

Challenges:

At Caval, the company prides itself on the efforts it has made to be as sustainable as possible in all of its operations. However, one area where it has struggled in the past is environmental sustainability. While Caval has made efforts to reduce its carbon footprint, it remains challenging to make a larger impact. This is primarily due to the offices at its headquarters in Leeds, which are serviced offices. As a result, Caval has no control over the energy supplier for the business and cannot use a sustainable provider. This limitation makes it difficult for the company to reduce its carbon footprint further, as it only has control over smaller areas within its operations, such as recycling and limiting energy usage where possible. Although these efforts have been somewhat effective, their impact on the company's overall carbon footprint may not be as significant as organisations that operate from offices they own themselves.

Impact:

By using School, Caval has made knowledge on key social value topics more widely available within the organisation. With training courses at a variety of levels, new employees can be introduced to sustainability, while experienced employees are provided with refresher courses, ensuring that beneficial information reaches all staff. Having sustainability information accessible to all employees in this manner has enabled Caval to improve the actions it takes to become more sustainable, fostering a better understanding of how this can be achieved. This has been reflected in many areas of the company's operations, including collaboration with various charities. By partnering with a set of eight charitable organisations on a regular basis, colleagues at Caval have taken part in a range of fundraising activities. These efforts have been influenced by the Sustainability School's range of resources, helping to deepen the understanding of the benefits of social value within an organisation.

Engagement events:

A few of the many engagement events attended by Caval's Social Value Team Manager include:

- Diversity Data Benchmarking Conference - 12/12/23
This conference, held in Birmingham, provided valuable networking opportunities with individuals from across the UK. It was described as "a great conference with a multi-faceted look at the data surrounding diversity and its impact on various organisations."
- Fairness, Inclusion, and Respect Webinar - Intermediate 30/01/24
This webinar was extremely useful, offering helpful detail and insights into achieving Fairness, Inclusion, and Respect (FIR) status within Caval.
- Fairness, Inclusion, and Respect Webinar - Advanced 12/03/24
This webinar built upon the previous session, offering more in-depth information on the steps to be taken to achieve FIR status.

Fact box



Company

Caval

No of employees

N/A

HQ

4th Floor

33 park Place

Leeds LS1 2RY

Website

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Main contact

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Services

Within Caval, we provide services to clients (hirers) and candidates (job seekers), connecting those looking for work to a suitable employer, providing a job suited to their skills and experience

About

Caval limited is a leading recruitment business working exclusively within the construction industry. At Caval, we are committed to providing highly skilled workers to a range of areas within construction in both blue- and white-collar roles, in permanent and temporary positions.

Resources:

Assessments – The use of assessments has allowed employees to understand which areas they have improved upon over time. By conducting assessments before and after training, they can track their progress and identify areas that still need attention.

Action Plan – By conducting research on a specific subject in detail through the use of an action plan, the ability for individuals to become specialised in particular areas has been made easier. This approach allows a higher volume of employees to master key topics.

E-learning modules - The use of E-learning modules have been beneficial to Caval, as it allows for employees to focus on specific topics relevant to them, with the summary quizzes being a useful guide to show the knowledge they have gained from completing the module

The resources have been used to enhance the team's knowledge of social value and improve our understanding of issues surrounding:

- People:
 - Inclusion
 - Neurodiversity
 - Modern slavery
 - Upskilling
- Management:
 - Identifying different skill sets
 - How to successfully recruit
- Sustainability

Value gained:

By working with the School, Caval has been able to set itself apart from competitors by using its efforts in sustainability and social value as a way to demonstrate to clients that significant resources are invested in working with others. This approach helps gain a competitive advantage over similar organizations, positioning Caval to attract new clients in the future.

Due to the large volume of staff who have participated in courses through the Supply Chain Sustainability School, Caval's workforce, as a whole, is more educated on social value initiatives. This enhanced understanding allows the company to make positive business decisions related to the subject, while also enabling a better understanding of specific clients' sustainability expectations. As a result, Caval is able to adapt its operations accordingly.

Future proofing:

The work that Caval has done with the School to date has been incredibly beneficial both to the business and to staff members, fostering personal and professional development. Moving forward, Caval intends to continue working closely with the School, with the next goal being to achieve FIR Gold status. This will involve releasing a case study for other organizations to utilize through the School, showcasing the sustainability efforts Caval has made so far.