

Challenges:

One of Straight-Line Civils' biggest sustainability challenges is aligning recruitment practices with the construction industry's evolving environmental standards. A key issue is sourcing candidates with experience in low-carbon building techniques or green certifications, as many clients now prioritise environmental compliance. The company also aims to reduce its operational footprint by minimising travel emissions, digitising paperwork and promoting remote interviews where possible. Ensuring diversity, equity and inclusion in recruitment further supports a resilient and representative workforce. Balancing industry demand with environmental and social responsibility remains an ongoing but critical challenge for Straight-Line Civils.

Impact:

Engagement with the Supply Chain Sustainability School has enabled Straight-Line Civils to tackle its sustainability challenges more effectively. E-learning modules, training workshops and assessments have improved the team's understanding of environmental and social sustainability in construction recruitment. These resources helped the business identify operational gaps and implement practical action plans, such as adopting digital-first recruitment processes to reduce travel emissions and enhancing candidate screening to include sustainability credentials. Webinars and knowledge-sharing sessions provided real-world insights, allowing the company to stay ahead of industry expectations. As a result, Straight-Line Civils has become a more responsible partner to clients and strengthened its market position by aligning with the growing demand for sustainable construction practices.

Value gained:

Membership of the Supply Chain Sustainability School has delivered significant benefits to Straight-Line Civils. The company has enhanced its understanding of sustainability drivers shaping the construction industry, enabling better alignment of recruitment services with client requirements. For example, it can now more effectively identify and supply candidates with sustainable construction skills, helping clients meet their environmental targets and supporting new business wins with contractors focused on ESG performance. Internally, the School's resources have driven more efficient, digital-first recruitment processes and raised staff awareness of sustainability best practice. Membership has also enhanced the company's reputation as a forward-thinking, responsible recruitment partner and continues to reduce risk, support compliance and maintain competitive advantage.

Fact box



Company

Straight-Line Civils

No of employees

11

HQ

Straight-Line Civils, Sansome Lodge,
Sansome Walk, Worcester, WR1 1LH

Website

<https://www.straight-linecivils.co.uk/>

Main contact

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Services

Labour supply / Subcontractor

About

Straight-Line Civils offers staffing solutions for the rail, highways and construction industries, supported by industry-leading training customised to meet each client's specific needs. It maintains a pool of highly skilled and currently certified personnel to support every project, ensuring the correct resources are in place for the full life-cycle of works across the construction, rail and highways sectors. The business also offers bespoke rates for supplied staff and prioritises collaboration with clients to identify the right solution and trades to meet their requirements.

Future proofing:

Straight-Line Civils plans to continue using the School's resources to upskill its team with a focus on social value, carbon literacy and inclusive recruitment. Development of more sector-specific content for recruitment agencies and provision of interactive, role-specific training would further support the company's growth and enable it to better serve clients' evolving needs.