmerchant.co.uk/news/ibstock-outlines-sustainability-initiatives/</a>
<b>Social Value UK</b>	Social Value Tools Report by Supply Chain Sustainability School	16-Sep-22	<a href="https://socialvalueuk.org/social-value-tools-report-by-supply-chain-sustainability-school/">https://socialvalueuk.org/social-value-tools-report-by-supply-chain-sustainability-school/</a>
<b>Taylor &amp; Francis Online</b>	Leading UK Construction Companies' Strategies to Tackle BIM Training and Skills Challenges	19-Sep-22	<a href="https://www.tandfonline.com/doi/full/10.1080/15578771.2022.2123071?src=">https://www.tandfonline.com/doi/full/10.1080/15578771.2022.2123071?src=</a>

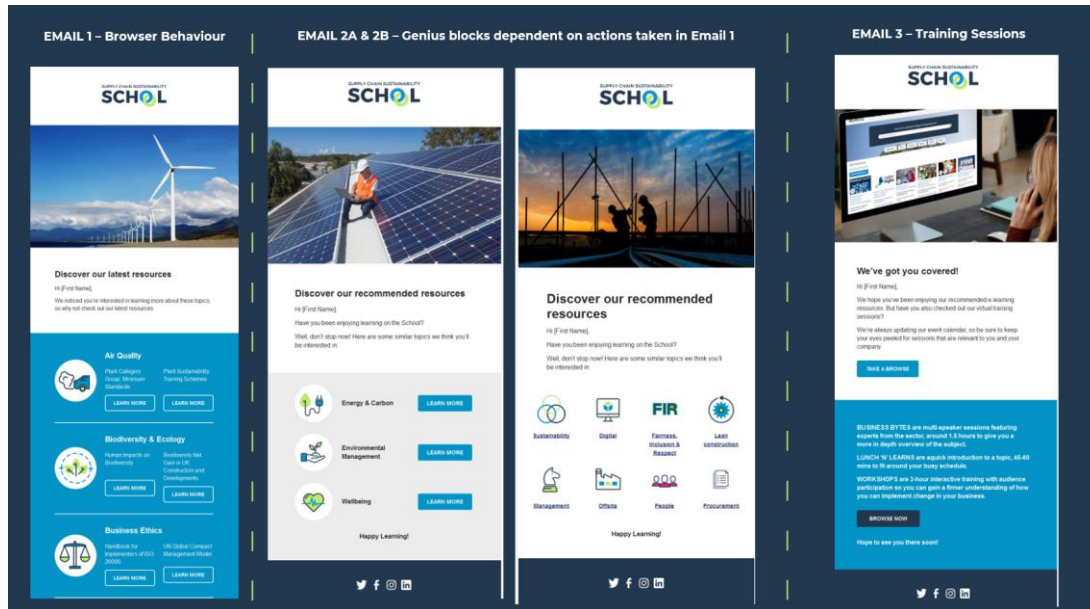
### Marketing Automation

In Q2 the School moved from Mailchimp to Force24 as it's email marketing platform with a focus on the platform's increased capability for marketing automation via it's ability to track web activity and for more flexible and robust automation journeys.

The School also launched the first email automation journey on the platform. The aim of this journey is to encourage members with continual learning about sustainability sub-topics on the School website.

The content within these emails is fully dynamic, meaning it adapts to the recipient based on their web activity and which subtopic pages they've been browsing within the past 30 days.

The layout of the sustainability sub-topics journey:



Early results show strong performance, with 42.1% of users on the journey opening the first email (compared to email open rate average of 20%), and 37.5% clicking on a link within the email (compared to click average of 10%). The journey is ongoing and will be continually optimised to ensure it's generating the most engagement and the School are offering the most up-to-date resources per Quarter.

Next steps are to expand the journey to include ALL Topics (not just Sustainability). Other marketing automation journey's will also be created including retargeting users who visit the School's 'About' pages with further details about the School membership. Furthermore, users who visit the School's 'Group' pages will be retargeted to help increase acquisition of Plant Charter and People Matter Charter signatories. Users who visit the School's 'Partner' pages will also be retargeted with a nurture journey to support with Partner acquisition.

### Content and Email Marketing

During July, the School transitioned from Mailchimp to Force 24.

- Monthly Newsletter:** distributed on the first Wednesday of every month and is focussed on promoting the free resources available on the School, plus updating members on what's happening in each market; different

topic focus each month; average open rate of 23.2%, average click rate of 7.8%

- Highest performing newsletter in Q2 was September (Modern Slavery), with an open rate of 38.2% and a click rate of 7.4%.
- **TrainingAlert:** weekly email, engages members to the SCSS free training sessions, average open rate of 19.8%, average click rate of 10.5%
- **FIRry Friday:** weekly FIR email sent to FIR Ambassadors; average open rate of 17.0%, average click rate of 13.9%

### Social Media

Since the previous quarter, LinkedIn continues to be the School's most-followed and fastest-growing social media platform at 6.9k followers (a growth of 11% in three months). LinkedIn is also by far the School's most engaging platform, with 1,227 engagements in Q2.

Platform	# Followers	# Posts	Engagement	What's going well?
<b>Twitter</b>	5.5k	148	173	Significant increase in Tweets, slight increase in followers, decrease in engagement
<b>LinkedIn</b>	6.9k	126	1,227	Significant increase in followers, number of posts has roughly stayed the same, dip in engagements
<b>Facebook</b>	202	43	24	Posts are slightly up, decrease in engagement

The most engaging posts on LinkedIn in Q2 were:

- August new Gold Members announcement (83 reactions, 4 comments, 18 shares, 2.4K impressions)
- Team Day (10<sup>th</sup> Anniversary) post (64 reactions, 6 comments, 3.2k impressions)
- 180 Partners announcement (61 reactions, 5 shares, 2.5k impressions)

The most engaging posts on Twitter in Q2 were:

- Diversity Survey 5 days left announcement (5 retweets, 4 likes, 192 impressions)
- School's article within Offsite Magazine (4 retweets, 3 likes, 311 impressions)
- Climate Action Scholarships launch (3 retweets, 3 likes, 222 impressions)

The most engaging posts on Facebook in Q2 were:

- Climate Action Scholarships last chance (2 reactions, 1 share, 68 reach)
- People Matter Charter post (2 reactions, 33 reach)
- BBI Services business byte (1 reaction, 1 share, 32 reach)

**KEY**

*\*Followers: The total number of followers for SCSS pages.*

*\*Posts: The total number of posts published to SCSS pages.*

*\*Engagement: The total number of likes, comments, and shares received on content associated with SCSS pages.*

## 2. Sector Group Progress

The following section gives a summary of what each group are currently focusing on.

### 2.1 Construction

Engagement with the groundworks learning pathway is increasing, with 158 individuals enrolled to date and main contractor partners continue to encourage their supply chains to engage. Aden Contracting, an SME groundworks company joined the leadership group meeting to share their perspective on how the School's resources and events are critical in helping them address sustainability challenges and meet their customers' requirements. They emphasised the value of the Groundworks learning pathway for their business and talked about how this has benefited people from across the business, from plant managers to procurement.

Following the workshop at the last leadership group meeting, there is an increased appetite from Partners to use their allocation of school workshops to upskill internal teams as well as supply chain – helping to drive impact across the value chain.

Forthcoming business bytes include a case study on 65 Davies Street on social value, featuring speakers from Multiplex, Grosvenor & ATJ - the latter focusing on opportunities for people on ROTL (Release on Temporary License) from HMP Standford Hill.

## 2.2 Homes

There has been a lot of interest in the Homes group on upskilling the supply chain on EPDs, and the need for a more consistent approach from homebuilders in their asks to their supply chain around sustainability.

Due to this, the September group meeting included insights from three organisations from the supply chain – Ibstock, Travis Perkins and Arnold Laver - focusing on what the key challenges are as a result of an inconsistent approach from their customers, and then a workshop to explore how the School can help address these. Additionally, an EPD's focused Business Bytes has been scheduled for 12 October with Pasquill, Morgan Sindall and Tarkett.

Plans for the next quarter are to continue promotion with Partners on the learning pathways developed for Groundworkers, and to engage their supply chain in the School to increase the number of active companies in the Homes supply chain. The group will continue to work closely with the Future Homes Hub and are looking to organise a Business Bytes to outline the outcome of their work and implications for the supply chain.

## 2.3 Infrastructure

The most recent meeting of the Infrastructure Group focused on plant. There was an update on the Plant Charter and the work the Plant Group are doing with a call to action to sign up to the Charter and to join the group if there is a particular interest in the subject matter. This led to a discussion led by National Highways about grid connections and the challenges faced by projects to have sufficient power and/or hydrogen to project locations to enable zero emissions plant to operate. If possible, the School will convene a group to try to tackle this issue. The group also had a Best Practice presentation from Cadent Gas, who mandate the School to their key suppliers and set them objectives to develop bronze, silver, gold status and use the Sustainability Tool to manage their suppliers performance.



## **2.4 FM**

The FM sector continues to be squeezed by a requirement to adapt and maintain the existing built environment for increasingly flexible use by employees and service users. The ongoing energy crisis will impact hard on owners and occupiers, with FM at the heart of ensuring that buildings are operated as efficiently as possible.

Though the “whole School” events strategy has been successful in allowing FM partners and subject matter experts to be able to contribute their expertise, it was felt necessary by the FM partners to raise profile via a tailored event. A “live” event is planned on 15<sup>th</sup> November. It will address critical topics including; current operational conditions, how digital technologies can help FM respond to the climate and energy crisis, social value, and circular economy. Focus on these themes will continue within the current and next FY business plans.

Several FM elearning resources were overdue for review and updating, so this also has become a priority during the current quarter. The School is grateful for support provided by EMCOR UK, Skanska and Vinci Facilities in peer reviewing these resources and ensuring they remain current and fit for purpose.

## **2.6 Wales**

The current Chair of the group, Wyn Prichard is due to retire at the end of the year so the group will be looking for a new Chair. The group are continuing to delivery training activity against business plan. The group will be business planning for the next financial year shortly.

## **2.7 Scotland**

The School is continuing to grow its membership and engagement in the Scottish Market, and now has 448 active member companies based in Scotland. Dedicated training for Scottish Construction sector in the second half of 2022 has included workshops and webinars on both the Passivhaus

and the Net Zero Public Sector Buildings Standards, Biodiversity, and Social Value.

On behalf of its Partners in Scotland, the School has contributed to government consultations on a Circular Economy Bill and associated Route Map during summer 2022. The School is continuing with its focus on circularity by organising a high-level Round Table Event at Scottish Power HQ in Glasgow, on 17 November. Utility companies such as SSE and Scottish Power will be joined by Balfour Beatty, Morgan Sindall, AECOM and government agency Zero Waste Scotland to agree and prioritise actions required by supply chains to support their ambition to grow the circular economy in Scotland.

### **2.8 FIR**

The Fairness, Inclusion and Respect (FIR) Programme are in planning stages to draw this contract to a close by 31<sup>st</sup> December 2022. With the majority of the contract deliverables achieved, with only the remaining eLearning modules to be completed. This includes a refresh of the *Flexible working* module. What was *Recruiting People, Fairly And Inclusively* eLearning module is now split into two modules: 1. *Attraction* and 2. *Selection* part funded by National Highways. The final module is “*Introduction to Inclusive Procurement*”, to be released by the end of the year.

Following on from the FIR Programme annual Impact survey the report was released on 27<sup>th</sup> September 2022. The report suggests several key areas for industry to consider and also suggests the FIR programme has helped participating businesses make significant improvements in business outcomes. This can be downloaded [here](#).

The Diversity Monitoring Tool has been capturing data on construction companies to report their diversity breakdown in a common and consistent way. An online event will take place on 13<sup>th</sup> December to explore this data and will discuss next steps in how industry can support and action the findings.

## 2.9 Digital

The “Downloading a Digital Mindset Digital Leadership course” won the “Skills and Workforce Initiative of the Year” category at the Water Industry Awards 2022 in July which is fantastic news. There is still huge demand to host this course for a number of organisations.

A mind map exercise was conducted at the recent Digital Leadership governance group to identify how this contract should end well, what is its legacy and what can we do to support industry going forward, hoping this will help shape the business case for the school to consider the future of the digital topic.

## 2.10 Procurement

The Project focus has been the deliverable of the Supply Chain Improvement Programmes (SCIPS). Each of the 11 SCIPs have five workshops and 20 days of consultancy time per programme. A number of SCIPs are due to finish their workshop allocation (phase 1) and the team are currently working on the organisation of phase 2 to identify how the consultancy days can support each SCIP to improve skills and implement the learning and understanding how productivity can be improved through better relationships. Phase 3 will be case study research and reporting into the SCIPS that have completed phase 1 & 2.

The team continue to work with the collaborative Partners; CECA, Nottingham Trent University and Morgan Sindall, with the approach that each organisation will curate and host a Conference for our joint audiences with each conference focusing on a different theme. The next conference “*Solving the Productivity Puzzle*” will take place on 12<sup>th</sup> October. The School is hosting four eLearning modules designed by Nottingham Trent University: **Collaborative Behaviours**, **Collaborative Design & the Supply Chain**, **Collaborative Risk Management using Flow Works** and **Driving Value through Innovation in the Supply Chain**. These are available on the Collaborative Construction Procurement Training hub page (please click [here](#) ).

## 3. New Knowledge Development

### 3.1 Plant Category Group

There are now have 12 Signatories to the updated [Plant Commitment Charter](#), with PR going out to celebrate the fact. The Charter incorporates the Minimum Standards and includes other aspects on stakeholder engagement, training, and innovation. There are several others going through application as we speak. The School encourages any business that uses Plant to apply for Signatory status.

The team are in the closing stages of developing a *Cost and Carbon Calculator* for the sector. Its creation has garnered involvement from across the sector so that the tool will be robust, representative of the real world, and helpful to the user. It will be made available for free for organisations to compare the cost and carbon implications of different choices of plant. For example, comparing a standard diesel version against an EV alternative.

In association with HS2, Mace-Dragados JV, Keltbray and Imperial College London, a video has been developed and published along with an associated slide deck for toolbox talks on how to reduce machine idling and the obvious wasted fuel, cost and emissions. Simply search for anti-idling in search toolbar for resources on the home page.

### 3.2 Labour Category Group

The group have started the process of contacting all the past signatories who committed to the charter when it was launched and encouraging them to update the system with their commitment. This will conclude by December with organisations who have not committed being removed from the signatory list. Work is also underway to develop guidelines which will be published to help individuals and organisations to assess themselves against the criteria found in the people matter charter assessment.

The work has started on the training and skills guide with an outline developed that will be going out for consultation at the end of September.

As part of the groups meeting in September there will be discussions as to the continued existence of the labour group and whether should it continue into the

next financial year. The aim to test the groups purpose in line with all the new attendees as well as determining effective and useful outputs should it continue.

### **3.3 Waste Category Group**

The Group remains popular and well attended. New content including numerous new case studies continues to be provided by School partners and members. Many of these are suitable for inclusion in the new web-based resource dedicated to enabling users to easily access content dedicated to reducing whole project lifecycle waste.

External presentations brought to the attention of group members include the following:

- Reuse of steel profiles, delivered via School member Symmetris. Steel is one of the most carbon and energy intensive materials used, so this presentation demonstrating exactly how Symmetris have gone about sourcing and using steel from demolition projects in their clients' buildings is of great interest.
- Work on reducing timber use has continued. This includes an introduction to the national timber interest group TDUK, a presentation by the Pallet Loop on a circular pallet reuse business model, and a presentation by MDF Recovery offering an opportunity for partners to engage in trial projects to recycle their own arisings of this "difficult to recycle" material.

Further research on packaging and single use plastics is in development. Several School partners have expressed interest in a follow up to the Homes focused project conducted last year. The intention is to review the findings then quickly move towards developing more comprehensive and informed discussions with key manufacturers and suppliers.

## 3.4 Special Interest Groups:

### Climate Action Group

The use of the Carbon Calculator is continuing to grow with 152 Partners and 1,450 suppliers engaged and registered, with over 40% of them reporting data. The team urge all Partners to get involved in using and publicising the Calculator: it is free to use, it provides a consistent platform for bottom-up, organisational carbon reporting, with a twin-track approach for mature organisations in this space and those at the start of their carbon reporting journey, and, possibly most importantly, it allows suppliers to report once in one system to all their clients, rather than reporting in slightly different ways many times over.

The group has been relaunched now that the Calculator is firmly established, to look out more widely. Four task groups have been created which will drive the work of the group and engage other actors in this space. They are meeting separately to drive forward their workstreams, and will be reporting back to the wider Group on 9<sup>th</sup> November. Do get involved. The groups are listed below. Please contact [James@actionsustainability.com](mailto:James@actionsustainability.com) if you would like more details:

- ✓ TG1 Industry Engagement Group, driving interaction with other initiatives and stakeholders
- ✓ TG2 Climate Risk Group, focusing on priority embodied impacts and building wider influence
- ✓ TG3 Climate Action Skills and Scholarships Group, addressing the skills and perception gap
- ✓ TG4 Climate Data Group, driving data and impact reporting via the Calculator and other inputs

### Wellbeing

The Board has agreed that the 'Workplace Wellbeing Questionnaire' project is outside of the remit of the School and the management of this project has been passed directly to Eileen Donnelly who will be taking this forward. The School will keep in touch with Eileen with regards to progress.

It is important now to 'get back to basics' and get a better understanding, along with agreement from the Leadership Group, of the purpose and scope of the

Wellbeing Group. This group was initially set up as a 'task and finish' group and so there needs to be a clear remit going forward.

The next meeting (tbc November) will look to define this scope and purpose. In the meantime, a full programme of training is taking place, and new contact is being developed including: Peri-menopause & Menopause in the Workplace, Neurodiversity, Engaging Men in Mental Health Initiatives.

### **Social Value**

The Social Value group has developed a Social Value Tools Report, which is free to access for all School members, to assist organisations with relevant information required in understanding the narrative behind the measurement of Social Value.

This includes what parameters should be considered for Social Value measurement, and some Social Value reporting tools that are currently used in the built environment sector, plus includes case studies demonstrating the different approaches to measuring Social Value.

The report has been accessed by various partners, members, public sectors and private sectors alike. Through discussions, it is evident that the report is aiding the discussion of measurement forward within the Social Value context.

Click [here](#) to access the report.

### **Interiors**

The collaboration with FIS, the Finishes and Interiors Sector trade body, is going well. Currently there is a sub-group of School and FIS members looking at which training materials are best suited to the sector and how these can be best presented within the FIS and School websites. Key issues for the sector are carbon, waste, social value and diversity.

## **4. New Partners**

The School welcomes 16 new Partners this financial year:

- Southern Water
- WH Water Treatment
- Yondr
- Northern Gas Networks
- BW Workplace Experts
- Network Plus
- Buildots
- Thomson
- Hill Group
- Landsec
- IPAF
- Mitie
- Space Interior Systems
- The Clancy Group
- Portakabin
- Savills

**End.**