

SUPPLY CHAIN SUSTAINABILITY



April – June 2025

Supply Chain Sustainability School

Progress report

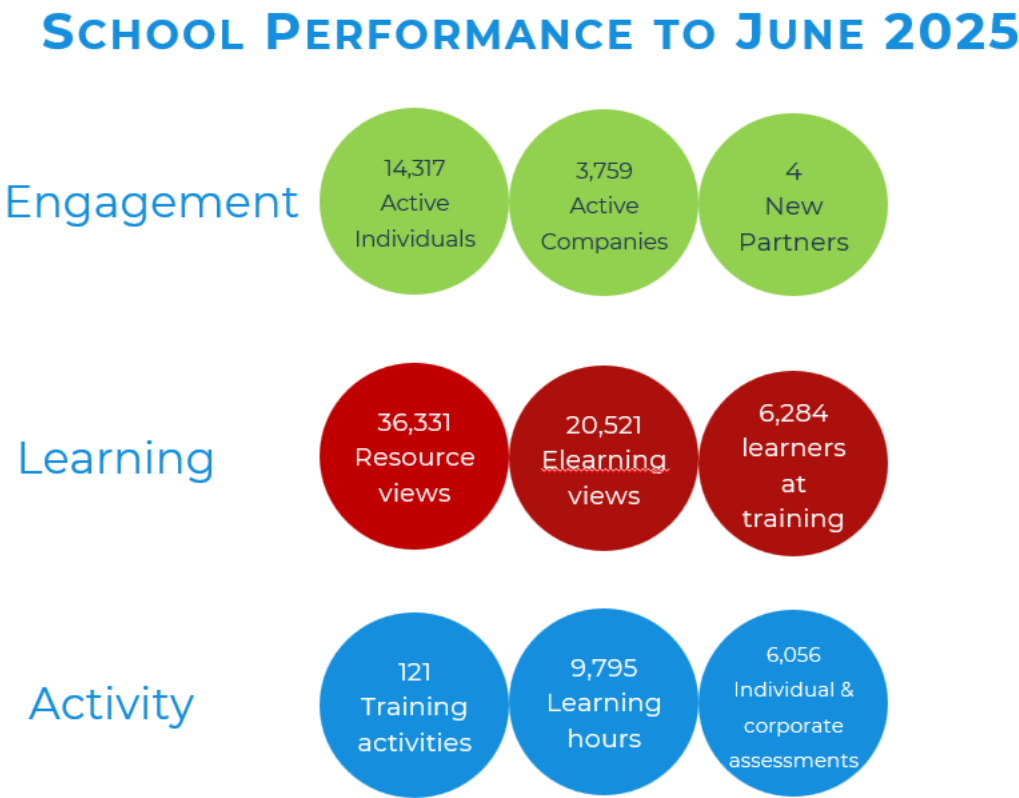
1. Summary by numbers

1.1 Progress against KPI's

There are currently 3,759 organisations and 14,317 individuals who have become active since 1st April 2025. This is an 12.7% increase for active individuals and 3.5% increase on active companies compared to last FY. So far the figures do not include any individuals using Partners in house LMS which host the School elearning.

Planned activities remain on track to meet end of year targets and there has been a focus this year to plan training activities in a more efficient way and spread them more evenly across the year. Illustration 1 below shows key highlights for the financial year to date and Illustration 2 outlines performance against the KPI's:

Illustration 1:



Progress Report

Illustration2: Progress against KPI's

KPI	End of FY March 2025	June 2025	% increase from end of last FY	Target 2025
No. of Partners	223	227	2%	242
No. of priority supplier lists (quarterly update)	133	135	2%	145
Av. change in assessment score (corporate)	13%	13%	0%	14%
Av. change in assessment score (individual)	9%	9%	0%	10%
Active Companies since April	7,677	3,759	--	10,000
Active individuals since April (on School)	36,566	14,317	--	45,000
Active individuals recorded on Partner internal LMS (quarterly report)	14,319	0	--	15,000
Total Active individuals	50,885	14,317	--	60,000

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	Assess (Corp/ Ind)	Re-ass (Corp/Ind)	Bronze, Silver, Gold	Ambassador
Const.	2,226/5,000	3,601/2,000	--	1	--	--	--	--	--	--	--
Homes	718/1,500	931/2,800	2 2 round table	4	1	--	--	--	--	--	--
FM	511/1,000	771/2,200	-	-	-	--	--	--	--	--	--
Infra	915/1,800	1,853/5,400	--	1	2	--	--	--	--	--	--
Offsite	433/2,000	897/4,400	--	--	1	--	--	191/80 300/700	Inc. in assessment	--	--
Lean	436/1,650	932/5,500	8	8	2	1,000	--	103/358 240/1,000	Inc. in assessment	--	--
Digital	1,170/2,300	5,032/12,800	--	--	--	--	--	196/463 500/1,800	Inc. in assessment	--	--
Proc	1,779/3,900	6,399/16,900	--	--	--	--	--	105/345 450/1,600	Inc. in assessment	--	--
Retrofit	446/700	2,879/ 7,200	12	12	4	--	--	62/210 200/1,000	Inc in assessment	--	--
Future Workforce	53/180	1,017/4,500	--	--	--	--	--	--	--	--	--
Wales	421/750	493/1,400	--	--	--	--	--	--	--	--	--
Scot	573/1,100	728/2,150	6	10	3	1,000	--	240/400	Inc. in assessment	290/250	--
FIR	305/2,000	4,161/14,800**	13	5	1	--	--	--	--	--	1,136
Overall	3,759/10,000	14,317/60,000	43/261	78/147	7/21	6,284/23,850	20,521/95,000	1,390/3,335 3,800/12,200	272/1,059 1,300/4,200	1,521/ 1,500	--

Key:	On target	Concern	Focus required	No target
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Please note: In the new system Wales & Scotland are viewed as regions. There are two ways to look at the reporting for these regions:

- Looking at the number of companies with a Welsh or Scottish postcode.
- 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.

1.2 Online Face to face training activities

Focus this year is to continue to produce a programme of Virtual Conferences, aiming to get 500 attendees at each. This year the programme has been organised well in advance to allow members to get the dates into their diaries earlier, but also to ensure that there is a balanced programme across the year. There has always been a tendency to have too many virtual conferences take place in Q4. The topics that have been chosen are a balance of what members have said they want to hear more about, what focuses came from the groups business planning and what are important or current topics in the industry now. Impact remains the ultimate goal for the School.

Table 2. Training activities taken place to date.

Type	No. of sessions	No. of learners	No. of learning hours
Virtual Conference	7	2,512	5,024
School summit	0	0	0
FIR Conference (F2F)	0	0	0
Meet the Buyers	0	0	0
Conferences - in person	0	0	0
Workshops	43	666	1,665
Lunch & Learns	78	3,106	3,106
Total	128	6,284	9,795

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 how the members engage with the School. Resource views continue to trend high which is good news, as does the elearning. The School strategy is also to not only engage members into the School, but to encourage them to do more learning.

Table 3 focuses on the month-by-month engagement from individuals.

Table 3. Engagement tracker

Month	Resource views (not e-learning) 24/25	E-learning views 24/25	Face to face training 24/25	Resource views (not e-learning) 25/26	E-learning views 25/26	Training 25/26
April	8,257	5,189	2,158	13,194	7,929	1,926
May	8,297	6,475	2,254	10,500	5,951	2,023
June	8,158	4,595	2,683	12,243	6,376	2,141
July (inc. Partner LMS)	11,346	5,619	2,621			
August	8,623	4,594	602			
September	9,744	5,552	2,034			
October (inc Partner LMS)	12,470	6,170	1,199			
November	12,483	5,945	2,992			
December	8,204	4,583	1,091			
January	12,848	9,529	1,295			
February	11,355	9,068	1,835			
March (inc Partner LMS)	14,104	10,857	2,324			

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	April	May	June
All Resources	19,242	14,373	16,092
Case Study	301	398	502
Document / Presentation	2956	2279	2551
E-learning Module	6922	4928	5026
Tool	424	442	435

Unique Resource Views	April	May	June
Video	6444	4526	5696
Web link	2195	1800	1882

The top five resources each month are listed in the table below. This is likely to be influenced by the communications that go out to members encouraging them to use specific resources based on the theme for that month or learning pathways that Partner are sending out to their supply chains to complete.

Table 6. Top 5 resources each month

Top 5 Resources	April	May	June
#1	Introduction to Climate Change and Carbon	Introduction to Climate Change and Carbon	Introduction to Modern Slavery
	445 views	222 views	254 views
#2	Introduction to Modern Slavery	Introduction to Modern Slavery	Introduction to Climate Change and Carbon
	415 views	205 views	197 views
#3	Introduction to Social Value	Sustainable Site Set-Up	Sustainability at Work - Sustainability Short
	228 views	174 views	178 views
#4	Carbon Footprinting & Measurement	Sustainability Strategy - Sustainability Short	Biodiversity and Nature - Setting the Scene
	208 views	165 views	171 views
#5	Sustainability Strategy - Sustainability Short	The Circular Economy	Sustainability Strategy - Sustainability Short
	207 views	132 views	164 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 - June 2025	95% of employers will rate the training quality as good or excellent	96%	+1%
	90% of employers will rate the training received as relevant to their needs	89%	-1%
	75% of employers agree training will change the way they do business	77%	-7%
FY 2024/25	95% of employers will rate the training quality as good or excellent	95%	
	90% of employers will rate the training received as relevant to their needs	90%	
	75% of employers agree training will change the way they do business	84%	

2. PR, Marketing & Communications

2.1 Website

Website Performance Overview

The UK School website saw strong engagement, attracting 175K users – a 5.9% quarter-on-quarter (QoQ) increase. These visitors generated 764K page views, reflecting a 23.7% decrease QoQ, but 118.9% growth compared to Q1 FY24-25.

Global Reach and Audience Diversity

The UK School continues to expand its international appeal, with a diverse audience accessing the site from around the world. Notably, 18.3% of visitors came from the USA (from 13.2% last quarter) and 15.6% from Ireland (from 11.5% last quarter), highlighting the urgency for redirects to the US and IE websites.

Effective Marketing Channels: Email Leads the Way

Visitors are coming through various marketing channels, with email growing to 75.5% (from 63.8% last quarter) and direct traffic decreasing to 22.2% (from 30.2% last quarter). On average, 32.4% 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.

Search Engines and Referrals

Organic search traffic dropped sharply to 0.72% in Q1 2025, down from 5.2% the previous quarter, while referral traffic declined to 2.8% from 5.9%. This continuing

downward trend in referrals has been observed year-over-year from 2023–2024 through 2024–2025.

Several external factors likely contributed to this decline:

1. **Google's AI Overviews and Algorithm Updates:** The introduction of AI-generated summaries at the top of search results has reduced click-through rates, as users increasingly receive answers directly without visiting external sites. A core Google algorithm update further decreased the overlap between AI summaries and organic search results, impacting visibility and traffic.
2. **Rising Zero-Click Searches:** Industry data shows an increase in zero-click searches – where users get information directly on the search page – further limiting website visits from organic search.
3. **Broader Decline in Referral Traffic:** Referral traffic has been steadily declining across industries, influenced by changing user behaviour and shifts in external linking patterns.
4. **Growth of AI-Driven Platforms:** New AI-powered tools and platforms are diverting user attention away from traditional search engines and referral sites, contributing to the overall traffic decline.

These trends underscore the urgent need to intensify SEO efforts, focusing on building external partnerships, increasing backlinks, and adapting to evolving search behaviours to regain and grow referral and organic traffic.

2.2 Multi-Channel Campaigns

13 Days of Impact: This targeted digital campaign celebrated 13 years of the Supply Chain Sustainability School, showcasing real-world case studies to demonstrate how member companies are leveraging the School to embed sustainability, upskill teams, and address evolving business challenges. The campaign aimed to re-engage existing members while attracting new ones by featuring recognisable names, tangible outcomes, and relatable stories. Each post was paired with a relevant learning resource to encourage immediate action.

- **Homepage Takeover:** Featuring 13 Gold Case Studies over the campaign's 13 days, the homepage takeover was used to drive traffic to these case studies and prompt action from visitors.
- **Email:** The campaign achieved a solid open rate of 33.63%, though the unique click rate was lower at 0.87%. Despite this, 346 unique conversions were recorded, helping to showcase some of the best case studies and Gold Members to a wider audience. The most-clicked links in the emails were the *Summit Registration Page* (62 clicks), the *Schneider Case Study* (51 clicks), and the *Resource Library* (41 clicks), indicating a diverse range of audience engagement.
- **Social Media:** Engagement ranged from 1 to 13 likes per post, with standout posts including *Reliable Contractors (FIR)* (13 likes, 5 reposts) and *Sheppard Piling (HVO)* (12 likes, 2 reposts). Posts featuring companies that engaged with

the campaign ahead of time performed better, suggesting that future campaigns could benefit from encouraging more company involvement in advance.

2.3 Content and Email Marketing

- **Monthly Newsletter:** Sent to engaged School Members on the first Wednesday of each month, this email has the highest open rate at 35.7% and a click rate of 3.4%. These newsletters highlight free resources and consistently perform well in terms of engagement.
- **TrainingAlert:** These weekly updates about upcoming training sessions achieve the highest average open rate of 45.6%, though with a lower average click rate of 2.0%. This indicates strong interest in training notifications, even if not all recipients take further action.

Important note: *The method for measuring clicks has changed since the last quarter due to Force24 improvements in tracking Non-Human Interactions. As a result, while the click-through rate (CTR) figures may appear lower quarter-over-quarter, the actual numbers remain similar but are now significantly more accurate.*

- **FIR Email Campaign:**
 - **Ambassador Newsletter:** The FIR Ambassador email newsletter, launched in May 2025, has quickly gained traction, with a strong conversion rate. Targeting the Ambassador community, it is supported by an active LinkedIn group and consistent communications from the FIR team. So far, the campaign has achieved an average open rate of 26.48% and a notable unique click rate of 7.84%. The *Inspiring Change* conference has been the most-clicked link in both editions, reflecting the FIR Team's focus on driving attention to this key event.
 - **FIR Member Newsletter:** The FIR Member Newsletter, aims to introduce School members to the FIR programme and increase overall engagement. Launched in May 2025, it has data available from two emails sent so far. The open rate is comparable to the Ambassador Newsletter (25.17% for the Member Newsletter vs. 26.48% for the Ambassador), but there is a noticeable difference in unique click-through rates (1.52% for the Member Newsletter vs. 7.84% for the Ambassador). This disparity aligns with expectations, as the Member Newsletter reaches a larger audience with less prior involvement in the FIR programme. Despite this, a 1.52% click rate represents a healthy conversion, with 472 unique clicks. The most clicked link across both editions was for "The ABCs of LGBTQ+", an important module tied to the Pride Month theme.

2.4 Marketing Automation

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

Topics Journey: In Q1, this campaign targeted 1,222 users who visited specific topic pages on the School CMS. By employing dynamic content tailored to users' activity, the campaign aims to engage members in continuous learning. The

conversion rate averaging 78.2% for the quarter has proved this to be hugely successful. Overall, this automation has proven highly successful in driving engagement among users.

Partner Acquisition Journey: Focused on acquiring new Partners, this campaign targeted 4,673 members identified as potential candidates who could benefit from becoming a Partner. As a result, 58 members (1%) progressed to meetings with the School's Business Development team. While no sales have been closed yet, the average conversion timeline is 3 to 4 months.

'Welcome to the School' Journey: The 'Welcome to the School' series consists of a five-email automated sequence sent to new registrants (2,531 in Q1) 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:** 35.7% of recipients clicked through to the website or content from the emails.
- **Total Click Conversion Rate:** Of those who clicked through, 54.1% (1,036 users) subsequently converted and are now active on the School.

These engagement metrics suggest the email strategy plays a meaningful role in guiding new users toward active participation on the platform.

2.5 Social Media

Platform	# Followers	# Posts	# Engagement
LinkedIn	12,923 (+2.8% QoQ)	93 (+55% QoQ)	1,097 (+136% QoQ)

Q1 marked a shift in tone and content strategy as the Marketing team resumed control of social media management from the Project Delivery team. The result was a return to more polished, call-to-action-led content and broader thematic variety. Overall performance saw meaningful growth across key metrics, including impressions, engagement, and posting volume. Most notably, engagement rose by 136% Quarter-on-Quarter.

Key Insights:

- **CTA-Focused Messaging:** High-performing posts featured strong, timely calls-to-action, particularly those promoting webinars, conferences, or downloadable guides. Examples include the Pride Month webinar (10.37% engagement) and the HVO scrutiny post (8.27%). These posts proved that pairing sector-relevant news with a direct action continues to produce clicks.
- **Visual Storytelling:** Personal or milestone-driven posts with custom graphics, like Anna Baker's Board return (5.28%) or the announcement of Dale Turner as Chair (4.29%), achieved strong traction.
- **13 Days of Impact:** While individual post engagements varied, the #13DaysOfImpact series added thematic consistency and reinforced School impact messaging. It provided ongoing, digestible proof points to reinforce brand credibility and user benefits.

LinkedIn as the Primary Channel

Twitter/X has been discontinued as a social media platform. Due to ethical concerns and a plateauing return on investment, efforts have been redirected toward LinkedIn, the School's primary social channel.

2.6 Media & Press Engagement

In Q1, the UK School issued 6 press releases and secured 35 media mentions – a significant quarter-on-quarter improvement. Upgrades to press mention tracking technology during this period may have contributed to the increased coverage.

- **29-Apr-25:** Built Environment Schools Trust and Supply Chain Sustainability School Launch Sustainability Clubs Powered by Leading Industry Platform
- **15-May-25:** Dale Turner Appointed Chair of the Supply Chain Sustainability School
- **19-May-25:** RIA Supports Network Rail's Greener Railway Strategy
- **20-May-25:** Holcim's Anna Baker Rejoins Supply Chain Sustainability School Board
- **27-May-25:** Action Sustainability and Align Partner to Embed Survivor Voices in Modern Slavery Risk Management
- **17-Jun-25:** Supply Chain Sustainability School UK Continues to Drive Industry Impact, 2025 Annual Report Shows

Insights & Suggestions

- **Fragmented but Frequent Visibility:** Dozens of mentions appeared across smaller or aggregator-style outlets. This indicates a healthy level of baseline visibility, but also a need to prioritise relationships with top-tier titles to ensure more authoritative coverage.
- **Rail Sector Stories Reached Niche Media Effectively:** The RIA and Network Rail collaboration was picked up by several railway-specific outlets, such as Global Railway Review and Rail Business Daily. For sector-specific partnerships, targeting niche verticals continues to be a high-ROI media tactic.

Key Publications and Coverage

Title	Link	Publication
Why FM companies must embrace sustainable procurement now	https://www.fmj.co.uk/why-fm-companies-must-embrace-sustainable-procurement-now/	Facilities Management Journal
Holcim's Anna Baker rejoins Supply Chain Sustainability School Board	https://www.buildersmerchantsnews.co.uk/Holcims-Anna-Baker-rejoins-Supply-Chain-Sustainability-School-Board-/58745	Builders' Merchants News
RIA and Network Rail unite to deliver a greener, more sustainable future for UK rail	https://www.globalrailwayreview.com/news/202906/ria-and-network-rail-unite-to-deliver-a-greener-more-sustainable-future-for-uk-rail/	Global Railway Review

Title	Link	Publication
Supply Chain Sustainability School appoints new chair	https://www.fmj.co.uk/supply-chain-sustainability-school-appoints-new-chair/	Facilities Management Journal
RIA supports Network Rail's environmental sustainability strategy	https://news.railbusinessdaily.com/ria-supports-network-rails-environmental-sustainability-strategy/	Rail Business Daily
Supply Chain Sustainability School appoints new chair	https://projectscot.com/2025/05/supply-chain-sustainability-school-appoints-new-chair/	ProjectScot
Dale Turner appointed Chair of Supply Chain Sustainability School	https://bit.ly/44Grvqm	Skanska
Daikin launches D-carbonise Partner Status	https://www.acrjournal.uk/news/daikin-launches-d-carbonise-partner-status/	ACR Journal
Daikin updates commercial installer programme with new D-Carbonise partner status	https://www.installeronline.co.uk/heating/daikin-updates-commercial-installer-programme-with-new-d-carbonise-partner-status/	Installer Online
Drive down risk, drive up profits: bringing certainty to construction projects	https://www.pbctoday.co.uk/news/mm-c-news/drive-down-risk-drive-up-profits-bringing-certainty-to-construction-projects/150937/	PBC Today
Sustainability, net-zero, finance & stakeholders	https://sustainabilitymag.com/net-zero/sustainability-live-net-zero-finance-stakeholders	Sustainability Magazine
PBC Today – May 2025 issue	https://www.pbctoday.co.uk/news/publication/pbc-today-may-2025/150860/	PBC Today
Sustainability to be taught in secondary schools by leading industry platform	https://environmentjournal.online/climate-change/sustainability-to-be-taught-in-secondary-schools-by-leading-industry-platform/	Environment Journal
Sustainability skills initiative highlights career pathways for students	https://constructionmanagement.co.uk/sustainability-skills-initiative-highlights-career-pathways-for-students/	Construction Management
Skanska & Supply Chain Sustainability School collaborate	https://manufacturingdigital.com/procurement-and-supply-chain/skanska-supply-chain-sustainability-school	Manufacturing Digital
Four execs join Sustainability Live London lineup	https://sustainabilitymag.com/sustainability/four-execs-join-sustainability-live-london-line-up	Sustainability Magazine
Offsite housing construction contract awarded to Talo	https://www.pbctoday.co.uk/news/mm-c-news/offsite-housing-construction-contract-awarded-talo/150139/	PBC Today
Alstom's inaugural awards recognise social and environmental impact of rail supply chain	https://news.railbusinessdaily.com/alstom-inaugural-awards-recognise-social-and-environmental-impact-of-rail-supply-chain/	Rail Business Daily reports on Alstom's CSR awards, spotlighting suppliers who

Title	Link	Publication
		improve social and environmental impacts.
Social and environmental impact of rail supply chain recognised in inaugural Alstom awards	https://www.yourworld.net/submit?redirect	Your World
HE Simm Becomes A Supply Chain Sustainability School Partner	https://hesimm.co.uk/just-another-blog-post/	He Simm
Alstom honours UK & Ireland suppliers at inaugural CSR awards	https://www.travelandtourworld.com/news/article/alstom-honors-exceptional-suppliers-in-the-uk-and-ireland-for-their-outstanding-social-and-environmental-contributions-at-the-inaugural-corporate-social-responsibility-awards/	Travel and Tour World
Petards Rail wins Alstom CSR Award	https://au.investing.com/news/company-news/petards-rail-recognized-with-alstom-csr-award-93CH-3862810	Investing.com
Alstom inaugural awards recognise social & environmental impact of rail supply chain	https://news.railbusinessdaily.com/alstom-inaugural-awards-recognise-social-and-environmental-impact-of-rail-supply-chain/?print=pdf	Rail Business Daily
Petards Rail wins Alstom CSR Award (Investigate RNS)	https://www.investigate.co.uk/announcement/rns/petards-group--peg/petards-rail-wins-alstom-csr-award-/8900289	Investigate (RNS)
Modern slavery initiative to highlight survivor experiences	https://constructionmanagement.co.uk/modern-slavery-initiative-to-highlight-survivor-experiences/	Construction Management
Movers and Shakers – Biggest construction and engineering appointments May 2025	https://www.newcivilengineer.com/latest/movers-and-shakers-biggest-construction-and-engineering-appointments-may-2025-02-06-2025/	New Civil Engineer
Alstom Supplier CSR Awards – video highlights	https://www.youtube.com/watch?v=BlneuENWv4k	YouTube
ESG & procurement guide for real estate and construction	https://www.knightfrank.co.uk/about/esg/procurement-supply-chain-management	Knight Frank ESG
Alcumus and the Supply Chain Sustainability School partnership	https://climate-news.co.uk/2020/11/24/alcumus-and-the-supply-chain-sustainability-school-embark-on-partnership-to-help-the-uk-construction-industry-build-back-better/	Climate-News
Be Sustainable After-School Clubs	https://skylineskillshub.co.uk/be-sustainable-after-school-clubs/	Skyline Skills Hub
Annual Impact Report – Supply Chain Sustainability School	https://www.fmj.co.uk/tag/supply-chain-sustainability-school-annual-impact-report/	FMJ

Title	Link	Publication
UK companies use sustainability skills to reduce carbon and win business	https://www.fmj.co.uk/uk-companies-use-sustainability-skills-to-reduce-carbon-and-win-business/	FMJ
Ipieca online labour rights training webinar	https://www.ipieca.org/resources/online-labour-rights-training/webinar	Ipieca
ESG strategies in UK construction sector	https://www.bdo.co.uk/en-gb/insights/industries/real-estate/esg-strategies-and-sustainability-in-the-uk-construction-sector	BDO UK

3. Leadership Groups Progress

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

Group	Progress to date:
Climate Action Group	- Successfully launched a brand-new e-learning module on Scope 3 emissions, specifically designed for suppliers seeking to enhance their carbon reporting. The module guides users through identifying and measuring indirect emissions, explores key methodologies, and provides practical tools and resources to support the development of a robust Scope 3 inventory. - Held and facilitated the first Climate Action Group meeting of FY25/26 on 9th April. The session focused on gathering Partner feedback to shape the upcoming Science-Based Targets e-learning module, with valuable input on content direction, target audience, and delivery format.
Construction Group	The Construction Group is continuing to focus on their stated priorities for 2025/26 - Circularity, Carbon Reporting and Climate & Carbon.
Digital Group	- Virtual conference arranged with four expert speakers on "AI - The Challenges & Risks". This pulled the largest audience for a digital event so far with 503 attendees. - As per the digital groups focus for 25/26, further training around AI is being planned and a webinar is being arranged currently.
Fairness, Inclusion & Respect Group	The CITB Impact Fund Black Hats Project is progressing with support from key partners. This initiative focuses on developing a mobile app to deliver Fairness, Inclusion, and Respect (FIR) content directly to site operatives. App development, content creation, and the design and development of supporting materials are advancing in parallel, with launch planned for September.

Progress Report

	- In recognition of Pride Month, a webinar exploring the experiences of trans women in construction is in development. Created in collaboration with Joanne Lockwood of SEE Change Happen, it will also feature contributions from trans voices within the industry. A new educational resource, <i>The ABCs of LGBTQ+</i>, is also being produced to provide clear definitions of key terms and support greater understanding of the LGBTQ+ community. - Recruitment is underway for new members of the FIR Steering Group. Additionally, preparations are ongoing for the revamped Inspiring Change Conference and Awards, scheduled to take place on July 15.
Facilities Management & Property Group	- Adjustment of the group's title and remit to FM and Property has attracted some new group members. This provides a new set of perspectives from and on behalf of the FM/Property services client base including REITs, Utilities sector organisations, public sector and other owners and operators of assets and estates amongst the School's partner base and market - Focus in Q1 has been primarily on mobilising the FM and Property priorities for the year, comprising; 'Engaging, developing and Involving People', 'Making Productive use of Data', 'Sustainable Stewardship, Retrofit and Small Works', and 'Sustainable Procurement' - Key to this is a programme of four webinars in development addressing the following core themes; Data/Energy Efficiency (a webinar titled 'Unlocking Energy Efficiency with Equans – Transforming Facilities Management for a Sustainable Future' is scheduled for June), People (Inclusive Recruitment in FM), Sustainable Stewardship and Retrofit (Circular Economy in Retrofit and small works), and Procurement (Sustainable procurement for FM & Property).
Future Workforce Group	- Developed and launched 4 x new 'Routes into the industry' resources, including specific case studies in: Infrastructure, homes, FM and construction. - Supported the development, content and learning outcomes of 4 x animations focusing on Net Zero for industry – for educators – specifically on: Net Zero & Buildings – what do the workforce need to know?', What type of skills do we need for Net Zero?, Passing on knowledge to SMEs: Why upskill for net zero, Education priorities: embedding sustainability into training. Review and approval by group and partners - Supported the development of 'Skills for Net Zero in Construction' case studies. 10 x case studies filmed and approved by partners. - Supported the development and review of learning outcomes for 6 x new workshops for educators – group reviewed the learning outcomes for all 6 workshops: Intro to sustainability / SBTi, net zero & offsetting / designing out carbon / waste & resource efficiency / MMC / Energy Efficiency
Homes Group	Delivering a webinar on 19 June, 2-3pm, with Travis Perkins on carbon accuracy – the key to unlocking reduction opportunities, showcasing their WholeHouse approach and how product-level, weight-based carbon data can influence and simplify processes through the entire construction lifecycle.

Progress Report

	- Promoting a webinar on 9 July, 10-11am, with SIG plc and Knauf Insulation outlining what greenwashing is and why it's important, exploring the Green Claim Code and CCPI, and the risks to businesses not complying. - Planning and starting promotion for a conference at JCB HQ on 25 September, focusing on providing a common ask from homebuilder clients to the groundworks sector on collating and reporting their carbon emissions.
Infrastructure Group	- During its May meeting, the Infrastructure Group shared knowledge and best practice on Nature-related Financial Disclosures and as a result several members of the Group are now contributing to the School's peer to peer collaboration around the TNFD and Green Finance - The Infrastructure Group has made excellent progress on supporting the rail sector supply chain. A working group has developed and launched several new Learning Pathways aligned with Network Rail's new "Greener Railway" Sustainability Strategy and the Sustainable Rail Blueprint. 91 people have already completed these pathways covering key issues such as Net Zero, Circular Economy, Nature Recovery, Inclusion and Community Wellbeing. - Another priority for the Group is achieving greater consistency on ESG reporting and tracking for significant infrastructure projects. At its next meeting, the Group will hear from Sizewell C about how the construction phase of this major nuclear power station will generate maximum positive social and environmental impact.
Built Environment Against Slavery Group	- Launched the working group to develop the new modern slavery due diligence capability assessment. Assessment will launch on 14 October during anti-slavery week. - Agreed to collaborate with CCLA Investment, for the second year, on a CEO roundtable on tackling modern slavery in the built environment. - Signed formal partnership with Align Ltd, to offer a new workshop to School Partners, 'Responding to Modern Slavery through Lived Experience'
Interiors Group	- Continued the successful joint training programme between FIS and the School. Hosting 2 new webinars in Q1, delivered by FIS members, which together garnered over 140 attendees. - Attended an in-person FIS Leadership Meeting, delivering a presentation on the training programmes progress and the Carbon Calculator. - A new milestone has been hit by FIS's Project Reuse; an innovative pilot scheme established to isolate and resolve issues blocking a more systemic approach to fit-out product reuse. The project has received its first fit-out product donations of high-quality ceiling tiles. These are now being catalogued, stored in FIS's London Storage Facility, and prepared for reuse in future projects.

Progress Report

Offsite Group	• Arranged Webinar with Partner organisation on Risk Reduction through Offsite • Agreed outline for a Report on the benefits of offsite (plus some volunteers to co-author) • Found external speakers for two more webinars on Cost Benefits and Sustainability Benefits (dates and synopses TBA)
Nature Recovery Group	• Following a hectic first full year in which the Group has established itself, focus in Q1 has been on mobilising four key priority areas for the coming year. These are 'Focus on Fundamentals', 'Guidance for Reporting and Disclosure', 'Addressing Materials related Risks', and 'Practical Collaboration and Engagement' • Fundamental requirements for the School partnership and audience include understanding and effective implementation of Biodiversity Net Gain and its equivalents in the UK. With this in mind, a Virtual Conference 'Biodiversity Net Gain – One year on' was held with speakers from Mott MacDonald, Keepmoat, Derbyshire Wildlife Trust and the Green Finance Institute. Over 900 bookings were recorded with 400 plus in attendance. The VC addressed the progress, success and challenges presented by mandatory BNG in its first full year • The Group's work with the Green Finance Institute (GFI), the delivery arm of TNFD continues within the guidance for Reporting and Disclosure theme. The latest 'peer to peer' sub-group session focused on the vital issue of data gathering and interpretation in public reporting and disclosure on Nature. School Partners that have a strong interest and are willing to share their experience are welcome to join future meetings of this sub-group.
Plant Group	• The new e-learning module on Sustainable Site Set-Up E-Learning has been completed and published. • The Group is progressing its three business priorities: Establishing a Working Group to develop consistent telematics metrics and KPIs; developing more guidance on other non-fossil-fuel alternatives to fossil fuels; and Develop more short form video and animated content aimed at site operatives and managers • More widely, the School is actively represented in the CLC's Zero Diesel Sites working group, alongside many other key industry stakeholders
Procurement Group	• The Procurement Group is continuing to focus on their stated priorities for 2025/26 - Understanding and Managing Legislative Complexity, Early Supplier Involvement, Sustainability Assessment Standard and Common Assessment Standard (CAS). • The industry review for the Sustainability Assessment Standard has been completed, the School and Once for All are now completing the final amendments to the content to incorporate the feedback received. • Recommendations for updates to the Common Assessment Standard (CAS) have been submitted to Build UK - we understand CAS 5.0 is due to published in July 2025.

Retrofit Group	- Supported and contributed to the delivery of the 'retrofit programme' – including 4 webinars, 4 workshops and a virtual conference. - Focus on 'financial imperatives for retrofit' and 'Innovative funding models' – ahead of the warm home plan and other funding and finance options and opportunities. - Supported the development, content and learning outcomes of 4 x animations focusing on climate change and finance, physical risk, reputational risk and stranded assets. - Supported the development of 'retrofit and decarbonisation' case studies – 5 case studies filmed, reviewed by client and by NatWest and approved. - As of the end of May, the retrofit e-learning had 8,000 views, and the retrofit assessments had been taken 1,492 times.
Scotland Group	- Developed and hosted webinars on nature including Peatland Protection and Restoration and Natural Materials and Bio-Based Solutions for Retrofit. These involved NatureScot, the Scottish Environmental Protection Agency, Design Agency Atelier Ten and Morgan Sindall. Attended by more than 100 suppliers. - Presented on the School and the Scotland Business Plan, developed with the input of 22 partners, to the Building Contractors AGM and Constructionline Glasgow to engage and build more members from the Scotland value chain. - Presented in Glasgow on Social Sustainability and Complex Supply Chains at a SP Energy Network conference and delivered a face to face in-depth collaborative style workshop to build and share knowledge across our key partners in Scotland.
Social Value Group	- The Social Value Group collaborated with Scotland LG to develop and deliver a "Social Sustainability in Complex Supply Chains" workshop for leaders. The session supported organisations in identifying and addressing social risks and opportunities within their supply chains. - In partnership with organisations such as SUEZ, RSK, and external experts including Cardiff Business School, the social value group created a webinar series to support understanding of the newly launched PPN 002 and the Procurement Act.
Wellbeing Group	- Developed our new 'Wellbeing Calendar' – to align training activity and resources to relevant awareness days in the year - Mapped resources to the new wellbeing calendar - Planned in the annual training plan – packaging up support to businesses to ensure they have support and training to - Delivered a virtual conference focusing on Trust. 'Trust Matters' had over 800 registrations and focused on the importance of trust to organisations, communities, supply chains, customers, contractors and individuals – providing them with training, tools, expertise and case studies to help them to improve trust across the board – with the end result being an improvement to wellbeing within organisations, communities and individuals.

Wales Group	• Attended partner supplier day in Wrexham to speak to SMEs and VCSEs • Follow up Teams call with a VCSE (and potential 'multiplier') https://ambitionnorth.wales/ • Follow up call and face-to-face with another VCSE https://www.case-uk.co.uk/
Waste and Resource Use Group	• Focus has been firmly on mobilising the groups priorities for the current FY. This comprises; 'Basic reporting and legislative requirements', 'Circularity - developing practical replicable approaches', and 'Metrics and Data' • The first priority task is to complete, publish and promote the School's new guidance document 'Built Environment Waste: A guide to measuring and reporting waste from construction activities and the existing built environment'. This document has undergone an extensive peer review process via School partners and industry stakeholders. It updates and builds upon a previous publication by ENCORD, explaining how organisations in the built environment should measure and report on waste as well as developing the case for waste avoidance and circularity • A Virtual Conference is in development that will serve as a launch point on 10th July for the new guide, as well as hosting a high-level discussion on the direction the built environment should be taking in developing its approach to zero avoidable waste and the circular economy.

4. New Partners

The School welcomes 7 new Partners this financial year:

Partners
Winvic
The Salvation Army
Fusion 21
The Sheffield College
National Timber Group
Hall & Kay
Activate

End.