

SUPPLY CHAIN SUSTAINABILITY



July – Sept 2025

Supply Chain Sustainability School

Progress report

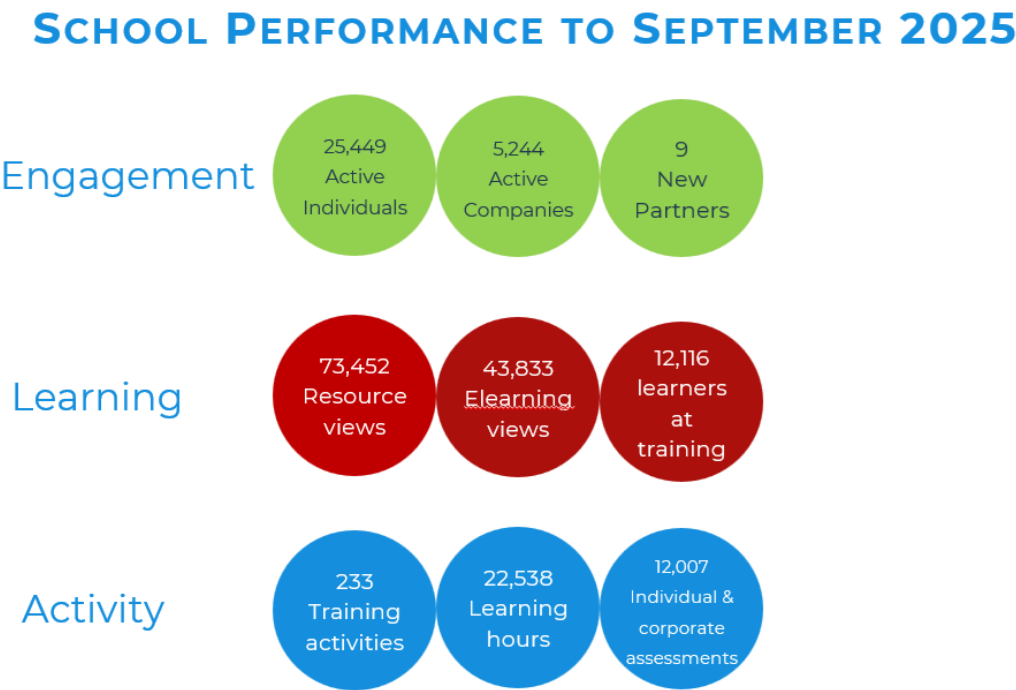
1. Summary by numbers

1.1 Progress against KPI's

There are currently 5,244 organisations and 25,449 individuals who have become active since 1st April 2025. This is an 14.8% increase for active individuals but a decline of -0.58% on active companies compared to last FY. So far the figures include just Q1 figures (2,430) of 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	September 2025	% increase from end of last FY	Target 2025
No. of Partners	223	225	0.9%	242
No. of priority supplier lists (quarterly update)	133	137	4%	145
Av. change in assessment score (corporate)	13%	13%	0%	14%
Av. change in assessment score (individual)	9%	8%	-1%	10%
Active Companies since April	7,677	5,244	--	10,000
Active individuals since April (on School)	36,566	23,019	--	45,000
Active individuals recorded on Partner internal LMS (quarterly report)	14,319	2,430	--	15,000
Total Active individuals	50,885	25,449	--	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.	2,942/5,000	5,250/12,000	--	1	--	--	--	--	--	--	--
Homes	944/1,500	1,345/2,800	2 2 round table	4	1	--	--	--	--	--	--
FM	667/1,000	1,113/2,200	-	-	-	--	--	--	--	--	--
Infra	1,165/1,800	2,635/5,400	--	1	2	--	--	--	--	--	--
Offsite	764/2,000	1553/4,400	--	--	1	--	--	146/400 300/700	Inc. in assessment	--	--
Lean	725/1,650	1,879/5,500	8	8	2	1,000	--	202/730 240/1,000	Inc. in assessment	--	--
Digital	1,720/2,300	8,193/12,800	--	--	--	--	--	370/890 500/1,800	Inc. in assessment	--	--
Proc	2,504/3,900	10,289/16,900	--	--	--	--	--	224/689 450/1,600	Inc. in assessment	--	--
Retrofit	678/700	4,674/ 7,200	12	12	4	--	--	130/474 200/1,000	Inc in assessment	--	--
Future Workforce	73/180	1,410/4,500	--	--	--	--	--	--	--	--	--
Wales	525/750	709/1,400	--	--	--	--	--	--	--	--	--
Scot	718/1,100	1,049/2,150	6	10	3	1,000	--	748/400	Inc. in assessment	284/250	--
FIR	574/2,000	7,440/14,800***	13	5	1	--	--	--	--	--	1,164
Overall	5,244/10,000	25,449/60,000	60/261	107/147	11/21	9,555/23,850	36,984/95,000	2,209/5,410 3,800/12,200	525/1,653 1,300/4,200	1,509/ 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. 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	11	3,966	7,932
School summit	1	516	4,128
FIR Conference (F2F)	1	71	568
Face to face Conferences	1	64	512
Workshops	86	1,266	3,165
Lunch & Learns	155	6,233	6,233
Total	233	12,116	22,538

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	12,279	10,131	2,587
August	8,623	4,594	602	11,983	5,848	536
September	9,744	5,552	2,034	11,731	6,849	2,237
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	July	August	September
All Resources	16,561	15,016	16,133
Case Study	486	520	363
Document / Presentation	3043	2693	2696
E-learning Module	5135	4615	5470
Podcast	30	5	18
Tool	391	351	406
Video	5484	4881	5076
Web link	1992	1951	2104

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	July	August	September
#1	Measuring and Reporting Waste in the Built Environment: A Practical Guide	Introduction to Modern Slavery	Introduction to Climate Change and Carbon
	614 Views	269 Views	278 Views
#2	Introduction to Modern Slavery	Embedding Social Value in Procurement: A Practical Guide for SMEs	Introduction to Modern Slavery
	310 Views	269 Views	274 Views
#3	Introduction to Climate Change and Carbon	Introduction to Climate Change and Carbon	National Highways: The principles of network occupancy for National Highways promoted works

Top 5 Resources	July	August	September
	287 Views	187 Views	271 Views
#4	Embedding Sustainable Procurement	The Modern Slavery Act 2015	National Highways: The Foundations of Network Occupancy
	195 Views	162 Views	222 Views
#5	Sustainability at Work - Sustainability Short	Sustainability Strategy - Sustainability Short	Measuring and Reporting Waste in the Built Environment: A Practical Guide
	194 Views	150 Views	211 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 - Sept 2025	95% of employers will rate the training quality as good or excellent	94%	-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	78%	-6%
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 School website attracted 119K users, a 31.7% quarter-on-quarter decrease, but not unexpected due to summer holidays. Page views were 678,983 this quarter, a 11.09% decrease QoQ; however, a strong 43.07% increase year-on-year. It is positive that UK visitors make up a larger share this quarter (62.3%), compared with 48.91% last quarter. The share of US and IE visitors have decreased QoQ, which is also positive.

Strong Brand and Returning Users: Direct traffic is now the dominant acquisition channel, accounting for 54.26% of visitors (up from 22.21%). Organic search and referral traffic have improved slightly, by less than a percentage point. Email has had a hefty drop, bringing 42.99% of users compared to 75.48% last quarter.

Effective Marketing Channels: Visitors are coming through various marketing channels, with 319 users visiting from a paid LinkedIn ads trial. On average, 54.9% of those engaging with the topics automation journey clicked through to visit the UK School website. This has continued to prove effective, with a slight improvement from 52.4% last quarter.

Search Engines and Referrals: After organic search traffic dropped sharply to 0.72% in Q1 2025, and referral traffic declined to 2.8%, we have turned over this multi-year trend this quarter. While overall traffic is down, organic search and referral traffic have marginally improved, from 0.72% to 1% QoQ and 1.01% to 1.26% QoQ respectively. The need to adapt to evolving search behaviours remains to increase traffic overall.

2.2 Multi-Channel Campaigns

Summit 2025: Campaign Highlights & Outcomes: The Summit was the School's largest in-person event of the year, supported by a multi-channel campaign that launched on 22 May. It generated strong engagement across all touchpoints, from early registrations to post-event content.

Event Engagement:

- A total of **1,139 individuals registered**, with **516 attending in person** – a **drop-out rate of 45.3%**, showing improved commitment compared to last year's 49.2%.
- Strong early interest: **539 registrations** were received within the first week alone.

Email Marketing:

- Five dedicated pre-event emails reached ~58,000 engaged members, achieving a **54.7% average open rate** and **1.8% click-through rate** – a significant improvement on last year's performance (30.5% open rate).

- Featured in recurring "Training Alert" emails, generating a combined **~35,000 clicks** and ensuring consistent visibility.
- Messaging was varied (e.g. agenda highlights, sponsors, partners), with the highest engagement seen in emails featuring partner content.
- A post-event 'Thank You' email sent to attendees achieved a **45% open rate** and an impressive **27.5% click-through rate**, highlighting strong ongoing interest.

Social Media:

- Across 23 posts (11 dedicated and 12 supporting), the campaign generated:
 - **12,520 impressions**
 - **476 link clicks**
 - **396 reactions**
- Posts that tagged Partners or featured video content performed best.
- A post-event highlights video stood out, with **1,068 impressions, 81 clicks, and 47 reactions**.
- Promotional posts in relevant LinkedIn groups showed high potential, with one post in the *Sustainability & CSR* group reaching **1,200 impressions** – an area for further exploration next year.

On-site Branding:

- The Summit featured refreshed branding materials including entrance banners, signage, and QR-coded flyers designed for reuse—supporting sustainability and reducing waste.

2.3 Content and Email Marketing

Important note: The method for measuring clicks was changed in FY24Q4 due to Force24 improvements in tracking Non-Human Interactions. As a result, Q2 QoQ figures should be accurate but any YoY comparisons will not be.

Monthly Newsletters

- The **September edition** on *Waste and Resource Efficiency* achieved the **highest open rate of the quarter** at **69.2%** (sent to 58,289 recipients), indicating strong audience interest in the topic.
- The **July edition** on *Procurement* had the **highest click-through rate** at **1.5%**, showing strong content engagement.
- The **August newsletter** on *Future Workforce* saw lower engagement (46.2% open rate; 1.1% click rate), suggesting the topic had less immediate relevance to readers.

TrainingAlert Emails

- Weekly updates about upcoming training sessions continue to drive strong engagement.
 - **Q1 2025:** Average **open rate of 45.6%** and **click rate of 2.0%**
 - **Q2 2025:** Improved to **54.2% open rate** and **2.8% click rate**

- The rise in engagement reflects greater interest in training opportunities. Improved targeting and collaboration with the Programme Delivery team have also helped highlight lower-attendance sessions more effectively.

FIR (Fairness, Inclusion & Respect) Email Campaigns

- Ambassador Newsletter**
 - Launched in May 2025 and sent to a small, focused audience (762–815 recipients per send).
 - Maintained **steady open rates (~29%)**, but saw a significant increase in **click-throughs**, from **7.8% last quarter to 12.2%** in Q2.
 - The **September edition** doubled August's click rate, driven by interest in the 'Meet in Person' form – demonstrating the impact of personalised and action-driven content.
- Member Newsletter**
 - Refined targeting halved the mailing list size compared to last quarter, resulting in a **higher open rate (29.5%)** and **click rate (2.5%)**, up from 1.5%.
 - While both FIR newsletters have similar open rates, the Ambassador version continues to generate **much higher click engagement (12.2% vs. 2.5%)**, as expected due to audience familiarity with the programme.
 - Most-clicked content included the *Black Hat* initiative and the *FIR Culture Report*.
- On-Site Pop-Ups**
 - Introduced in Q2 as part of a more targeted content approach.
 - The **Diversity Survey pop-up**, shown only to company admins after 2+ minutes on site, achieved **209 impressions** and a **4.31% click-through rate** – highlighting the effectiveness of personalised on-site messaging.

2.4 Marketing Automation

The School is currently running several targeted marketing automation campaigns designed to support user engagement, member onboarding and Partner acquisition. While some performance metrics dipped this quarter, this is likely due to the seasonal slowdown during the **summer holiday period**, with many users less active across July and August.

Topics Journey: This campaign targets users who visit specific topic pages, prompting them to explore further content through dynamically personalised emails.

- **532 users** were targeted in Q2, with a **conversion rate of 46.79%**.
- While this is a drop from last quarter, it remains a strong result and reflects sustained interest despite lower user activity during summer.

'Welcome to the School' Journey: A five-email onboarding series sent to new users to introduce the platform and encourage early engagement.

- **7,402 new users** received the journey in Q2.
- **35% clicked through** from the emails to the website or learning content.
- Of those, **50.2% converted into active users** – a total of **881 members** now actively engaging with the School.

These figures demonstrate the continued effectiveness of the onboarding journey in turning new sign-ups into engaged learners, even during typically slower periods.

Partner Acquisition Journey: Designed to identify and engage potential new Partners, this campaign reached **1,424 members** identified as likely candidates.

- The campaign was active **only in July**, not in August or September, due to resourcing and holiday periods.
- **18 members (1.26%) progressed to meetings** with the Business Development team. While no new partnerships have been finalised yet, the average conversion timeline is 3–4 months, aligning with expectations.

Social Media

LinkedIn	13,330(+3.1% QoQ)	53 (-43% QoQ)	1,016 (-7.4% QoQ)

Over the summer period, LinkedIn activity was intentionally streamlined to support a strategic focus on promoting the **Summit**. As individual event posts generated lower engagement, the marketing team introduced a new **Training Roundup format** to deliver a more consistent, digestible update for the audience. This shift contributed to a **lower post volume**, but **post engagement increased by 0.3% compared to last quarter**, indicating stronger interaction per post.

Content Strategy and Engagement:

- A greater focus was placed on **video content**, with strong performance from the **Summit recap video**, which emerged as one of the top-performing posts of the quarter.
- The refined approach to content – emphasising concise, high-impact formats – resulted in **117 clicks** and **5,760 impressions** across campaign posts.
- Several **Summit attendees** shared their own reflections on LinkedIn. These posts were reshared by the School to highlight participant experiences and expand overall reach and engagement.

Top posts



Supply Chain Sustainab...
Sep 11, 08:03

Exciting news! We're thrilled to welcome Elaine Billington MBE, Chief

157 reactions



Supply Chain Sustainab...
Sep 11, 12:00

🌟 Last Thursday, 4th September, we welcomed our biggest-ever turnout at

47 reactions



Supply Chain Sustainab...
Jul 15, 12:55

🌟 Our Fairness, Inclusion & Respect Programme team members are truly

47 reactions

FIR Activity on LinkedIn:

LinkedIn	1,388 (+10.2% QoQ)	50 (+2% QoQ)	655 (+58.2% QoQ)

The most engaging FIR-related posts this quarter included the **Inspiring Change Conference** and the **steering group launch announcement**. These figures reflect growing audience interest in FIR-related content and an increase in both visibility and engagement.



This performance highlights the effectiveness of a more targeted and engaging content strategy, particularly during lower-traffic seasonal periods.

2.5 Media & Press Engagement

During Q2, the UK School issued four press releases, representing a 33.3% decrease quarter-on-quarter, due in part to the summer period. However, media coverage increased notably, with the School securing 41 media mentions—a 17.1% improvement compared to Q1—demonstrating stronger overall PR impact despite fewer formal announcements.

- **03 Jul 2025** – *Thousands in Construction to Gain Practical Net Zero Skills Under New National Programme*
- **10 Jul 2025** – *New Guide Reveals the Scale of Built Environment Waste and What the Industry Must Do Next*
- **11 Sep 2025** – *National Highways' Elaine Billington Joins Supply Chain Sustainability School Board*
- **18 Sep 2025** – *Built Environment Marks a Decade of Progress on Fairer, More Inclusive Workplaces*

Insights and Highlights

- **Amey's Nature Positive Strategy:** Amey's recent biodiversity announcement generated strong PR traction across multiple outlets, including *edie*, *Environment Journal*, *EuropaWire*, *BusinessGreen*, and others. The School's involvement in this initiative was prominently mentioned, reinforcing its leadership in **nature, resilience, and sustainability**.
- **Member Achievements in the Spotlight:** A number of member companies (including William Hare, AW Construction, Stocksigns, Troup Bywaters + Anders, WS Transportation, County Civils, and IDWe) publicly announced new **Gold, Silver, or Bronze membership levels**. These milestones were celebrated across **industry media and company channels**, underscoring the value of School accreditation. There is an opportunity to enhance this area by offering **customisable PR support and assets** to members achieving these levels—helping them promote their success while extending the School's visibility and recognition.

Key Publications and Coverage

Progress Report

Title	Link	Publication
Free programme launches to tackle net zero skills gaps across the construction supply chain	https://www.fmj.co.uk/free-programme-launches-to-tackle-net-zero-skills-gaps-across-the-construction-supply-chain/	FMJ (Facilities Management Journal)
Construction giants launch net-zero skills programme	https://www.edie.net/built-environment-businesses-launch-net-zero-skills-programme/	edie
Stocksigns Achieves Supply Chain Sustainability School (SCSS) Gold	https://www.externalworksindex.co.uk/entry/170110/Stocksigns/Stocksigns-Achieves-Supply-Chain-Sustainability-School-SCSSGold/	EXTERNAL WORKS (The Landscape and Urban Design Directory)
New guide published on measuring and reporting waste across the built environment	https://www.fmj.co.uk/new-guide-published-on-measuring-and-reporting-waste-across-the-built-environment/	FMJ (Facilities Management Journal)
Vinci Join Our Supply Chain	https://www.vincifacilities.com/join-us/join-our-supply-chain/	VINCI Facilities
New guide reveals the scale of built environment waste	https://specificationonline.co.uk/articles/2025-07-15/citb/new-guide-reveals-the-scale-of-built-environment-waste	Specification Online
Gold Membership achieved with the Supply Chain Sustainability School	https://www.tbanda.com/insights/news/gold-membership-achieved-with-the-supply-chain-sustainability-school/	Troup Bywaters + Anders
Our Sustainability Strategy Building New Futures	https://www.balfourbeatty.com/redirects/balfour-beatty-building-new-futures-sustainability-strategy/	Balfour Beatty
Berkeley partners to launch net zero skills programme	https://www.house-builder.co.uk/news/berkeley-partners-to-launch-net-zero-skills-programme/	House Builder
Industry construction programme launches	https://www.propertywire.com/news/construction-programme-launches/	PropertyWire
New guide reveals the scale of built environment waste Specification Online	https://www.showhouse.co.uk/health-builders-federation-tackling-the-mental-health-crisis-in-construction/thoughts-opinions/	Show House
Industry construction programme launches	https://property-expo.org/industry-construction-programme-launches-propertywire/	Property-Expo
Sustainability at the Forefront of Construction	https://tglssearch.com/industry-news/sustainability-at-the-forefront-of-construction	Thomas Gray Search and Selection
County Civils Joins the Supply Chain Sustainability School	https://countycivils.co.uk/county-civils-joins-the-supply-chain-sustainability-school/	County Civils
Sustainable Journeys, Exceptional Standards	https://www.veho-solutions.co.uk/sustainability-strategy	Veho Solutions

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Title	Link	Publication
Decarbonisation The Supply Chain Sustainability School	https://cpa.uk.net/supply-chain-sustainability-school/	Construction Plant-hire Association (CPA)
Bronze Accreditation from the Supply Chain Sustainability School	https://www.idwe.co.uk/supply-chain-sustainability-school-bronze/	IDWe Ltd
Three New Execs to Speak at Sustainability LIVE London 2025	https://sustainabilitymag.com/news/three-new-execs-to-speak-at-sustainability-live-london-2025	Sustainability Magazine
AW Construction Achieves Gold Level Membership Supply Chain Sustainability School	https://www.awltd.co.uk/2025/08/28/gold-level-membership-supply-chain-sustainability-school/	AW Group
William Hare Achieves Gold Membership with the Supply Chain Sustainability School	https://www.hare.com/news/william-hare-achieves-gold-membership-with-the-supply-chain-sustainability-school/	William Hare
Supply Chain Sustainability School	https://ccsbestpractice.org.uk/entries/supply-chain-sustainability-school/	CCS Best Practice Hub
MKM Achieves Silver EcoVadis Medal, Marking Continued Sustainability Progress	https://www.insightdiy.co.uk/news/mkm-achieves-silver-ecovadis-medal-marking-continued-sustainability-progress/15525.htm	Insight DIY
Bronze Level Membership with the Supply Chain Sustainability School!	https://wstransportation.com/bronze-level-membership-with-the-supply-chain-sustainability-school/	WS Transportation
Collaboration is Key - The Supply Chain Sustainability School Summit 2025	https://pipster-solutions.co.uk/2025/09/05/collaboration-is-key-the-supply-chain-sustainability-school-summit-2025/	Pipster Solutions
Amey launches Nature Positive Strategy to embed biodiversity into UK infrastructure	https://www.amey.co.uk/media/press-releases/2025/september/amey-launches-nature-positive-strategy-to-embed-biodiversity-into-uk-infrastructure/	Amey
UK infrastructure giant Amey launches 'Nature Positive' strategy - Edie.net	https://www.edie.net/uk-infrastructure-giant-amey-launches-nature-positive-strategy/	edie
Amey unveils Nature Positive Strategy to integrate biodiversity into UK infrastructure and services	https://news.europawire.eu/amey-unveils-nature-positive-strategy-to-integrate-biodiversity-into-uk-infrastructure-and-services/eu-press-release/2025/09/09/16/54/28/162068/	EuropaWire
Silver Level Membership with the Supply Chain Sustainability School!	http://wstransportation.com/silver-level-membership-with-the-supply-chain-sustainability-school/	WS Transportation
Nature Positive Strategy 2025 - 2030	https://www.amey.co.uk/media/44hgxxyn/nature-positive-strategy.pdf	Amey
National Highways' Elaine Billington Joins Supply Chain Sustainability School Board	https://www.highwaysindustry.com/national-highways-elaine-billington-joins-supply-chain-sustainability-school-board/	Highways Industry

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Title	Link	Publication
CITB Fund SME Community Hub with Supply Chain Sustainability School	https://www.citb.co.uk/about-citb/news-events-and-blogs/citb-fund-sme-community-hub-with-supply-chain-sustainability-school/	CITB
Amey launches first Nature Positive Strategy	https://www.businessgreen.com/news/4518881/amey-launches-nature-positive-strategy	Business Green
Major infrastructure firm to embed biodiversity into its operations	https://www.bettersociety.net/Major-infrastructure-firm-to-embed-biodiversity-into-its-operations.php	Better Society News
Supply chain - Crest Nicholson	https://corporate.crestnicholson.com/sustainability/operating-responsibly/supply-chain	Crest Nicholson (Corporate)
Batt Cables Joins the Supply Chain Sustainability School	https://battcables.com/batt-cables-supply-chain-sustainability-school-membership/	BATT Cables
CEO on People Matter Charter	https://professionalsecurity.co.uk/news/interviews/ceo-on-people-matter-charter/	Professional Security Magazine
Our Social Value Executive, Rachel O'Neill, Attends the Supply Chain Sustainability School's 2025 Summit	https://www.oneillandbrennan.com/news/our-social-value-executive-rachel-o-neill-attends-the-supply-chain-sustainability-school-s-2025-summit/bp672/	O'Neill & Brennan
Does the construction sector have a problem with disability?	https://www.constructionnews.co.uk/sections/long-reads/does-the-construction-sector-have-a-problem-with-disability-22-09-2025/	Construction News
PlantWorx Innovation Awards winners announced	https://projectplant.co.uk/2025/09/plantworx-innovation-awards-winners-announced/	Project Plant
Nature positive pledge from leading UK infrastructure firm	https://environmentjournal.online/transport/nature-positive-pledge-from-leading-uk-infrastructure-firm/	Environment Journal
Taking a FIR approach	https://www.fmj.co.uk/taking-a-fir-approach/	FMJ (Facilities Management Journal)

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	- The Scope 3 e-learning module produced by the Group in April this year has had 948 views and 256 completions between 19th May and 2nd September. This is vital new resource that supports the upskilling of organisations of all sizes on what Scope 3 is, how to measure and report on it, and most importantly, how to take action to reduce it. - The Group is in the final stages of developing a new SME Science Based Targets e-learning which is due to be launched during COP30 in November. This has been designed specifically to support SME in the supply chain with who need to apply to the Science Based Targets Initiative to get validated carbon reduction targets. - The Carbon Calculator had 1,335 reporting suppliers for 2023, of which 770 were new and 565 repeat reporters. The 2024 reporting period is being finalised. Development work on the Calculator is on ongoing based on user feedback.
Construction Group	The Construction Group is continuing to focus on their stated priorities for 2025/26 - Circularity, Carbon Reporting and Climate & Carbon.
Digital Group	- The group is supporting the School to develop a bid to CITB to fund a new training programme tackling AI. - Following the success of the recent virtual conference in June discussing non-technical issues around AI, a second conference will be delivered in October looking at the impact of AI on procurement.
Fairness, Inclusion & Respect Group	- The FIR Team hosted its Annual Inspiring Change Conference and Awards. An audience of over 100 gathered to celebrate the work happening across the industry to make work fair, inclusive and respectful. The event saw a new format, featuring sessions from guest speaker, international coach Liz Walker, a panel sharing learning from the charity sector as well as new awards like the FIR Lifetime Achievement, FIR Learner of the Year, FIR Ambassador of the Year and FIR Inspiration of the Year awards. - The Team also celebrated Pride month with the launch of the new resource The ABCs of LGBTQ+ and with a new webinar tackling trans inclusion in the construction and build environment industry featuring trans voices - Joanne Lockwood and Christina Riley who has made her career in the construction industry. Eight (8) additions were made to FIR Steering Group, after a rigorous recruitment process, taking the total number of FIR Steering Group members from 12 to 20. The new additions bring diversity of thought to the group and direct insights into new sectors of the industry which had not previously been represented in the group like home building, utilities and micro businesses.
Facilities Management & Property Group	- Focus in Q2 has been primarily on developing and delivering the webinar content identified last FY. 'Making Productive use of Data' has already been delivered. 'Inclusive Recruitment and Supply' is scheduled for 21st October. 'Responsible Timber Sourcing with PEFC' is scheduled for 4th November, this using CPD material developed by timber sustainability certification experts PEFC. 'Sustainable Stewardship, Retrofit and Small Works' will be held on 11th November - Hosting an FM and Property themed table at the School's Summit prompted interesting discussions for development with attendees including the growing role of AI, integrating nature within design, and circular economy opportunities - Presentations to the group in the period included discussions the School's Carbon Calculator and the growing role of AI within the existing built environment – without pre-

Group	Progress to date:
	empting partner views, it is expected that AI will become a significant focus area in the group's 2026 business priorities.
Future Workforce Group	- Supported the launch and promotion of the new 'Net Zero for Industry Resources' – including animations and case studies. - Supported the development and launch for the new workshops for educators series. - Delivered 4 out of the 6 new workshops for educators with approx. 25 people attending each workshops (reaching CITB targets) - Collaboration – worked to promote the work & outputs of the group to the wider FE community (including BACH (British Association of Construction Heads), ESP Scotland (Energy Skills Partnership), Colleges Scotland, Council Heads of the Built Environment.) - Focus on T-Levels – development and delivery of new training content aimed at employers to inform them about the benefit of T-Levels.
Homes Group	- Delivered 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. Over 60 people attended, and 100% rated the content as excellent/good. - Promotion of our annual homebuilder 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. Over 70 groundworkers registered to attend. - Worked with the Future Workforce group to deliver a case study video featuring a homes sector groundworker, M&J Evans, and their approach to net zero, focusing on the net zero skills that will be required for those entering the groundworks sector.
Infrastructure Group	- The Infrastructure Leadership Group is basing its meetings during 25/26 on a prioritised list of sustainability issues and/or sub-sectors, including: Supply Chain Development & Performance; Nature Recovery & Biodiversity; Nuclear; Renewable Energy; AMP8; Aviation & Airports. - The Group has contributed to ongoing work to revise / update the School's Sustainability Assessment, and the Taskforce for Nature-related Financial Disclosures. In July, a presentation by the Suffolk Chamber of Commerce covered the scale and scope of opportunities connected to Sizewell C, as well as summarising key tactics and successes in securing £4.4billion spend through the local/regional supply chain to improve ESG outcomes from the construction of this new power station. - The School's Rail Infrastructure Working Group (an infrastructure sub-group) has created several dedicated Learning Pathways aligned with Network Rail's 2025 "Greener Railway" strategy. To date, 549 individuals have enrolled for this learning with 227 people completing one or more Pathways.
Built Environment Against Slavery Group	Advanced the Modern Slavery Due Diligence Capability Assessment, content completed and submitted to web developers for build/testing ahead of Anti-Slavery Week launch on the 14 October.

Group	Progress to date:
	- Delivered three of five FY25/26 webinars. Remaining sessions include the 14 October launch of the Modern Slavery Due Diligence Capability Assessment and “Modern Slavery: What Businesses Can Learn From The Frontline” on 10 Feb 2026. - Introduced a survivor-led ‘Lived Experience’ workshop with Align, following the June webinar, now available for partners to book as an in-house session to strengthen policy and training.
Interiors Group	- Continued the successful joint training programme between FIS and the School, planning in 3 more webinars for Q3&4. - Working to raise FIS member engagement within the School as, of the 150 FIS members currently registered, 59 FIS members are active. However, there are currently 1,715 active interiors companies on the School, which is a 36% increase in engagement from the 2022/2023 baseline before the Schools collaboration with FIS. - The Finishes & Interiors Sector’s ‘Reuse Project’, the innovative pilot scheme established to isolate and resolve issues blocking a more systemic approach to fit-out product reuse, has continued to progress. The projects first donations of fit-out product (high-quality ceiling tiles) have been removed from their original location, to be stored by British Land, until they will be installed later this year.
Offsite Group	- Regular webinars are being delivered looking at the Risk Management, Carbon Reduction and Cost Benefits of Offsite Construction. - A report is being authored on these topics, due for publication in early 2026, when it will be launched at a virtual conference.
Nature Recovery Group	- Work is in progress to develop three Nature focused learning pathways competency-based pathways: These will be titled; ‘Nature and Biodiversity – an Introduction’ offering beginner level fundamentals, ‘BNG/ Equivalents and Green Infrastructure – addressing technical planning concepts and structured improvements (both formal and informal), ‘Nature Reporting & Disclosure’ – advanced practice in this area for those seeking to embark upon formal disclosure commitments - It has been noted that the School still lacks a basic level resource introducing users to what Nature and Biodiversity mean and can offer to the built environment. Work is underway to develop a simple resource to close this content gap - Collaboration with the Green Finance Institute (GFI), the delivery arm of TNFD continues. The latest ‘peer to peer’ sub-group session held was face to face at Canary Wharf Group headquarters and focused on How TNFD can inform business activities. Interested School Partners willing to securely share their experience are welcome to join future meetings. Doing this will not commit participants to adopting TNFD.
Plant Group	- A working group has been established to develop consistent telematic metrics and KPIs for the sector to work towards. We are engaging CLC as part of this. - We are engaging the FIR team about developing out the existing app to deliver plant-based resources on-site, such as the optimised idling video we have already developed, with work underway to identify other resources (existing and TBD) that can be added. - The Group is interested in developing a report on non-fossil-fuel alternatives to diesel, à la HVO report, on batteries. This is being considered though in the context of three short advice documents that Action Sustainability are producing with Partners from the School

Group	Progress to date:
	and other key stakeholders on the responsible sourcing of batteries, wind turbines, and solar PV from the point of view of modern slavery risks
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). - In light of the proposed changes to CSRD and the planned publication of the UK SRS in early 2026, the Group is reviewing its activities, including making the Irish School's CSRD e-learning module available on the UK School. - The School and Once for All are working through platform configuration and verifier guidance queries relating to the Sustainability Assessment Standard. Once resolved and content is finalised, the full assessment will be circulated across the leadership groups. - CAS 5.0 was published in July 2025, with several of the Procurement Group's recommendations incorporated.
Retrofit Group	- Supported the development, content and learning outcomes of 4 x animations focusing on climate change and finance, physical risk, reputational risk and stranded assets. Development of 3 animations has now been done. Working with NatWest on amends and completion. - Supported the development of 'retrofit and decarbonisation' case studies – 10 case studies filmed, reviewed by client and by NatWest and approved. All filming has now been completed. - Contributed to the development and delivery of virtual conference focusing on Retrofit of historic buildings.
Scotland Group	- Collaboration on sustainable site set ups : launch of a learning pathway of good practise videos, organised a deep-dive face to face workshop - hosted by Speedy Hire in Glasgow. Partners are presenting at a Sustainable Sites: Solutions from Scotland Webinar on 2 October to raise awareness including on the importance of working with the supply chain to develop innovation. - Opportunities for learning on all the group's priorities are available through the launch of a Scotland Catalogue of Training & Learning for Scotland Climate Week (29 Sept - 5 Oct). An integrated campaign with a school web banner, social media, school email campaign coordinated with the marketing team and partner mailings to priority and potential suppliers. - Presentation on our Future Workforce Programme to Colleges Scotland's Construction Heads Forum in Stirling, and marketing of training and learning opportunities to their members.
Social Value Group	- The Social Value group is holding its first face-to-face leadership meeting in October at Costain, London, with 50+ partners attending. - The Social Value group is developing a Supplier Diversity Toolkit Report to guide procurement professionals on integrating supplier diversity.
Wellbeing Group	- Supported the development and delivery of a virtual conference focusing on Trust - Input into the new Wellbeing Calendar on the website – providing new wellbeing resources - Provided feedback and input into the initial phase of the 'Business Case for Wellbeing – SME Pack' – this will be a downloadable pack of slides and information for SMEs that they can use to demonstrate the importance of investing in wellbeing.
Wales Group	The group is coming together in a virtual workshop next month with a view to giving guidance to Welsh SMEs about how they can deliver social value in the light of the recent procurement legislation.

Group	Progress to date:
	The discussions will incorporate some excellent work that Transport for Wales has already begun and which they're happy to share with the group.
Waste and Resource Use Group	- The School's new guidance document 'Built Environment Waste: A guide to measuring and reporting waste from construction activities and the existing built environment' was launched on 10th July at a virtual conference titled 'Improving Waste Reporting and Circularity' attracting 450 attendees on the day. Speakers included representatives from the Government's Circular Economy Taskforce, Reconomy, The Pallet Loop and Reusefully/ASBP. The guide has since achieved over 1200 downloads and opportunity exists to issue further updates/editions when appropriate - Two new learning pathways are in development addressing at beginner and intermediate the group's key commitment to developing the circular economy. These are currently being peer reviewed - The Waste and Resource Use group leads have been invited to join the Chartered Institute of Waste Management's Built Environment Specialist Expert Group following a review of potential collaborative partners by this organisation. This provides an excellent opportunity to share content and encourage new School users.

4. New Partners

The School welcomes 9 new Partners this financial year:

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

End.