

Homes Leadership Group Meeting

Thursday 13th July 2023

Date: Thursday 13th July 2023

Attendees: Rob Worboys (Lovell), John Bowden (Keepmoat), Paul Allman (MJ Evans), Mandy Messenger (Advante), Sirio D'Aleo (Berkeley Group), Lucy Hawkins (London Square), Andrew Boileau (SGBD), Amy Twist (Vistry Group), Richard Lankshear (Future Homes Hub), Stephen Horridge (Redrow), Mark Kershaw (Crest Nicholson), Jon Tucker (Telford Homes), Peter Shepherd (Reconomy), Emily Landsborough (Ibstock), Anthony Lavers (Taylor Wimpey), Adrian Hill (Bellway), Chris Southgate (MJ Evans).

Please note these meeting notes are to be read in conjunction with the agenda and final slide deck as circulated to all.

Meeting notes

1. Welcome and introductions

Sophie welcomed Lucy – the new project coordinator who will be supporting the Homes leadership group going forward. There were no new Homes partners to introduce.

2. Fairness, Inclusion & Respect Programme – Driving diversity in the Homes sector

Cathryn Greville from the Supply Chain Sustainability School gave a presentation on:

- What Fairness, Inclusion, Respect (FIR) is.
- Why FIR is important:
 - o People (Talent)
 - o Winning work
 - o Cost
 - o Saves time
- The ways the FIR programme can support businesses including extensive resources and guidance on these topics.
- The benefits and previous findings of the [diversity survey](#) using the sustainability tool.
- The importance of collecting data and reporting so you can take action.

See more information in the circulated slides.

ACTIONS:

- If you have any questions or would like to get involved in the programme, please contact cathryn@supplychainschool.co.uk.
- See more information on the following:
 - o [Full 2022 diversity report](#) – recording about last year's [here](#)
 - o Link to [sustainability tool](#), including downloadable data spreadsheets
 - o [More information on FIR programme and resources](#)

3. Reaching more people and driving engagement:

Sophie outlined progress made so far on the Homes Business Plan2023/24 (refer to slide 5).

- Looking at this, the focus now needs to be on getting more companies enrolled on the learning pathways and to update priority supplier lists.
- The table on slide 6 was displayed to show the opportunities within existing priority supplier lists to getting more active companies/ individuals.

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- The group then split up into breakout rooms to discuss how to engage with more people in the Homes sector and accelerate their learning. Discussion points included looking at what each organisation was doing for supply chain engagement, whether priority supplier lists were up to date, how to improve internal company engagement and any recommendations for other partners/ the school.
- Key outputs below, [view the full jamboard here](#).

Group 1

Supply chain engagement – what have you done/are doing?	Is your supplier list up to date on the School? (where relevant)	Internal company engagement – what have you done/are doing?	Any recommendations for other Partners?
<p>Bellway mandated suppliers to reach SCSS Gold status. Aiming for 75% Group suppliers on Gold. Will set a target for sub-contractors.</p> <p>Berkeley - don't mandate membership/status.</p> <p>Level include SCSS membership (at least a member) in PQQ for suppliers. Top suppliers registered with the SCSS and principally at Bronze. Also auditing top suppliers.</p> <p>Travis Perkins Working Group on supplier assessment.</p>	<p>Bellway - up to date.</p> <p>Berkeley - needs updating.</p> <p>Level - up to date but need to add sub-contractors. Start with top 100 sub-contractors by spend.</p>	<p>Internal engagement is a challenge/yet to land.</p> <p>Berkeley engagement - also didn't land - but good uptake from junior staff. Idea to link internal learning platform to SCSS.</p>	<p>Mandate and set clear parameters.</p> <p>Could have 'push' notifications for SCSS training.</p>

- Discussion around mandating membership/ School status and using the PQQ to enable this.
- Found internal engagement was challenging but suggested possibility of using push notifications on supply chain school training.

Group 2

Supply chain engagement – what have you done/are doing?	Is your supplier list up to date on the School? (where relevant)	Internal company engagement – what have you done/are doing?	Any recommendations for other Partners?
<p>London Square and Countryside sent letters from Commercial and Procurement Director to supply chain. London Square not chased up yet.</p> <p>Crest Nicholson set target for at least 30% of Group suppliers to be at bronze level or above. Webinar held for suppliers not yet active with the school. 40% now at bronze or above (20% last year).</p> <p>Letter of engagement</p> <p>PQQ questions. Requirement to sign up to the SCSS</p> <p>Set Learning Pathways</p>	<p>London Square haven't loaded this yet</p> <p>Crest update the supplier list regularly to ensure it contains the current Group suppliers.</p> <p>No. Under review following combination (CP/Vistry Group)</p> <p>Advante: list 4 years old, however probably not changed too much</p>	<p>LSQ employees have been added to the school with a dedicated learning pathway, using the Telford model. Employees have until the end of September to complete.</p> <p>Training Matrix</p> <p>Set learning pathways</p> <p>Target for internal sign up</p> <p>Internal promotion on intranet</p> <p>Advante: school workshop held to remind Advante staff of benefits of School. This to be extended to supply chain now</p> <p>Reconomy - Pathway learning courses mandatory for all staff.</p> <p>Advante: internal teams working together in completing resources</p>	<p>Use the support of the school</p> <p>Promote benefit</p> <p>Set targets to engage suppliers</p> <p>Monitor and report on performance against targets</p> <p>Ensure Internal Commercial/Procurement teams are aware of the School so they can raise the learning available during meetings with suppliers and subbies</p>

- Sending letters of engagement from Commercial/ Procurement directors to suppliers and setting learning pathways.
- For internal communications: mandating learning pathways, pushing internal promotion of the school and setting targets for signups.

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- Ensuring Procurement and Commercial teams are aware of the school so this can be raised during meetings with suppliers.

Group 3

Supply chain engagement – what have you done/are doing?	Is your supplier list up to date on the School? (where relevant)	Internal company engagement – what have you done/are doing?	Any recommendations for other Partners?
<p>Simplify for the SME</p> <p>Tried a softly approach to engagement which brought some suppliers in but it can fall off in busy/stressed times</p> <p>Frequent nudges</p> <p>Focus on one thing each trade could engage with</p> <p>Be conscious that SME companies may not have specialists so small and simple start is best.</p>	<p>De-duplicate the supplier lists: 3000 likely to be c. 1000-1500</p>		<p>Recommendation for Homes Group: small number of non-negotiables to request of the supply chain</p>

- Importance of being mindful that some SMEs do not have the specialists/ resource to fully engage with the school. Start with small and simple requests regarding engagement.
- Recommendation of Homes group setting a small number of non-negotiables of their respective supply chains.
- STARK and Saint-Gobain have integrated school content with their own learning management system as a gateway to some of the content. There are various learning pathways available to internal colleagues.

Group 4

Supply chain engagement – what have you done/are doing?	Is your supplier list up to date on the School? (where relevant)	Internal company engagement – what have you done/are doing?	Any recommendations for other Partners?
<p>Telford Homes - minimum standard of Bronze membership with an aspiration for silver and above for suppliers.</p> <p>M&J - Joined school this year as a partner. Will add membership as a standard with our supply chain as we engage further with the school.</p> <p>Keepmoat - Send out adverts for the school alongside data requests.</p> <p>Telford Homes - participating in the encouragement of the groundworks pathways, generally reviewing specific learning pathways for supply chain</p> <p>Keepmoat - promoted groundworker pathway</p>	<p>Telford Homes - In the process of updating</p> <p>Keepmoat - Needs an update soon</p> <p>M & J not yet but this is something we will be working on</p>	<p>Keepmoat - School intro workshop with HR</p> <p>Keepmoat - school workshop with supply chain and regional buying teams</p> <p>M & J - briefed across our management meetings, we have added procurement and HR teams as members and will be adding a number of the learning modules onto training platform</p> <p>Keepmoat Delivering lunch and learns for the School then promoting them through employee sustainability newsletters</p> <p>Keepmoat - school social value workshop with land teams</p> <p>Telford Homes - Internal learning pathways for staff through our academy system for new joiners. Looking to improve the system to add a function for repeating modules.</p> <p>Telford Homes - Using the SCSS workhops internally and out to our supply chain</p>	<p>M&J - making focus on sustainability and membership a key part of procurement process</p>

- Think about which colleagues should be involved to help drive engagement and drive supply chain school through procurement.
- Discussion around changing the perspective of SMEs that it is a good and valuable thing to be a part of the school.

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ACTIONS:

Partners to:

- Upload updated priority supplier list to their company dashboard (*March 2024*)
- Focus on internal engagement piece by using push notifications on their internal LMS, engaging Procurement/ commercial colleagues with the school and integrating school learning on internal CMS (*Ongoing*)
- Follow up on actions and targets agreed on Jamboards (*Ongoing*)

School to:

- De-dupe potential members on the priority supplier list to see which companies need to be targeted (*September*)
- Look into possibility of using push notifications for supply chain school resources (*December*)

Investigate a set of potential non-negotiables for Homes group (*next year's Business Plan*)

4. Homes Virtual Conference

Sophie provided an update on the Homes virtual conference, [registration page](#) to be uploaded shortly (*COMPLETE*).

- Draft agenda is as follows:
 - o Overview of Homebuilder strategy and targets, Sophie to do some reporting which can be presented to show consistency of approach.
 - o Panels focusing on Carbon.
 - o Bringing it back to how the School can help and the practical next steps.
- CEO at Keepmoat keen to speak at the conference.

ACTIONS:

Partners to:

- Contact sophie@supplychainschool.co.uk if you want to get involved in the conference - speaking, inviting supply chain and co-branding (*ASAP*).

School to:

- School to set up and disseminate [microsite link](#) and [registration page](#) (*COMPLETE*).
- School to contact Mark about Packaging Optimisation report so it can be included in one of the panels (*ASAP*).

5. Ops Update

- An update was given on the 2023/24 business plan. See the ops report for the targets vs progress on this.
- Case study videos are now live, these are great resource for gaining traction showing practical examples → [view these here](#).

6. AOB

- School Summit is taking place on the 26th September in Coventry.
 - o Future Homes Hub will be hosting the Housing panel at the event.

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- Opportunity to sponsor the event, please see Ops report for more details.
- New School Nature Recovery Leadership Group will be launched on Tuesday 5th September, 2-4pm.
- Next Homes meeting on 28 September, 10.00-12.00 on Teams.

ACTIONS:

Partners to:

- Contact sophie@supplychainschool.co.uk or paul@supplychainschool.co.uk if you want to sponsor the Summit (*ASAP*).
- Contact grace@supplychainschool.co.uk or mark@supplychainschool.co.uk if you want to get involved in the new Nature Recovery Group (*ASAP*).