

SUPPLY CHAIN SUSTAINABILITY



July – Sept 2024

# Supply Chain Sustainability School

Progress report

# 1. Summary by numbers

## 1.1 Progress against KPI's

There are currently 5,275 organisations and 21,987 individuals who have become active since 1<sup>st</sup> April 2024. This is an -2% decrease for active individuals and 16% increase on active companies compared to last FY. The active individuals' figures are due to the fact that this time last year one Partner had mandated an elearning module on their internal LMS which resulted in a high number of active individuals. The first quarter last FY brought over 6,000 active individuals however this year it is 1,500 so far. When excluding the data from Partner internal LMS the number of active individuals for 24/25 is 20,378 compared to 19,885 in 23/24. The number is steady and the team are working on several initiatives to boost these figures to reach the 50,000 active learns ambition by the end of this year.

Planned activities remain on track to meet end of year targets. Illustration 1 below shows key highlights for the financial year to date and Illustration 2 outlines performance against the KPI's:

Illustration 1:

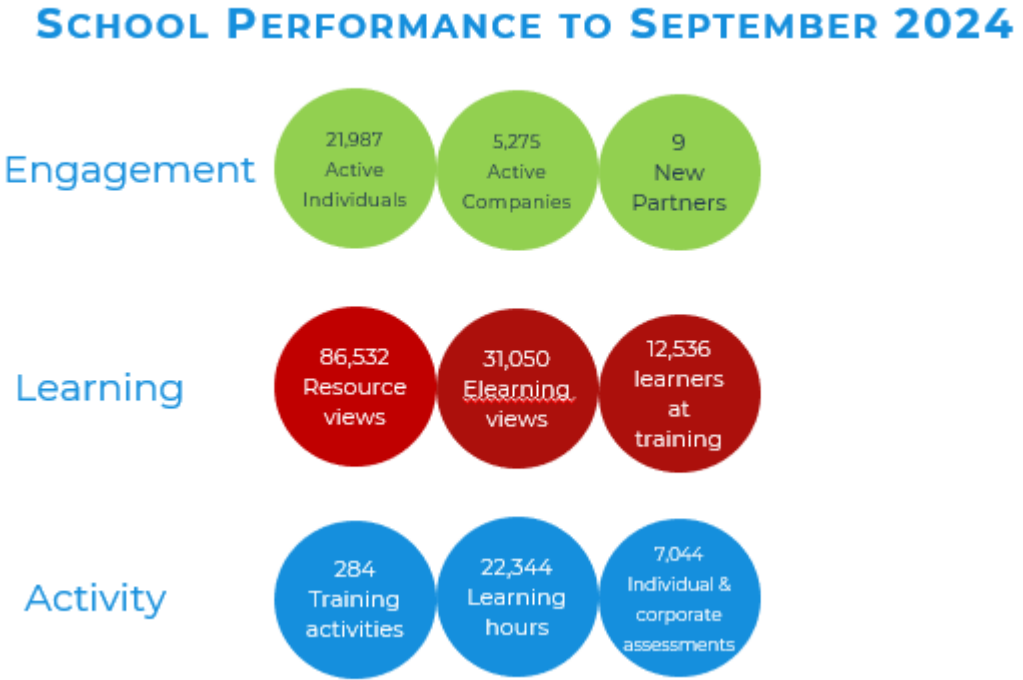


Illustration2:

KPI	End of FY March 2024	Sept 2024	% increase from end of last FY	Target 2024
No. of Partners	219	224	2.2%	236
No. of priority supplier lists <small>(quarterly updates)</small>	108	125	--	125
Av. change in assessment score (corporate)	14%	14%	0%	16%
Av. change in assessment score (individual)	11%	11%	0%	13%
<u>12 month</u> Active Companies	7,145	7,775	8.8%	10,000
<u>12 month</u> Active Individuals	31,507	30,011	-1.75%	50,000
Active Companies since April	6,867	6,244	--	10,000
Active individuals since April (on School)	32,350	20,468	--	50,000
Active individuals recorded on Partner internal LMS <small>(quarterly report)</small>	10,897	1,510	--	7,000 <small>(inc. in above active individuals figure)</small>
Total Active individuals	43,247	21,987	--	--

Table 1 below shows a summary of planned activity and progression for each sector:

Group	Active Co. (actual/ target)	Active Ind	Workshop	Webinar	Virtual Conf	Learners at Training	Elearning downloads	Learning Pathway	Assess (Corp/ Ind)	Re-ass (Corp/Ind)	Bronze, Silver, Gold	Ambassador
Const.	2,784/5,000	6244/16,000	--	--	2	--	--	--	--	--	--	--
Homes	966/2,000	1,716/6,000	--	8	2	2,350	--	200	--	--	294/300	--
FM	651/1,260	1,321/4,900	2	7	1	1440	2,734/3,000	400	--	--	177/300	--
Infra	1,157/2,250	3,291/9,750	--	1	2	--	--	--	--	--	--	--
Offsite	1,116/1,500	2,106/2,800	12	12	2	1,200	333/1,800	--	44/137 300/400	Inc. in assessment	--	--
Lean	889/1,300	1,943/3,000	8	8	2	1,000	--	--	29/258 80/600	Inc. in assessment	--	--
Digital	1,003/1,000	5,596/4,000	8	8	1	1,308	--	--	46/520 100/1,000	Inc. in assessment	185/250	--
Proc	2,113/3,500	8,103/14,000	--	12	2	840	--	200	--	--	--	--
Retrofit	518/750	2,757/1,000	12	12	4	750	1,500	--	8/316 0/300	Inc. in assessment	--	--
Wales	516/720	835/2,000	10	5	2	580	--	200	222/192 250/1,300	Inc. in assessment	177/250	--
Scot	705/1,000	1,316/2,500	6	10	1	1,300	5,800	--	506/400	Inc. in assessment	241/250	--
FIR	1,341/2,000	6,448/14,800**	--	--	--	--	--	--	--	--	--	1,040
Overall	5,275/10,000	21,987/50,000	146/297	126/152	10/23	12,536/25,815	31,050/80,000	--	606/4,499 1,800/9,600	691/1,248 1,470/2,100	1,079/1,200	--

<b>Key:</b>	On target	Concern	Focus required	No target
-------------	-----------	---------	----------------	-----------

\*Wales & Scotland School have some events that are part of the sector business plans (denoted in brackets)

\*\* Bracketed figures indicate potential for double counting against the entire school target. For example, a company can be active in more than 1 market sector but would only count once towards the overall target.

• Those who have an interest in these regions but are not actually located there.

The figures above illustrate figures from the second bullet point. In addition, as there has been a joined-up approach towards the face-to-face training activities, there are several activities which are not 'sector specific' so the figures above will not necessarily add up to the total.

is to look at the reporting for these regions:

## 1.2 Online Face to face training activities

Progress continues reach 500 learners attending virtual conferences. Current average for Q1 is 390 attendees. The team are continuing to push on this to get the ambition to get to 500 attendees at each virtual conference.

Table 2. Training activities taken place to date.

Type	No. of sessions	No. of learners	No. of learning hours
Virtual Conference	10	3,619	7,238
School summit	1	463	3,704
FIR Conference	0	0	0
Meet the Buyers	0	0	0
Half day in person	0	0	0
Workshops	146	1,965	4,913
Lunch & Learns	126	6,489	6,489
<b>Total</b>	<b>283</b>	<b>12,536</b>	<b>22,344</b>

The number of learner hours is calculated as follows:

- Virtual Conference = 2 hours x no. of learners
- Workshops = 2.5 hours x no. of learners
- Lunch & Learns = 1 hour x no. of learners
- School Summit/ FIR Conf = 8 hours

### 1.3 Engagement in the School

The table below illustrates the continued success to engage members to access resources (which have seen huge increases year on year) which also impacts the number of active companies and individuals.

Table 3 Comparison of Active organisations, individuals and engagement over 12 months and since April:

	Q2	Represents full 12 months						
	2024	2023	2022	2021	2020	2019	2018	2017
Active Organisations* <small>(over a period of 12 months)</small>	7,775	6,587	5,261	4,220	3,208	3,188	2,567	2,630
Active Individuals* <small>(over a period of 12 months)</small>	30,011	27,983	18,823	16,802	6,772	5,948	4,239	4,368
Active Organisations <small>(1<sup>st</sup> April – 30<sup>th</sup> Sept)</small>	6,244	5,871	4,649	1,586	1,695	1,204	1,237	601
Active Individuals <small>(1<sup>st</sup> April – 30<sup>th</sup>)</small>	20,468	22,491	16,323	5,240	--	--	--	--
Resources & eLearning accessed <small>(1<sup>st</sup> April – 30<sup>th</sup> June)</small>	117,582	147,243	95,697	20,933	9,926	4,183	3,320	2,082

\* Figures from 2017 – 2023 were final figures recorded at the end of the FY to represent a full 12 months. e.g., 2023 represents data from April 2023 – March 2024.

Table 4 focuses on the month-by-month engagement from individuals.

Table 4. Engagement tracker

Month	Resource views (not e-learning) 23/24	E-learning views 23/24	Face to face training 23/24	Resource views (not e-learning) 24/25	E-learning views 24/25	Face to face training 24/25
April	8,042	3,415	721	13,090	4,424	2,158
May	8,663	3,570	1,232	13,462	5,519	2,254
June	10,720	4,187	1,809	13,602	4,092	2,683
July (inc Partner LMS)	12,170	4,129	1,905	17,879	5,365	2,621
August	11,908	4,239	1,479	13,434	4,147	602
September	12,600	4,615	2,797	13,818	4,913	2,034
October	15,038	5,370	2,439			
November	14,478	6,013	3,328			
December	8,873	3,871	2,204			
January	17,927	6,244	2,133			
February	15,079	4,476	3,379			
March	18,114	16,686 <small>NB includes Partner LMS figures</small>	3,559			

It is also interesting to analyse which type of resources are being used by the members. The table below illustrates this. Elearning and videos remain the top viewed resource type.

Table 5. Analysis of popularity of resource type

Unique Resource Views	July	August	September
All Resources	14,525	10,919	12,264
Case Study	383	274	224
Document / Presentation	3076	2233	2379
E-learning Module	4439	3382	3888
Tool	264	174	230
Video	4369	3312	3832
Web link	1994	1544	1711

The top five resources each month are listed in the table below. This is likely to be driven by the communications that go out to members encouraging them to use specific resources based on the theme for that month.

Table 6. Top 5 resources each month

Top 5 Resources	July	August	September
#1	Sustainability Strategy	Embedding Sustainable Procurement	Introduction to Waste
	195 views	210 views	226 views
#2	Introduction to Climate Change and Carbon	Modern Slavery	Modern Slavery
	168 views	175 views	174 views
#3	Lower Carbon Concrete	Sustainable Procurement: An Introduction	National Highways: The Foundations of Network Occupancy
	160 views	150 views	155 views
#4	Modern Slavery	Introduction to Climate Change and Carbon	Introduction to Climate Change and Carbon
	157 views	132 views	146 views
#5	Achieving business success through FIR	The Modern Slavery Act 2015	The Modern Slavery Act 2015
	154 views	129 views	143 views

## 1.4 Quality ratings of events

All events that are run are measured against three KPI's: quality; impact (change) and relevancy. These are based on good or excellent responses. The below table illustrate results for the training run to date. The first quarter has seen positive changes against each metric which is good news.

Table 7. Table showing KPI ratings for Change, Relevancy and Quality

Year	Target and measure	Rating	Change +/-
April - Dec 2023	95% of employers will rate the training quality as good or excellent	96%	+2%
	90% of employers will rate the training received as relevant to their needs	93%	+4%
	75% of employers agree training will change the way they do business	87%	+2%
FY 2023/24	95% of employers will rate the training quality as good or excellent	94%	
	90% of employers will rate the training received as relevant to their needs	89%	
	75% of employers agree training will change the way they do business	85%	

## 2. PR, Marketing & Communications

### Website

#### Website Performance Overview (July – September 2024)

During the second quarter of 2024, the UK School website experienced notable engagement, attracting 83,758 visitors – representing a 17.9% year-on-year (YoY) increase. These visitors generated a total of 790,059 page views, marking an impressive 19.6% growth compared to the same period in 2023.

#### Global Reach and Audience Diversity

The UK School continues to broaden its international appeal, with a diverse audience accessing the site from across the globe. Notably, 13.6% of visitors originated from the USA, 5.1% from the Netherlands, and 3.6% from Finland, demonstrating the School’s growing global reputation.

### Effective Marketing Channels: Direct Traffic Leads the Way

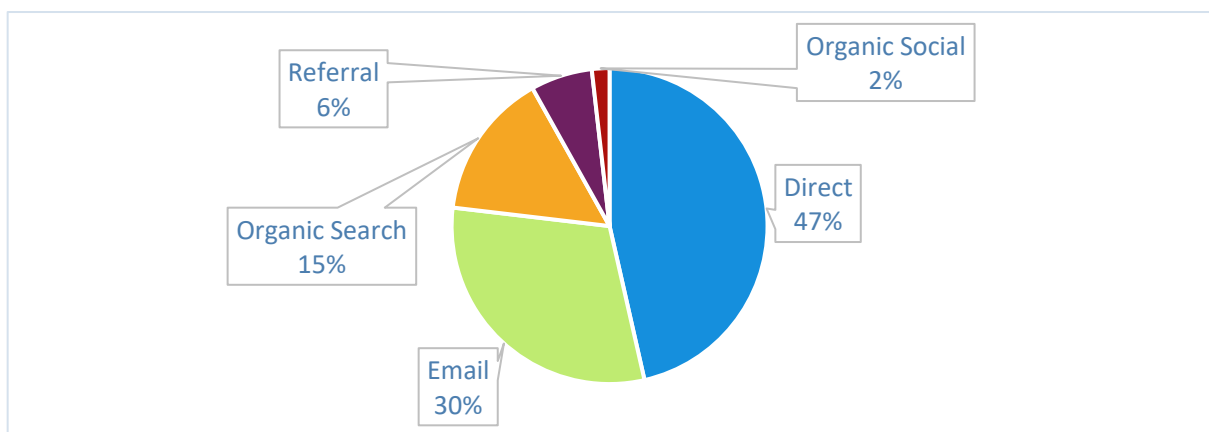
Visitors are arriving via a range of marketing channels, with direct traffic remaining the leading source. Nearly half of all visitors (47%) already know the website, with many likely bookmarking it for quick access. This strong direct traffic is expected, as the School has an established membership base, where users frequently return to engage with the content and resources available.

### Email Marketing: A Resounding Success

Email marketing has seen an impressive 76.8% increase in visitors' year-on-year (YoY). On average, 30% of those engaging with email content click through to visit the UK School website. Crucially, this figure represents a fresh group of users each time, demonstrating the ongoing success of well-targeted campaigns in consistently driving new interest and engagement with the site.

### Search Engines and Referrals

Search engines such as Google remain an important source, contributing 15% of the site's visitors, emphasising the importance of maintaining high search visibility. Additionally, 6% of visitors arrive via referrals from external websites, showcasing the value of external partnerships and mentions in expanding reach.





## Website Enhancements: Key Updates to School CMS Pages (August 2024)

In August, significant updates were made to the School's CMS pages to enhance user experience and engagement for both potential and existing members and Partners. These improvements are designed to streamline navigation, increase conversions, and provide more relevant content.

The key updates include:

- **Homepage:** Refreshed to prominently showcase membership benefits and provide a clear call-to-action directing visitors to the 'Become a Member' page, aimed at increasing membership conversions.
- **About Page:** Revised to strengthen the School's credibility by highlighting its history, key milestones, and impact. Links were added to important sections such as 'Our Vision & Values', 'Our Awards', 'Partnership', and 'Membership' pages to guide visitors towards deeper engagement.
- **Membership Page:** Enhanced to convert website visitors into active members by showcasing membership benefits and offerings, along with a clear call-to-action (CTA) encouraging users to register.
- **New Page – Getting Started:** Introduced to guide new members through their onboarding journey, providing initial steps, resources, and tips to maximise their membership experience, promoting sustained engagement.
- **New Page – International Schools:** Developed to support the School's global expansion strategy, this page highlights partnership opportunities and the local sustainability impacts of international engagement.
- **CMS Menu:** Reorganised to incorporate the above changes, ensuring improved navigation and a smoother user journey throughout the site.

These updates reflect our commitment to delivering a seamless, informative, and engaging experience for both new visitors and returning members.

## Multi-channel Campaigns

### **Supply Chain Sustainability School Summit Campaign (Q2 2024)**

Following its launch in June, the multi-channel marketing campaign for the 2024 School Summit continued throughout Q2, with the primary objective of driving new event registrations and re-engaging existing registrants.

The event registration page attracted 9,272 views during the campaign, marking a significant 148% year-on-year (YoY) increase. The majority of this traffic (78%) was driven by email marketing, followed by direct traffic, organic search, referrals, and organic social media channels.

The Summit, held on 5th September, saw 463 attendees from a total of 911 registered participants, resulting in a 49.18% drop-out rate. However, the attendance represented a 26.2% increase compared to the 2023 Summit, making it the most attended in-person event the School has ever hosted.

### **FIR Culture Impact Report Campaign (September 2024)**

On 26th September, the School published its FIR Culture Impact Report 2024, based on findings from the FIR Culture Impact Survey. The report was made available as a resource on the School's website and promoted across multiple channels, including social media, email, and the website itself.

Within two weeks of its release, the report garnered 158 views. Additionally, the press release titled "FIR Culture Impact Report Reveals 32.7% Surge in Inclusivity Efforts Across the Built Environment" was redistributed by three external publications, driving 44 tracked clicks to the resource.

### **Partner Engagement Campaign (Q2 2024)**

Each quarter, the School runs a campaign to increase engagement within its Partner organisations and their supply chains. The aim is to boost the number of active individuals and companies engaging with the School's training programmes.

For Q2, the campaign focused on promoting FIR (Fairness, Inclusion, and Respect) training and resources. Key results include:

- 5 out of 24 targeted Partners engaged, achieving 42% of the March 2025 target.
- 1,376 active individuals from Partner organisations, representing 82% of the March 2025 target.
- 4,919 active companies from Partner supply chains, exceeding the March 2025 target by 170%.

### Training sessions:

During Q2 2024, the School hosted a total of 55 virtual events, comprising 4 conferences, 34 webinars, and 17 workshops. These sessions attracted a combined total of 4,083 attendees, highlighting the continued demand for online learning and engagement.

### Event Breakdown:

Session type	No. Sessions			Registrations	Attendance		
	Q2	vs Q1	YoY	Q2	Q2	vs Q1	YoY
<b>Conference</b>	4	-20%	-20%	2,922 (730 average)	1,263 (315 average)	-51%	-26%
<b>Webinar</b>	34	-3%	+13%	4,679 (138 average)	2,468 (73 average)	+3%	+28%
<b>Workshop</b>	17	+31%	+21%	682 (40 average)	352 (21 average)	+16%	+26%
<b>TOTAL</b>	55	+4%	+12%	8283	4083	-22%	+4%

### Performance Analysis:

- **Conferences:** With 4 conferences held in Q2, registrations were down 20% both quarter-on-quarter (QoQ) and year-on-year (YoY).

Attendance stood at 1,263 participants, a 51% decrease from Q1 and a 26% drop YoY.

- **Webinars:** Despite a slight 3% decline in the number of webinars compared to Q1, the School saw a 13% YoY increase in registrations, with 4,679 registrations in total. Attendance also improved, with 2,468 attendees – 3% higher than Q1 and up 28% YoY.
- **Workshops:** Workshops saw strong growth, with a 31% increase in the number of sessions compared to Q1 and a 21% YoY rise. Registrations reached 682, with 352 attendees, reflecting a 16% QoQ increase and 26% YoY growth.

**Overall Performance:** Across all event types, the School delivered 55 sessions in Q2, a 4% increase compared to Q1 and a 12% rise YoY. A total of 8,283 registrations were received, with 4,083 attendees participating. Although overall attendance declined by 22% QoQ, the 4% YoY increase in attendees signals ongoing interest and engagement with the School's virtual events.

### Content and Email Marketing

- **Email Preference Centre:** At the conclusion of Q1, 80.9% of the members on the School mailing list had opted in to receive email communications, resulting in an unsubscribe rate of 19.1%. By the end of Q2, this figure increased to 87.2%, leading to a decreased unsubscribe rate of 12.8%. This downward trend in unsubscribes suggests that more members are opting into communications, indicating that the email preference centre is effectively supporting engagement.
- **Monthly Newsletter:** Distributed to approximately 42,000 engaged School Members on the first Wednesday of each month, this newsletter promotes the free resources available on the School's platform. It has achieved an average open rate of 26% and an average click rate of 11%. The best-performing newsletter focused on Management topics, which was sent in July, recording an open rate of 26.8% (12,200 unique opens) and a click rate of 14.9% (1,800 unique clicks).

- **TrainingAlert:** This weekly email targets engaged School Members to promote upcoming training sessions. It boasts an average open rate of 28.2% and an average click rate of 12.4%.
- **FIRry Friday:** A bi-weekly email sent to FIR Ambassadors (approximately 900 recipients), this communication has an average open rate of 21% and an impressive average click rate of 25%.
- **Membership Level:** Distributed quarterly to engaged members, this email encourages recipients to consider moving up a membership level. It has achieved an average open rate of 18.4% and an average click rate of 17.5%.
- **Lapsed Users & Priority Suppliers Email Series:** The campaign aimed to reactivate 7,776 lapsed users and 14,511 lapsed priority suppliers by promoting short videos from a resource library through a series of four emails. The strategy involved tracking engagement metrics such as open rates, click-through rates, as well as the total number of users reactivated.

### Priority Suppliers

- *Recipients-to-Click Conversion Rate for Inactive Members = 9.6% (1 in 10.4)*
- *Click-to-Conversion Rate for Inactive Users = 7.1% (1 in 14.1)*

### Lapsed Priority Suppliers

- *Recipients-to-Click Conversion Rate for Inactive Priority Suppliers = 7.6% (1 in 13.2)*
- *Click-to-Conversion Rate for Inactive Priority Suppliers = 17.8% (1 in 5.6)*

## Marketing Automation

The School is currently implementing multiple marketing automation campaigns, each designed to achieve specific objectives:

**Topics Journey:** This campaign targets 809 users who visited specific topic pages on the School CMS during Q2. By employing dynamic content tailored to users' activity, the campaign aims to engage members in continuous learning. The conversion rate has remained relatively stable quarter-on-quarter (QoQ), with a slight decrease from 30.4% to 29.9%.

Overall, this automation has proven highly successful in driving engagement among users.

**Partner Acquisition Journey:** Focused on acquiring new Partners, this campaign utilises data from 4,456 contacts not currently affiliated with a Partner company. As a result, 0.6% (22 contacts) have successfully converted into meetings with the School’s Business Development team.

**Welcome to the School Email Performance:** Launched in Q1, the 'Welcome to the School' series consists of a five-email automated sequence sent to new registrants (9,122) upon sign-up. These emails introduce users to the platform, guiding them through key learning activities and offering personalised content.

- **Recipients-to-Click Conversion Rate:** 4.96% (approximately 1 in 20) of total recipients clicked through to the website or content from the emails.
- **Total Click Conversion Rate:** 59.8% of users who clicked through from the emails went on to convert and are now active on the School, indicating that the email strategy effectively engages the audience and drives meaningful actions.

Email	Topic	Recipients	Opens (%)	Clicks (%)	Active (%)
1	Welcome	<b>9,122</b>	2,681 (29.8%)	802 (8.8%)	627 (78.2%)
2	Assessments	8,257	1,923 (23.3%)	371 (4.5%)	130 (35%)
3	Resources	7,599	1,557 (20.5%)	250 (3.3%)	190 (76%)
4	E-learning	6,847	1,328 (19.4%)	198 (2.9%)	116 (23.2%)
5	Sessions	6,129	1268 (20.7%)	263 (4.3%)	63 (24%)
<b>TOTAL</b>					<b>1,126 (12%)</b>

## Social Media

**LinkedIn as the Primary Channel:** LinkedIn is the most effective platform for attracting followers and generating engagement, with a total of 11.7k followers and 1.3k engagements. The significant YoY growth in followers (+26.8%) highlights its effectiveness in building a School community.

**Follower Growth vs. Engagement Decline:** Despite a 5.2% QoQ increase in followers, LinkedIn has experienced a notable decline in both posts (-6.8% QoQ) and engagement (-27.5% QoQ). This discrepancy is due to seasonal challenges with Q2 taking place July-September.

**Popular Content Highlights:** The Photos from the Summit post led to the highest engagement on LinkedIn with 95 reactions, indicating visual content performs well. The Summit award winner’s announcement gained substantial visibility with 2,445 impressions, suggesting high interest in recognition-related content. The USA School announcement, with 38 shares, shows effective community involvement.

Platform	# Followers	# Posts	Engagement
LinkedIn	11.7k	68	1.3k
Twitter	5.5k	47	119
Facebook	308	7	17

## Media & Press Engagement

In Q2 2024, the School produced three in-house press releases aimed at promoting key initiatives and raising awareness within the industry. These included:

- **‘Industry Leaders Join Forces to Tackle GHG Emissions and Air Pollution on Construction Sites’**
- **‘Construction Leadership Council and Supply Chain Sustainability School Unveil Bold Plan to Revolutionise UK Housing with Modern Methods of Construction (MMC)’**
- **‘FIR Culture Impact Report Reveals 32.7% Surge in Inclusivity Efforts Across the Built Environment’**

These releases helped the School gain significant media exposure, with a total of 28 press mentions during the quarter. Key coverage included:

- Articles focusing on the **FIR Culture Impact Report 2024** and its accompanying press release.
- Press surrounding the **MMC Strategy for Housing Report** and the associated press release.
- Additional features highlighting **School Partners**, the announcement of new **gold members**, and the School's presence at **industry events**.

This media activity demonstrates the School's continued influence in the built environment, helping to drive awareness and engagement across its initiatives.

## 2. Leadership Groups Progress

The following section gives a summary of what each group are currently focusing on.

### 2.1 Construction

- The Construction Group organisations have greatly surpassed the target for the entire year on adding Priority Supplier lists, with a total of 40 organisations adding or updating their lists by end of July. To further drive this supply chain engagement, the group are arranging a Priority Supplier list Tutorial run at their next meeting to help any struggling Partners get across the line.
- The Group's objective of collaboration has been pursued thanks to NG Bailey representing the group speaking at the Retrofit Virtual Conference in July; representatives from both the Nature Recovery Group and the Plant Group presented to the Group at their August meeting to foster further collaboration
- The Group aim to publish a new resource this year to explain carbon scopes to any audience; the Carbon Scopes Cheat Sheet is in the 2<sup>nd</sup> phase of review and will soon be peer reviewed by Partners.
-



## 2.2 Homes

- Progressing an in-person conference “Sustainable Homebuilding: The Role of Subcontractors” in Manchester on 13<sup>th</sup> November, focused on upskilling groundworkers in three key areas; Climate Change and Carbon, Water and Waste and Resource Efficiency. The session will be invite only, focused on a target list of subcontractors, and is supported and promoted by homebuilder Partners including Barratt Developments, Lovell, Crest Nicholson, Keepmoat and MJ Gleeson.
- Planning a 1.5 hour panel webinar on 2<sup>nd</sup> October in collaboration with the Future Homes Hub, exploring whole life carbon and linked to their Future Homes Carbon Assessment Tool, with speakers from Ibstock, Triton and Berkeley Group.
- Developing a Sustainability Strategy series for trades, taking place throughout October-November. Four 1 hour webinars and follow up guides will be delivered, focusing on upskilling key audiences in the homebuilding (and wider built environment) sector - Homebuilders and Contractors; Manufacturers, Groundworkers and Material Suppliers.

## 2.3 Infrastructure

- The group will now meet more regularly (6 times a year) with shorter sessions focussing on priority topics for infrastructure Partners: Productivity & Operational Excellence; Sustainable Procurement / Heat Mapping; Hydrogen; Nuclear /Sizewell C; Performance Measurement; Biodiversity; Carbon & Net Zero.
- Martin Perks, Commercial Programme Director at National Highways presented at the last meeting. Martin shared information on standardising, measuring and improving productivity in the highways sector, to support moves towards Integrated Project Delivery. The Group were informed about a forthcoming standard on productivity being developed by National Highways together with DfT and BSI.
- Two virtual conferences are being organised with particular relevance to Infrastructure: Clean Hydrogen and AMP8 (the new 5 year Asset Management Plan for the water sector). A range of infrastructure Partners are presenting at these high profile School events.
- The Partners are developing more infrastructure related case studies to raise awareness of best practise against risk of modern slavery in supply chains, and reviewing the School’s offer on Sustainability Shorts to determine if there are any gaps in content coverage.

- A Rail Sector Sub-Group has been formed to accelerate collaboration among Partners working in rail infrastructure. Companies supporting include Skanska, Morgan Sindall, Colas, Amey, Siemens, Story and Network Rail – together with other stakeholders such as Railway Industry Association and the Rail Safety & Standards Board. Following an initial meeting in early September, work is ongoing to identify resources and training delivery that might be most relevant and suitable for this sector.

### **2.4 FM**

- Discussion continues on the opportunity for the group to respond to the growing constituency of partners responsible for ownership and management of built assets and their surroundings by adjusting its working title and focus to FM and Property or FM and Real Estate
- An exercise has been conducted to involve the FM Leadership Group in the process of enhancing navigation of the School for FM professions and supply chain. This involved breaking out the main trades and professions employed and mapping these against the various School sustainability topics to determine what the learning priorities should be for each
- A webinar addressing modern slavery in the FM supply chain has been delivered in collaboration with Mite and Sunbelt Rentals, with a further webinar planned with Equans, building on work done already in raising the profile of addressing energy efficiency in FM. Further work is in progress to develop additional webinar/events content including social value, ED&I, and effective handover from build phase to FM
- The Retrofit Group has also now agreed to be involved in the collaborative Virtual Conference with the Digital Group, investigating innovations in digital technologies in FM and Real Estate.

### **2.5 Wales**

- Delivered two workshops with Welsh Government to input into guidance documentation on Social Partnership and Public Procurement (Wales) Act
- Attended multiple external speaking events to encourage SME engagement (e.g. NWCP, Woodbuild 2024).

### **2.6 Scotland**

- Scotland now has 842 active companies including 181 at Bronze, Silver or Gold level membership. The target for full year 24/25 is 1,000 active companies which represents 33% growth.
- The Leadership Group in Scotland has been focussing on promoting / raising awareness and use of sustainable resources and materials in Scotland. Two examples of recent successful training on this issue are the Lunch and Learn sessions on “Advancing Recycled Aggregate” (87 participants) and “Low Carbon Concrete” (383 participants).

- The School has also attended an increasing number of Partner supplier engagement events, supporting key Partners in Scotland such as SPEN, Robertson, Balfour Beatty, Scottish Water and McLaughlin & Harvey.
- In September the School organised two separate visits to Balfour Beatty's Hydrogen Refuelling Hub on the M77 (south of Glasgow). Balfour Beatty demonstrated their gritter and IPV trucks that can run on a hydrogen/diesel mix, giving an accessible and practical route to decarbonising HGVs. Scottish Partner SGN will be providing an update on their 100% green hydrogen project (H100Fife) during the forthcoming Hydrogen Virtual Conference.
- Prior to their recent Leadership Group meeting, Partners have also recently visited Scotland's national innovation centre for construction, operated by BE-ST (Built Environment, Smart Transformation). The School will be speaking and exhibiting at an International Retrofit Conference being organised by BE-ST in November.

### **2.7 FIR**

- Published our 2024 FIR Culture Impact Report, analysing and reporting on the responses to our ninth annual Culture Impact Survey, with the report released during Inclusion Week and additional supporting material to follow the launch.
- Designed, developed and delivered a new Inclusive Recruitment Training Module for SMEs, with the e-learning module now out for further testing with SMEs as the next step under the CITB EDI Commission.
- Conducted full review of the FIR resource library, identifying improvement opportunities and gaps to factor into future resource development, and substituting links and outdated resources for more current items.
- Partnered with the National Federation of Builders (NFB) to host a series of 14 short-form e-learning modules on Neurodiversity which will be available as part of the FIR Resources library, currently in final development stage ready for publication in mid-October.

### **2.8 Digital**

- Delivered a pilot course: Digital Leadership - tackling business culture and behaviours.

## 2.9 Procurement

- Vicky Hinchcliffe (Cadent) and Wendy Storey (SUEZ Group) have been appointed co-chairs of the Supply Chain Sustainability School's Procurement Leadership Group, succeeding Shaun. Both bring extensive expertise, with Vicky focusing on procurement and Wendy on sustainable practices, and they are committed to building on Shaun's legacy.
- The Procurement Group held its first virtual conference, *Breaking Procurement Barriers for SMEs*, in July. This event aimed to provide insights into the challenges faced by buyers and suppliers, highlighting strategies for overcoming these barriers through fair and inclusive practices. Featured speakers included representatives from the Greater London Authority, Transport for London, Cadent, and Onsite Support.
- In collaboration with BuildUK, the Procurement Group delivered the *Unlocking the Updated Common Assessment Standard* webinar. This session raised awareness of the benefits of the Common Assessment Standard for organisations lower in the supply chain and discussed the latest revisions introduced in July 2024.

## 2.10 Plant Category Group

- Published the updated versions of the Plant, Tools and Equipment Charter (V2) and the Minimum Standards (V3).
- Developed and launched the Plant Charter Procurement Guide.
- Awarded the first new platinum status of the charter to a signatory.
- Met with industry experts to define the learning outcomes and storyboard of the new *Sustainable Site Setup* e-learning.
- Worked with CITB, CPA, Flannery and Lynch to develop the industry's eco-operator course into a CITB standard.

## 2.11 Modern Slavery Group

- Launched A Practical Guide to understanding modern slavery risks in supply chains.
- The operational toolkit to address modern slavery and labour exploitation risks on sites will launch in anti-slavery week. The toolkit aims to
  - Support anyone involved in setting up or operating a site to address slavery and labour exploitation
  - Bring together site specific, actionable insights and recommendations into one place

- Signpost to a wealth of resources in formats such as posters, toolbox talks and videos, from leading modern slavery organisations into one, easily accessible location

Endorsement for the toolkit has been given by Local Government Association, Yorhub and Build UK and will all be actively promoting it.

- EJ presented at a Construction Leadership Council meeting about the evolving landscape of risk in construction and the role of the Built Environment Against Slavery group and the School's resources. The presentation was met with enthusiasm and favourable feedback from the group members. There was significant interest in the School's resources and members expressed their willingness to share them with companies / colleagues, fostering a collaborative environment that promises to enhance our outreach and impact.
- Discussions are continuing re the development of a construction intelligence network similar to the [MSIN](#) for the food and drink sector. Stop the Traffik is running a demo of how this platform works for School partners in October.
- Built Environment Against Slavery conference: Insights, Actions, Collaboration is running in anti-slavery week on 16 October in Birmingham. Speakers include: survivor with lived experience, Dame Sara Thornton, Tilbury Douglas, Carmichael, Achilles, GLAA, Design for Freedom, Balfour Beatty, Travis Perkins. A new video developed by Unseen, specifically for the construction sector will be shown for the first time at the event - a survivor perspective to raise awareness.

### **2.12 Waste & Resources Group**

- Collaboration with other School groups and sectors continues apace, in this quarter including, thus far, Scotland, Wales and the National Highways collaborative programme
- A webinar was delivered addressing separated waste collections in Wales and the implications for Simpler Recycling in England. This topic is important, with the modified collections process set to present a number of challenges for School partners and members operating locations in both Wales and England
- The work on producing more accountable and structured reporting and related metrics for waste continues. Communications have been made with several individuals and organisations that have a long history in waste metrics and reporting development through previous and current entities such as the Strategic Forum for Construction (the forerunner of today's Construction Leadership Council and Green Construction Board), WRAP, BRE etc. These investigations have enabled the group to realise that this

task is going to be very challenging indeed and work may well need to continue beyond the FY end

- The group's second Virtual Conference of the FY has been planned for March 2025 in collaboration with the Digital Group, focusing on digital technologies and the imminent requirement for mandatory implementation of Digital Waste Tracking.

## 2.13 Climate Action Group

- Through discussions we have agreement from the Chair and Co-chairs to adjust the structure of the Group.
- The work programme is now more focused on n Priorities for development, as well as the Carbon Calculator.
- The other Task Groups – Industry Influence, and Skills – are still 'live' but have been made standing agenda items for Partners to contribute on.
- Developing learning content on Scope 3 data collection, calculation and reporting, aimed at suppliers who report to Partners.
- The next development will be on learning content on how to submit to SBTi.
- This year, 20 Partners are using the Carbon Calculator to collect 2023's data, reaching 659 suppliers who are actively reporting their emissions, this is a 44% increase versus last year. [Since the beginning of this project, 1522 suppliers have used the system to report emissions at least once]

## 2.14 Wellbeing

- Appointed new Vice Chair (Acting Chair): Ann-Marie Coulthurst, Head of Health & Wellbeing, Murphy
- Created and delivered new training content to provide more proactive training and support to drive positive culture change. New sessions included: Addiction & Recovery Friendly Workplaces and also a new Suicide Prevention Webinar. Identified new SMEs and worked with external trainers to explore future new content for the 24/25 training programme
- Updated the 'Wellbeing Topic Page' on the website – ensuring alignment with the focus of the wellbeing group being on 'workforce wellbeing' and signposting to Lighthouse / Mates in Mind and others
- Ran a workshop with the Leadership Group to better understand how to engage the supply chain in Wellbeing Initiatives and the importance of measurement of impacts.

- Starting work with FIR Team to update the Diversity Calendar to include a Wellbeing Calendar – this will be a branded microsite instead of the current PDF.

### **2.15 Social Value**

- The ESG Roundtable in Westminster, planned with the Senior Leadership team of partners, will focus on the 'S' pillar. With the growing number of frameworks, group partners are placing greater emphasis on the 'S' aspect alongside Social Value.
- The SME report is scheduled for release in October, offering an in-depth analysis of the devolved nations and procurement requirements for Social Value.
- A new workshop on "Measuring, Reporting, and Amplifying Social Value" has been added to the partner catalogue.

### **2.16 Offsite**

- Published report: 'The benefits to mental health and wellbeing of offsite construction'.
- Virtual conference to launch above report
- Multiple external speaking events (e.g. Offsite Expo)

### **2.17 Retrofit**

- Supported and contributed to the delivery of 3 webinars within the retrofit programme; 1 on the impact retrofit has on quality of life and cost with BRE, 1 on how circularity, waste and retrofit interplay with BW Workplace Experts, and another on what standards are used in retrofit with BSI.
- Supported and contributed to the delivery of 1 virtual conference focused on the retrofit journey's challenges and solutions, speakers included; Canary Wharf Group, Wates, NG Bailey and Swansea University
- By the end of Q2, from its launch, the retrofit programme had trained 1,238 unique individuals. The work from the training programme, and the latest resources the group helped create, had engaged over 1,500 unique businesses.

### **2.18 Nature**

- The group has appointed its first Chair, Ben Stone of Kier, who brings considerable corporate and personal experience to the role.

- Opportunities have been sought to collaborate with other School groups and external stakeholders. A presentation was made to the Construction Leadership Group on this basis.
- The initial review and update School nature and biodiversity resources is now largely complete, whilst leaving scope for new resources to be added. Work will now commence on ordering the revised resources using a “widget” similar to that used for ordering the School’s waste and resource use resource material, thus enabling users to find the content they require more easily.
- The Group has developed an excellent working relationship with the Green Finance Institute (GFI), the delivery arm of the Taskforce on Nature Related Financial Disclosures (TNFD). An initial meeting has been held with GFI and several Tier One Contractor School Partners to scope out what is likely to be required in future in terms of reporting and disclosure on Nature, and to begin to consider how School Partners and Members can best be supported in this work. A follow up is planned for November with partners invited to get involved if they would like to do so.
- On a related topic, a webinar was held with Speedy Hire and Mott MacDonald outlining Speedy’s Nature Positive Roadmap, and explaining how this aids their endeavours on practical implementation of Nature Positive solutions as well as assisting with their activities on Nature disclosure and reporting.

### **2.19 Lean**

- Updated the Operational Excellence Resource Library.
- Updated target output for KPI’s per quarter. This looked at including a Virtual Conference and Webinar into Q3-Q4 2024-25.
- Planning for e-learning module Campaign for Q3. There have been 6 resources planned into a Q3 campaign for creating re-engagement with existing e-learning modules.
- Themed Leadership Groups. Q2 focused on the theme Leadership & Culture, covering Change Management to get the perspective of Leadership with the members of the Group.
- Developed Lean assessment that is due to go live on the 17<sup>th</sup> October. Using levels to develop the maturity of knowledge from beginner to higher skill levels.

### **2.20 Future Workforce**

- Further contributed to a new resource filter on the future workforce page of the School site, where those from across the future workforce market can access relevant resources.



- Contributed their own resources to the School resource library. For example, videos and content created by partners that they use to engage the next generation of the workforce in sustainable built environment.
- Developed content ideas for webinars to engage industry and education partners, to be delivered in Q3.

### 3. New Partners

The School welcomes 9 new Partners this financial year:

Partners
Bruntwood
Plantforce Rental
Reaseheath College
Genuit Group
Renew Holdings
Halliburton
Recycling Lives
Gatwick Airport
Premier Modular

**End.**