

Challenges:

One of the major challenges for Sparta Systems has been ensuring that everyone within the company has some understanding of sustainability and what that encompasses.

The company is already taking steps towards becoming more sustainable. Constantly delivering against a plan to drive this further to achieve their targets around sustainability and social value whilst also performing against the targets of various main contractors with their own strategy and expectations will be critical to continued improvement and success. Most importantly, it will be essential to deliver this in a way that ensures fairness, inclusion & respect remain key values within the business, as Sparta Systems' staff have always been and will always be their most important resource.

Impact:

Improved understanding & focus: Use of the Supply Chain Sustainability School resources and pathways have been vital in upskilling Sparta Systems' managers and employees on topics relevant to them to ensure that sustainability is embedded across the business. The School's assessments & action plans have highlighted areas for improvement, which can then be assigned to the right people within the company.

Social Value: Working with main contractors such as Wates, GMI and BAM, Sparta Systems must work together to deliver on the social value agenda. Resources such as "A beginners guide to social value and PPN 06/20" and "Integrating Social Value in Supply Chain" Lunch 'n' Learn sessions have been informative, giving clear guidance on the subject and some practical tips for putting this into practice within the business.

People & Wellbeing: With Sparta Systems being employers, the many resources available such as e-learning modules, Lunch 'n' Learn sessions and workshops provide helpful guidance on a range of topics, including FIR, modern slavery and wellbeing, to ensure that all aspects of people management are supported.

Workshops such as "Due Diligence in Combatting Modern Slavery" have helped Sparta Systems keep up to date with the latest legislation, whilst Lunch 'n' Learn sessions like "How to cope with Anxiety" are informative and help to provide the tools which will in turn help to remove the stigma surrounding mental health.

Value gained:

Sparta Systems has been a member of the Supply Chain Sustainability School since 2016. The company has realised the value

Fact box



Company

Sparta Systems Ltd

No of employees

22

HQ

Otley, West Yorkshire

Website

www.spartasystems.co.uk

Main contact

Natalie McDermott-
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Services

SFS, Partition Walls & Drylining, Plastering, Fire Protection & Ceilings.

About

Established in 2011, Sparta Systems is a young and dynamic company which boasts a wealth of varied experience. As a team, Sparta Systems prides itself on work ethic, communication skills and the ability to take their work seriously without taking themselves too seriously.

of membership in terms of enhanced reputation and knowing they are better positioned to meet client needs.

Strategic Advantage: Since becoming a member of the School, social value (as an example) has become more of a focus within the construction industry. The resources provided free of charge by the School have allowed Sparta Systems to be well informed on the topic. They have also ensured that social is built into the company's business strategy at an early stage, providing a competitive advantage.

Industry-Recognised Standards: Sparta Systems wishes to operate in a way which is fair and respectful. Utilising the School's resources has allowed them to formalise some of this to ensure these values are embedded right across the company. Being able to state that the company is a Supply Chain Sustainability School Gold Member will further support Sparta Systems as being recognised as an employer that prioritises FIR.

Future proofing:

Sparta Systems is keen to have a FIR Ambassador on their team, so the company will embark on that learning journey with the School, which is an excellent initiative by the School to provide this pathway.