

Attendees: Hilary Hurrey (Action Sustainability), Mandy Messenger (Advante), Jo Potts (Kier), Lydia Higgins (Action Sustainability), Grace O'Connell (Action Sustainability) Becky Bryant (Action Sustainability), Sophie Coyle (Action Sustainability).

Apologies: John Tucker (Telford Homes), Ben Stone (Kier), Alice Woodward (United Utilities)

1. Learning & Engagement Update

Hilary reported on progress against this year's training activities and KPI's for Q1. It has been a good start to the FY and progress towards the 35,000 active individuals target.

2. Marketing Update

Lydia updated the group on the marketing strategy for this FY and talked through the various engagement campaigns which will be running via automation this year.

3. Impact Survey: Reviewing the question around Carbon

Hilary presented how the Impact survey is designed to capture what impact the School makes on the various sustainability issues. The question around Carbon requires review as the levels of attribution have been falling consistently each year. Feedback is that this is likely that the question is too broad, coupled with the fact that there is more maturity in how businesses are approaching the issue. Therefore it has been proposed that the questions set is expanded into three questions as follows:

1a. Over the past year has your company measured its carbon emissions?

1b. *Engaging in the School has helped you to measure your carbon emissions.*

Strongly agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly disagree

2a. Did you report your emissions publicly, either for legislation such as SECR or PPN06/21, or voluntary reasons such as SBTi?

2b. *Engaging in the School has helped you to report your carbon emissions.*

Strongly agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly disagree

3a. Have you developed and implemented a Carbon Reduction Plan (CRP)?

3b. *Engaging in the School has helped you to develop and / or implement your CRP.*

Strongly agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly disagree

Overall, the question set looks OK but it is important to engage other stakeholders into the review.

Actions:

- Hilary to speak with Jo Potts to discuss the question set.
- Hilary to seek a wider review with other Partners.
- Penny & Becky will feed back separately to Hilary.

4. Business Planning

Hilary talked through the new business planning process and the reasoning as to why it needed to change. Key reason is that the School has grown and the current business planning process is not fit for purpose. Not all Partner organisations were feeding into the process. The impact survey will be used to provide much of the data that was also being asked within the business planning process. Partner will be asked a further set of questions. The 'thinking hat' method of facilitation will be used.

Key points:

- It is important to get the attention of the leaders within the Partner organisations to understand how the School can help their organisation, and what new information the School will progress with. The key contacts and partner representatives will receive the impact survey and additional questions set. There will be guidance to Partners alongside this. In addition to this there are discussions taking place on how the School can engage industry leaders further to address the emerging issues and new information that the School can help with.
- Ensure there is clarity on the risks – to the business or industry.
- On the question around wider audience, site operatives are currently untapped. The type of resources this group needs to engage with the School needs to be explored e.g. Site Operatives need Tool box talk print offs; how would the School then record that engagement?

Actions:

- Hilary will review the question set internally once more to ensure they are clear.
- Hilary will feedback the comments around site operatives to the Collaboration Manager who has been speaking with CCS to explore this further.

5. Next Generation Representatives

Hilary talked through the process for the next generation representative which was in place with the FIR steering group. The group were asked to feedback comments on the process and whether it was a good idea for other leadership groups to take this on.

Key points:

- What was the reasoning behind the process?
- Do we need to look at wider diversity of the leadership groups, not just young people/ recent graduates.
- What is to stop Partners bringing their graduates along to meets already – surely this negates the need for a process.

Actions:

- Hilary will feedback internally the different points before pursuing this further.

AOB & date of next meeting

The next meetings will take place, via Teams, on:

Wednesday 11th October, 10.30 – 12.30

Wednesday 31st January, 10.30 – 12.30

Wednesday 20th March, 10.30 – 12.30