

Attendees: Chair: Shaun McCarthy (Action Sustainability), Ben Stone (Kier), Dale Turner (Skanska), Mandy Messenger (Advante), Andrew Spencer (Galliford Try), Julia Barrett (Willmott Dixon), Graham Edgell (Morgan Sindall), Dan Evans (Speedy Services), Aled Williams (UCEM), Ian Heptonstall (Action Sustainability), Hilary Hurrey (Action Sustainability)

Apologies: Marcus Bennett (CITB)

1. Review of actions

Hilary talked through the actions which were either complete, in progress or being discussed as part of the agenda.

2. Governance

2.1 Appointment of Chair

Shaun reported that a handover has taken place with Dale and the official handover of the Chair role will happen at the AGM.

2.2 Board member recruitment & re-election

Hilary gave an overview of progress against timescale and the list of applicants.

Andrew and Mandy gave their recommendations to the Board.

Agreed:

- The profile was clearer and as a result, this time round saw a smaller number of applicants.
- There was one candidate who met all the criteria that Andrew and Mandy recommend should be appointed. The Board agreed with this recommendation.
- The other candidates did not meet the agreed criteria and the preferred profile (client, homes sector, property services) that was published in the application. It was recommended that we should not appoint any of the remaining candidates. The Board agreed this recommendation.
- The Board agreed that we should draw up a list of potential candidates that do fit the criteria to approach directly to ensure that a balanced Board is maintained. It is unlikely that this will happen in time for the AGM.
- It was felt important that someone from the homes sector is considered especially considering the Government plans around homebuilding.
- Dan and Julia have been re-elected by the Partners to remain on the Board.

Actions

- Dale will speak to the successful candidate to let them know they have been appointed.
- School team to arrange press; logistics around the AGM and a meeting to get the candidate up to speed.
- Andrew and Mandy will let the unsuccessful candidates know.
- Ian and Hilary to draft a prioritised list of suitable candidates who would meet our requirements, the send to the Board for additions and comments on prioritisation.
- Ian and Dale to then make approaches one at time.

3. Updates

3.1 Reaching Site Workers

Ian updated the Board on the funded work to reach out to site workers. Ian outlined that the app development is being paid for Action Sustainability rather than out of the School budget as development like this is always risky, resource hungry and usually takes longer than planned. A return on investment will be sought from funded projects licencing the app for use on site. In the longer term we will look to build into the partner offer, once we know the technology and process work.

This is a real opportunity to try something different to expand the reach of the School onto site. There will be learning lessons on the way but this offers the potential of step change in reaching a wider audience.

Comments/ feedback:

- The 24 sites will ideally come from the Partners involved in the bid, however there could be opportunity for other Partners to be involved. There has already been interest from others e.g. Argent. It was agreed that such organisation be asked to become Partners.
- The app must be future proofed so that, for example, it has the ability to change the languages used; accessibility must be considered and audio also provided (to support those who are unable to read).
- Many site workers won't know what site they are on – this should be mitigated as there will be a unique QR code to use with each site which auto populates that information. There will also be messaging arounds changing sites, or if the worker is not on site but wants to continue learning.
- There could be some who don't want to download the app onto their personal phones.
- Time will need to be built into the working day to complete the training.

3.2 CITB Strategic relationship

Ian updated the board on the progress with CITB. Ultimately there needs to be further conversations with CITB as currently the offer is not valuable to Partners or the School.

Agreed

- There needs to be further data research into how many new companies there have been for the past few years and then out of those, which ones are levy payers.
- The top levy payers who are Partners in the School should meet and be part of the support around the negotiations.

Actions

- Ian to continue with the negotiations with CITB and involve other Partners once he has moved the conversation on further.

3.3 Sales strategy

Ian talked through some additional opportunities that have been announced by Government. The two highlighted opportunities are:

- £80m capital fund to support employers to deliver bespoke needs-based training
- £20m into LSIPs to form partnerships with construction companies (we know the LSIPs well)

Actions

- Hilary to pick up on the action around setting a date for a Partner roundtable to showcase the value of Partnership to potential Partners. Members of the Board will be invited to participate in this.
- Aled agreed to support the School's approach to Tim Balcon to discuss the School's role with this.
- School to market to the LSIPs, several of who we already have relationships with.

3.4 Constructionline: Common Assessment Standard

Ian updated the Board. We are still waiting for the contract to be sent by Once for All, however, we are not expecting any of the financial agreements to be changed from the original proposal.

CHAS are being unresponsive, Achilles have engaged and are considering the opportunity.

4. Collaborations

An overview of the current collaborations were given.

Agreed

- It was important to make clear who are lobbyists and who are decision makers. For example, organisations such as RICS, RIBA both have expertise in setting an 'owning' standards (RICS and carbon), whilst others are stronger at lobbying.
- UKGBC can provide subject matter expertise for our collaboration groups, and can provide good quality higher level content. However, they do not reach the supply chain. Their focus is on clients, designers, architects.
- Need to consider what number of relationships is manageable.
- A pyramid approach to work out who to approach. This will include several points on how the School can engage and in what way.
- Reciprocal engagement is very important and must be mutual. The School should not collaborate if there is no value, no reach in numbers or new content.

Actions

- The next Board meeting will include a list of organisations that could be collaborated and a draft of where they would be on the pyramid to help prioritise which relationships should be pursued.

5. KPI's: NPS Benchmark & Impact survey results

The NPS scores for Partners (63%) and Members (41%) were presented. This is the first year the School has used NPS.

The impact results were also presented. Key points from the impact survey were:

- a. A significant increase in reduction in carbon and the School helping companies with this.
- b. The attribution for FIR, Community Engagement activities and Modern Slavery have dropped.

Agreed

- The results were well received and the NPS scores will be presented at the AGM.
- To gain more intelligence there will be a question included similar to 'what would make you give a higher score? Or 'If you rated us a less than 9, tell us what / why?'
- We should look to benchmark the School against other similar organisations.
- Member workshops will be held to gain more information from members as to what their challenges/pain points and what they want from the School.
- The FIR survey will draw out more information about why there is a drop. There was conversation around the words Fairness, Inclusion & Respect may not be as obvious as EDI, however it was agreed that the term FIR is more relatable to many organisations.
- There is a maturity question – e.g. the FIR Survey goes out to FIR Ambassadors as well as those who engage with the programme. It is unlikely that the School is helping FIR Ambassadors as much as

someone who is new to the programme. The Ambassadors get what they need from the School but they don't need increased understanding.

- The School doesn't do anything around water. We should consider focusing on asking about topics we do focus on e.g. nature.

Actions

- The testimonial video that was created by students at a Partner College (Wigan & Leigh) should be included at the AGM and included in other communications to reinforce the value and success of the School.
- Hilary to review the Impact questions set and includes the comments made on an follow up question on NPS and including focus on topics such as nature.
- Hilary will speak about the NPS scores at the AGM.
- The Board will be kept up to date about the member workshops once they happen.
- Hilary to cut the data to look at length of time in the School vs the attribution.

6. AGM

Hilary talked through the draft agenda.

Agreed

- Mandy will introduce the new Board member.
- Dale will talk through the item on Board member re-elections.
- Hilary will include the NPS score in the annual report and Impact survey section.
- There will be a section included to:
 - Show the student testimonial video
 - Remind all Partners of the link to the groups updates videos
 - Inclusion on some of the exciting developments and new content in the School such as: Nature group; School app; retrofit
 - Key dates to look forward to e.g. Summit

Actions

- Hilary to include the above items into the agenda.
- Hilary will be in contact with all presenters in advance of the AGM to agree logistics, slides etc.

AOB

No AOB was declared.

Next meeting:

Wednesday 16th July, 10am – 1pm;

Morgan Sindall Offices, Kent House, 14-17 Market Place, London W1W 8AJ