

FM Leadership Group

29th February 2024

Attendees: Glyn Matthews – Sunbelt Rentals, Tessa Dewhurst – Network Plus, Rachael Burn – Mitie, Laura Stewart-Harris – Savills, Anthony Heaton – BAM, Donna Dowman – Colas Rail, Melanie Richardson – Vinci Facilities, Jane Whittingham – EMCOR UK.

Lucy Hunt and Mark Turner joined from the School.

1. Introductions

Mark opened the meeting and introduced all attendees to one another.

Mark discussed the progress of the School. The School has surpassed its goal of 35,000 active individuals for the financial year and the group have made good progress with regards to this year's business plan and targets.

The School now have 222 partners, amongst those that have recently joined are quite a few colleges. Discussion then followed on to explore how the FM group could engage these colleges.

Key outputs were as follows:

- Rachael Burn (Mitie) spoke about Mitie's new apprenticeship scheme and how it would be good to promote this with students at these colleges
- Important to know what these students are interested in looking for, so that schemes can be organised accordingly. Are they looking for full-time jobs, or are they looking for part-time jobs, when would they like learning to start, etc
- Glyn Matthews (Sunbelt Rentals) mentioned that he has a data apprentice who would happily speak at events.

Actions:

Partners to:

- Inform [Mark](#) or [Lucy](#) if you're interested in being involved in one of these future workforce webinars/ events.

School to:

- Set up a call with Future Workforce group to discuss the possibility of running workshops and webinars (**Ongoing**)
- Explore which colleges do FM-specific courses and what their curriculums look like, to see where ESG fits into this (**Ongoing**)
- Look at e-learning resources and creating a learning pathway which may be useful for college students interested in FM (**Ongoing**)
- Ensure that the digital videos Glyn provided are uploaded, accessible and well promoted (**ASAP**)

2. How do we get more engagement?

The group was reminded of what the School are currently delivering in FY 2023/24 and the progress so far. Mark opened up a jamboard exercise to discuss "How the group can engage more colleagues, suppliers, clients and stakeholders?"

Key issues raised included the School's navigation system and how this may put people off using School resources.

Please see key outputs below:



Actions:

Partners to:

- Inform [Mark](#) or [Lucy](#) if you would like to book in any workshops or webinars. You can view the School's workshop catalogue here (Password: SCSS_Partner)
- Some bespokeing of workshop/webinar content is also possible though partners may need to use a double workshop allocation in detailed cases.

School to:

- Look at possibility of pathways relating to job titles/ entry level and how we can improve the navigation of the system (**Ongoing**)
- Liaise with the partner team about a quarterly newsletter or update which gives an update on the key outputs for each group (**Ongoing**)
- Arrange the FIR team to discuss the results of our most recent Diversity Survey (**ASAP**)
- Contact Glyn about possible digital solutions to improve the School (**ASAP**)

3. School Virtual Conference Schedule – discussion of format and content

Mark reviewed the format and content for our upcoming [Buildings for People and Planet](#) virtual conference on the 19th March, 10am – 12pm.

Actions:

Partners to:

- Register for this event [here](#) and share with colleagues/ supply chain. You can promote the event by sharing our recent [LinkedIn post](#).

4. Business Planning Update

Mark gave an overview of the priority challenges for the FM group in 2024/25 as per the below:

FM leadership group – priority challenges 2024/25

Challenge	Solution School - Knowledge & Collaboration
<p>1. Net Zero and energy efficiency</p>	<p>Opportunity to share tips and benefits - sharing knowledge</p> <p>Continue to develop FM relevant work on net zero, scope three data collection and energy efficiency skills and expertise</p> <p>Use opportunity to collaborate with other stakeholders - e.g. SFM, WFM, RICS - e.g. mapping School resources to the SFM categories</p> <p>Develop content and/or event/s covering handover stage from construction to FM responsibility</p>
<p>2. Waste, resource efficiency and circular economy</p>	<p>Opportunity to share tips and benefits - sharing knowledge</p> <p>Ensure FM specific / relevant KPIs are included in the mapping exercise being conducted by the waste and resource use group</p> <p>Ensure FM perspective in digitised waste tracking awareness raising etc</p> <p>Involve FM clients more - workshops etc</p>
<p>3. Nature recovery / biodiversity</p>	<p>Opportunity to share tips and benefits - sharing knowledge</p> <p>Improve FM participation in the new Nature Recovery Group</p> <p>FM perspective included in the Nature Recovery Virtual Workshop during Q1/2 2024</p> <p>Share resources in practicalities - invasive species treatment etc</p>
<p>4. Improving skills and encouraging careers in FM</p>	<p>Opportunity to share tips and benefits - sharing knowledge</p> <p>Invite FM to present at relevant events (link to Future Workforce group)</p> <p>Push for more uptake of School learning resources - learning pathways, events etc by FM</p> <p>Encourage more upskilling of FM partner and member resources to School and share links in general's own future and existing workforce supply chain training and promotional work</p>

Focus 2024 To raise the profile of FM in the School and embed the FM perspective firmly within all relevant aspects of the School offer

• Collaborate on Net Zero and energy efficiency

- Engage in the Climate Action Group to shape content – Partners to have representatives on the group and task groups. Key priorities: Embodied and Whole Life Carbon, EPD's, HVO/alternative fuels, energy efficiency, effective handover to FM
- Run webinar for the supply chain on Scope 3 and related topic matter and develop FM specific learning and resources

• Collaborate on waste and resource efficiency

- Ensure FM perspective and challenges are well represented in the in the waste and resource efficiency group
- Engage FM in core projects to develop improved KPIs, respond well to implementation of Digital Waste Tracking and contribute to zero avoidable waste to landfill
- Contribute learning content that benefits the FM value chain

• Grow FM's role in Nature Recovery

- Build the sector's influence on the Nature Recovery agenda capitalising in the approach suggested by FM partners during 2023, participating actively in the School Nature Recovery Group and any relevant virtual conferences and webinars
- Develop content including case studies that meet the needs of the supply chain and other stakeholders to the existing built environment
- Develop and share content to engage procurement colleagues in sustainability

• Improve skills, opportunities and encourage careers in FM

- Work with the School's groups including Future Workforce, Retrofit and Finishes and Interiors groups to input into development of resources, webinars and any relevant virtual conference content
- Develop and grow relationships with industry trade bodies and other stakeholders to attract and retain talented and innovative employees and suppliers.

Mark then went on to discuss the FM's focus for 2024/25. The overarching theme is to raise FM's profile in the School and embed the FM perspective within all relevant aspects of the School.

The group is aiming to run 7 webinars, 2 workshops and 1 virtual conference next year. Please refer to slides 21 – 26 for more information on the content we plan to cover in line with the group's focuses for 2024.

Key discussion points were as follows:

- Glyn raised that his business is working on reducing energy and fuel consumption on temporary works assets and driving manufacturers to provide data that they need to provide to their customers
- Rachael raised the challenge of Modern Slavery ethics and Human Rights in FM and the content we could provide on it. Glyn mentioned that Sunbelt Rentals is partnered with the Slave Free Alliance to support with this.
- FM group would like to collaborate with the Retrofit group regarding handover, decarbonisation and SMART buildings.

Actions:

Partners to:

- Get in touch with [Mark](#) or [Lucy](#) if you would like to be involved in the Climate Action Group (CAG), Modern Slavery Group or the Retrofit Group.

School to:

- Contact EJ to get FM involved in Modern Slavery webinars and virtual conferences in FY 24/25 (**Ongoing**)
- Explore the School's existing relationship with the Slave Free Alliance and whether we would like them to be involved in these sessions (**Ongoing**)
- Contact Holly about FM's involvement with the Retrofit group (**Ongoing**).

5. Focus on events strategy for next F/Y

Mark then introduced a jamboard exercise to discuss the content for our 2024/25 webinar programme.

Key outputs were as follows:



- One of the key topics of conversation was the importance of engaging with disadvantaged groups. They are a huge resource pool for employment which is often overlooked

- Laura Stewart-Harris (Savills) raised the importance of training on behavioural change in ESG. This point was also affirmed by Rachael, who stated that FM managers are underrated in the impact they can have in delivering ESG. Nudge theory is integral to any of the ESG practices Mitie try to implement through the business.

Actions:

School to:

- Liaise with Glyn, Melanie Richardson (Vinci Facilities) and Jane Whittingham (EMCOR UK) for support in running a webinar on engaging disadvantaged groups through case studies and webinars (**ASAP**).

6. AOB

Our next meeting is taking place on the **Tuesday 14th May at 10am – 12pm**. We hope to see you there.