

Date: 24th May 2022

Attendees: Helen Carter (Action Sustainability); Emma Jane Allen (Action Sustainability); Samuel Walker (Action Sustainability); Doug Aris (Achilles); Nathalie Ritchie (National Grid); Gareth Morris (Morson International); Paul Skitt (Flannery Plant Hire); Stuart Coates (TfL); Colin Rockett (Colas Rail); Victoria Simm (HE Simms); James Bruce (HE Simms); Andreas (Hercules Construction); David Case (SISK); Carla Whurr (Keep Moat); Chris Winfield (Hercules Construction); Fiona Burke (McGinley); E Meehan (OandB); Lucy Churcher (Siemens); Lucy Davies (Tilbury Douglas); Manish Tailor (BBVS); Bob (Venesky-Brown).

Summary of actions & notes

Notes & Actions		
No	Action/Note	Responsible
1	<p>The People Matters Charter (PMC) – Currently 136 signatories however, it was discussed how the aim is to increase this number. This will be done through the marketing of the PMC over the next couple of months as well as aiming at SMEs and clients.</p> <p>As part of the discussion around the PMC, it was discussed how:</p> <ul style="list-style-type: none"> - The PMC could be used as a scoring component which could encourage signatories. - We need to explore ways to capture who has signed up to the PMC and out of those which have completed the E-Learning pathway. <i>EJ and Wendy are to explore what options exist for collecting and displaying this information.</i> - The sign-up process was identified as being a bit clunky. <i>Additional feedback on the sign-up process and the PMC would be beneficial, so all signatories are encouraged to provide any feedback that they may have on the PMC sign-up process.</i> 	<p>EJ / Wendy</p> <p>All signatories</p>
2	<p>EJ presented several updates regarding the Supply Chain Sustainability School including:</p> <ul style="list-style-type: none"> - Three new topic pages being added which map the PMC - The release of a guidance document on the “Right to Work” which was previewed during the session and will be <i>released and marketed over the next couple of weeks.</i> - A new topic has been created – Employment Conditions – which will go live following developer edits. <p><i>Any signatories interested in reviewing the scripts EJ has created for the new E-Learning pathways on FIR were invited to come forward. EJ to follow up on this.</i></p>	EJ
3	<p>A Menti was done in which “what element of employment & skills would you like to focus on” was asked – the response being split between “The Whole Journey” and “Attraction”</p> <p>A discussion followed in which it was discussed that:</p> <ul style="list-style-type: none"> - Aiming resources at those who want to change careers and early ages would be most effective in attracting people to the industry. Resources should highlight the high-salary component of the construction industry and how this can compete with some university professions. - More resources need to be produced demonstrating the different career pathways that exist within the construction industry and mapping these out. 	Helen/EJ

	<p>- Some material already exists on aiming at early ages to attract them to the construction industry. An example suggested can be found at: https://www.nationalgrid.com/responsibility/community/grid-for-good</p> <p><i>Based on the above, research into the different career pathways that exist and the creation of these resources should be explored.</i></p>	
4	Case Studies for the PMC are still required from several signatories. If these could please be sent ASAP it would be much appreciated.	All signatories.
5	It was mentioned how there is a need for more information to be provided to construction sites regarding how to manage agency staff when they are brought on to work. <i>Explore what material exists for this and brainstorm ideas to create this.</i>	Helen/EJ
6	<p>The app “Just Good Work” was introduced when discussing “Employment Conditions”. Currently the app is used within the retail industry to communicate information directly to the migrant workforce on what good practice within the industry looks like. Through the delivery of this information, it is hoped that vulnerable people will avoid being placed into modern slavery and other poor working conditions.</p> <p>Designing the app to fit the construction industry was discussed. This could provide advice on passports, visas, hidden fees, medicals, living conditions directly to those interested in entering the construction industry. Hesitations were exhibited about designing the app to include and replace a recruitment process however, there was interest in using the tool to communicate good practice directly to workers.</p> <p>The use of the app would be free for the worker but there would be a development cost and potentially a membership cost to access certain data. Customisation could also be provided to fit an individual companies needs. <i>Thus, more information needs to be provided on what these potential costs could be and to identify whether this would be a one-off (development) fee or more regular. More information on the app and how this works would also be beneficial.</i></p>	Helen/EJ
7	<i>The interaction between living hours and living wage needs to be explored with living hours needing to be incorporated into employment conditions.</i>	Helen
8	<i>Work to develop a new re-assessment pathway for the People Matters Charter needs to be done. Consider what kind of questions should be asked and what type of data should be gathered in this.</i>	Helen / EJ
9	<p>Another Menti asked:</p> <p>1) Who should our final outputs be aimed at? Schools was the most popular answer. 2) What outputs are you looking for? Toolkits, Guidance Documents and Events were most popular.</p> <p>From the Mentis a brief discussion highlighted how resources need to also be designed for those right down the supply chain (sub,sub-contractors) covering what workers rights are at this level. <i>Designing resources and what these should include need to be further explored.</i></p>	Helen
10	Next meeting – 14th July 2022 – 10:30 – 12:30 – Virtual Event. Everyone should have received an invitation to the event. For anyone who missed the invitation please send an email to: sam.walker@actionsustainability.com	Note