

Attendees: Chair: Shaun McCarthy (Action Sustainability), Dale Turner (Skanska), Graham Edgell (Morgan Sindall), Julia Barrett (Willmott Dixon), Victoria Hughes (VINCI Facilities), Malcolm Dare (National Highways), Dan Evans (Speedy Services), Ian Heptonstall (Action Sustainability), Hilary Hurrey (Action Sustainability)

Apologies: Carol Williams (Laing O'Rourke), Marcus Bennett (CITB), Martin Gettings (Canary Wharf Group), Keith Chanter (EMCOR)

Welcome to Malcom Dare who was attending his first meeting as part of the School Board.

1. Review of actions

Hilary ran through the review of the actions. There was further discussion around the production of league tables.

Discussion points

- The School should publish the mean/ benchmark to help inform Partners where they are on the scale and this will help to inform where they can be doing more in what areas.
- The summit can have a focus on relaying success stories on how the supply chain was engaged from those Partners who were doing well in the league tables.
- The impact slides should be accompanied by common messaging to help to drive impact and change.
- There is an opportunity to promote a common language in the common assessment standard as this is being reviewed now. The School should be referenced as being able to help where skills gaps lie.
- CHAS is currently trialling the API with the School. Bronze, Silver and Gold level data is being pulled into their systems and the School. Construction Line are helping to provide Companies House numbers, this will help data sharing. Ian is meeting with Construction Line to discuss how to use the API with them (e.g. member status on pre-qualification information which could then reference the School to provide support around various topics). The use of the API in this way will also feed into the 50K active individuals strategy.

Actions

- Hilary to circulate examples of the Partner value slide.
- The next Board meeting (in April) will include an agenda item around the sharing of data through the API and its commercial value.
- The Board agenda will also include an item to discuss how the School is/will approach organisations such as CHAS, Construction Line, Achilles to influence the questions asked in the common assessment standard.

2. Governance

Graham and Dan fed back on the process they undertook to select the newest Board member Malcolm Dare. There were three other candidates; Jo Gilroy, Chris Lilley and Kim Morgan who really stood out with their support for the School and how they could help to drive further success.

With this in mind, the recent announcement that Martin Gettings is leaving Brookfield means there is another immediate vacancy. The Board agreed that of the candidates, Jo Gilroy would be an excellent replacement, based on her experience and skills set.

Agreed

- It was agreed that, should there be any other vacancies arising in the next 12 months, the current outstanding list will be referred to however it will depend on what skills and experience is required at the time. It is important to recognise that new talent is coming through all the time and must be considered when recruiting for the Board.
- The skills matrix held for the Board should be reviewed.
- A huge thank you to Graham and Dan for going above and beyond throughout the selection process.

Actions

- Shaun will contact Jo Gilroy to invite her onto the Board.
- The Board skills matrix will be reviewed at the next meeting.

3. Funding opportunities

FIR

Ian explained that CITB have extended the FIR funding by 12 months. CITB have said they wish to undertake research to inform them of what activities best increase diversity in the construction sector. The School have invited CITB to various meetings so that they can discuss the research already being undertaken by various clients and organisations in this area.

The School is aiming to encourage a longer term funding period with CITB.

The School has invested in a Head of FIR Programme, Cathryn Greville, who started in January. CECA were consulted about this in advance and were in agreement.

Actions

- Cathryn to provide the Board with a one pager about what good would look like in FIR, what the future opportunities are, including around the diversity survey and tool.
- Hilary to circulate the Diversity survey report.

Colleges

Ian talked through the opportunity with engaging colleges into the School as Partners. In brief, colleges are finding that their curriculum lack the sustainability element or the reference to industry. The School plugs this gap. Essentially the idea would be to create a Colleges group where learning pathways etc are developed for students. The impact should be an improved talent pipeline with knowledge of the emerging challenges in the sector and how to deal with them.

Discussion points

- The longer-term ambition would be to influence the curriculum.
- Recommendation is to test with a small group of colleges so that the value can be evidenced.
- Colleges are looking at the 16 – 18 age bracket; we should also consider year 1 university students. This is a significant opportunity. If the focus for now remains on colleges then the School does not require extra resource to realise the current opportunity. Wider opportunities will follow.
- Constructing Excellence runs a collaboration diploma and Ian reported that he was exploring with them how the School can potentially host/ support.

Natwest

Ian talked through the various options that Natwest were considering. In brief, Natwest are looking at partnering with the School to train their customers, starting with the property development \ owners sector and their supply chain.

Several options were being considered. Three options are based around Partnering with the School, sponsoring the Retrofit programme and looking at collecting carbon data. A final option, the creation of a NatWest Climate Hub, the Board agreed was a commercial opportunity for Action Sustainability.

4. Business Planning

Ian and Hilary reported back on the progress on business planning.

Comments:

- The business planning process should change next year as with 20 groups feeding in the process it is not necessarily drawing out the key priorities for the markets and industry but may be more reflective of who was in the room on the day. A materiality assessment exercise will be far more useful to inform business planning and can be aimed at the Partner organisations budget holders.
- The Board questioned how the business plan reflects the actions that are required to make the step change to 35K active individual by the end of the next FY.
- The business plan needs to focus on the 7 key actions that have been identified as drivers of growth and impact. The groups need to revisit the priorities, in particular the activities that require budget, to create a compelling case as to why or how the key priorities will perform against these actions.
- The focus on priority suppliers is key to the success of the strategy and it is imperative that Partners were pushed to use the School to engage their supply chains. It would be a useful exercise to understand, of the Partners, which have their priority suppliers uploaded to the School; and how many of those priority suppliers are active. What is the benchmark?
- It was interesting that lean was at the bottom of the priority list. The Board felt that this topic was still a priority and it was felt that perhaps those that were part of the business planning process this year do not understand the value and impact implementing lean processes can have on improving the sustainability impacts.

Agreed:

- The Board approved the overall approach and budget for the business plan but the groups need to revisit their priorities, in particular those that require budget, to reduce the number of priorities and focus on the strategy goal (35K active individuals for FY23/24).

Actions:

- ✓ Hilary to feedback to the Sector Managers the next steps for the business planning process.

5. Technology Strategy

The first technology strategy meeting took place on Friday 20th January and was attended by representatives from Speedy, Morgan Sindall, Laing O'Rourke and Skanska. The School IT partners also attended (Titus and StrategiQ).

The meeting was hugely helpful with valuable feedback from the group on the overall aim of the group (Terms of Reference); developing the technology strategy; cyber security and input into the JD for the Head of Technology.

The group will meet on a quarterly basis.

Action Sustainability is actively looking for a Head of Technology to join the business.

8. AOB

Ian fed back that the FIR Group have appointed a next generation representative. The quality of the candidates that were put forward was excellent. The suggestion is that each of the other School groups should also have a next generation representative.

Agreed:

- The Board agreed that having a next generation rep on each group would provide huge value.

Actions:

- School team to take the idea forward.
- A discussion of the idea of a Development Board / Higher School with more advanced activities will be included on the next agenda.

Next Board meeting:

Tuesday 28th March, 9.30am – 10.30am (via Zoom)

Sign off the final business plan 23/24

Tuesday 25th April, 10am – 1pm (face to face, venue tbc)