


Date: 20th December 2021**Attendees:** Emma Jane Allen (Action Sustainability); Nathalie Ritchie (National Grid); Gareth Morris (Morson International); Janet Hector (McGinley's); Paul Skitt (Flannery Plant Hire); Stuart Coates (TfL); Austen Mirner (Speedy Hire); Morgan Clarke (Reliable Contractors); Matt Taylor (Venesty Brown); Sadia Ahmad (National Highways)**Summary of actions & notes**

Notes & Actions		
No	Action/Note	Responsible
1	We have started to receive the case studies from the signatories which will be housed here - People Matter Charter Supply Chain Sustainability School (supplychainschool.co.uk) <i>Can all signatories in the labour group who committed between January 2020 and December 2020 send case studies to Helen Carter/EJ Allen asap</i>	All signatories
2	The automated process is now up and running. <i>Can all the signatories of the charter please renew their signatory status via the new automated system</i>	All signatories
3	Modern Slavery Remediation Guidance – As part of the development we need peers to help put together and/or review the draft of the guidance for remediation for modern slavery victims and supply chain organisations. Also we require case studies of remediation programmes that are currently underway to include. <i>Please let Helen know if you have case studies or are interested in producing and/or reviewing the guidance.</i>	All
4	<p>Focus for 2022:</p> <p>The groups selected its 2 key issues namely:</p> <ul style="list-style-type: none"> • Skills & Training • Wages. <p>The outputs from the group discussions have been captured on the jam boards included at the end of these notes.</p> <p>There were 2 main areas for inclusion in the business plan:</p> <ul style="list-style-type: none"> • Case Studies/Events/Guidance on the role of employment offerings, wages, flexible hours etc as well as guidance on how we can evidence living wage and fair wages in the supply chain in an efficient and effective way • Case Studies/Events/Guidance on the careers in Construction and how we can provide information that can be use by schools, students and local authorities that lays out a career in the industry. <p><i>Helen and EJ to put together a plan and development cost for these activities in the Business Plan for 2022. Draft plan to be submitted to the group before the next meeting on the 1st March for review, discussion and implementation planning.</i></p>	Helen/EJ
5	There were some good case studies produced that outline flexible working and employment offerings, the journey an individual will take as an apprentice from education and how living wage was evidenced down the supply chain. Morgan and Austin provided background to each of these. <i>Morgan and Austin to work with EJ to produce and publicise the case studies on their respective experiences</i>	Morgan Clarke/Austen Mirner/ EJ

6	It was mentioned that there needs to be energy behind reinvigorating the People Matter Charter and gaining back the enthusiasm for the charter that was present when everything was face to face. <i>Helen and EJ to put together a strategy as part of the 2022 business plan</i>	Helen/EJ
7	<i>Nathalie or another client to speak at an Infra LG meeting for 10 -15 mins about the PMC – why, how and benefits, and me follow up with construction and homes groups. Rosie to speak to Shaun</i>	Nathalie Ritchie/Rosie Watts
8	<i>EJ to talk to the Homes group about getting signatories for the People Matter Charter</i>	EJ
9	<i>SCSS to create a short how to; video on how to complete the PMC learning pathway etc. Just a webinar recording, sharing a screen on what to do /how to do it. This could be used in the partner pack and added to the PMC webpage.</i>	Helen Carter
10	Next meeting – <u>1st March 2022 – 10:00 – 13:00</u> (please note this has move from the January date originally planned)- Virtual Event	Note

<h1>OPPORTUNITIES</h1> <p>What are the opportunities for the School to better engage / upskill the value chain in addressing priority sustainability challenges?</p>						<p>Training and skills priorities</p> 
Priority challenges (reflecting earlier poll)	What types of organisations in the supply chain do we need to engage / upskill to address challenge.	What job role (s) do we need to engage? Prioritise!	How do we engage the supply chain better and the individuals in those companies?	Are there any new learning resources the supply chain respond to?	How could School collaborate to respond?	Use numbers 1,2,3 etc to prioritise
Government Job creation schemes Initiatives overly complicated and bureaucratic, and difficult to implement.	Schools?			Case studies - encourage partners to share case studies on different types of apprentices	Successful people who all did apprenticeships - school do a video on this?	Get more partners active in the labour group
Schools still not promoting apprenticeships as sustainable career				Piece of work showing accessibility to training	Learning pathways for new entrants / students / Higher education	School partners to provide success case studies
Apprenticeships and career pathways fragmented,				School liaise with STEM orgs or LA's		

OPPORTUNITIES

What are the opportunities for the School to better engage / upskill the value chain in addressing priority sustainability challenges?

WAGES



Priority challenges (reflecting earlier poll)	What types of organisations in the supply chain do we need to engage / upskill to address this challenge. Prioritise!	What job role (s) do we need to engage? Prioritise!	How do we engage the supply chain better and the individuals in those companies?	Are there any new learning resources that the supply chain need to respond to this challenge (if so what format?)	How could School partners collaborate to drive impact?	Use numbers 1,2,3 etc to prioritise
Verification - reporting to clients on living wage beneficiaries. Client support		Site managers	Client feedback	Case studies - how are people delivering on this on a practical level		
Apprenticeships & real living wage		MDs	Work schedule flexibility - 9 day fortnights	What should a client ask - guidance / ideas from people delivering the work		
Supply chain integration at all supply chain tiers, SMEs						

OPPORTUNITIES

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Feedback from James, Costain



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Ethical labour audits for clients and tier 1s		procurement, commercial, HR	Create TI and client specific content event / workshop. But not for the attendance of the usual suspects. This may help engagement.	Less supplier led, more help TI and clients to better support suppliers		
Inclusion	All	All		FIR training for all levels of s/c/ and types of new industry. Let's set a new standard	Get them in a room to set the expectations/ standard. Agree common consequences for non-inclusive behaviour. This should be done in collaboration with other industry groups	