

Construction Leadership Group Meeting
 Thursday 15th September 2022

Date: Thursday 15th September 2022

Attendees: Stephen Watson (*Willmott Dixon*), Andy Williamson (*SIG PLC*), Damian Lynes (*Onsite Support*), Olivia Phillips (*Canary Wharf Group*), Stephen Cannon (*Aden Contracting*), Ben Rowe (*VolkerWessels*), Clare Anderson (*Social Value Portal*), Trevor Harlock (*VINCI*), Sarah Ross (*Advante*), Steve Attfield (*Marshalls*), Sabrina Passley (*Saint-Gobain*), Leila du Toit (*Canary Wharf Group*), Maria Cachafeiro (*Multiplex*), Maria Ion (*Metro Alliance*), Tania Silva (*Denbighshire*), Ross Dight (*Tarkett*), Andy Fulterer (*Lendlease*), Mikael Persson (*Tarkett*).

[Please note these meeting notes are to be read in conjunction with the agenda and final slide deck as circulated to all.](#)

Meeting notes

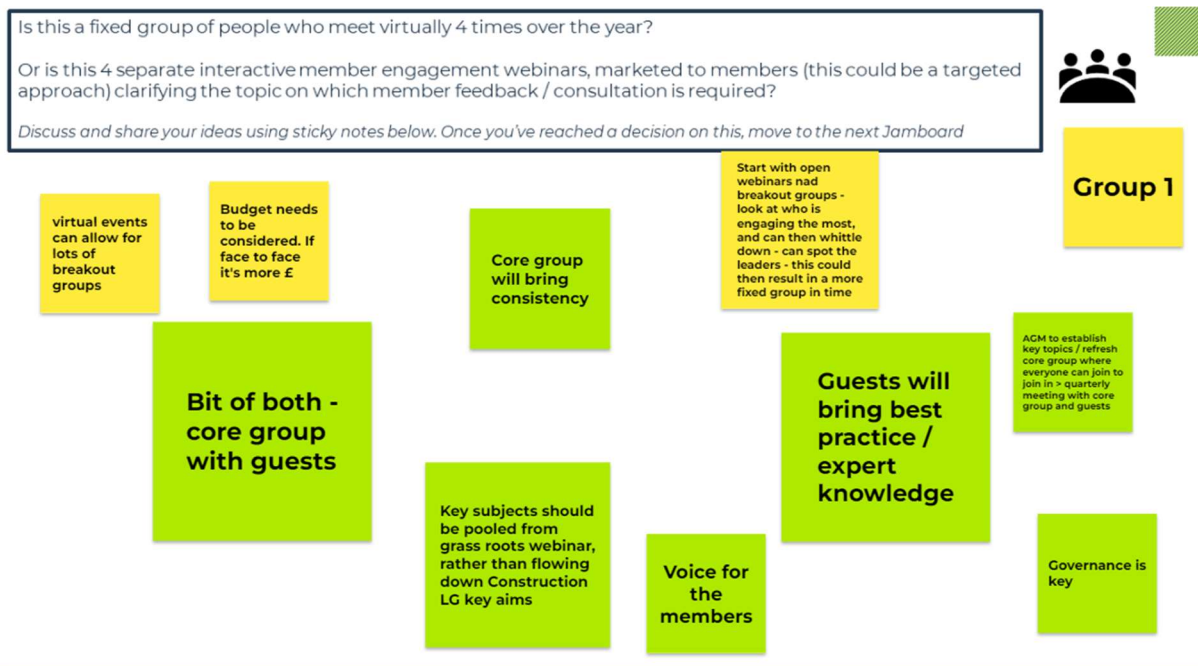
- 1. Stephen Watson welcomed everyone and introduced the agenda for the day.**
- 2. Aden Contracting: A groundworkers perspective on the school – “How we have engaged with the school and the resulting benefits/ challenges”**
 - Who is Aden Contracting?
 - o A groundworks subcontractor based out of Bedford.
 - o Work for many tier 1 contractors including Wates, Buckingham Groups, Morgan Sindall
 - Aden contracting overview of School engagement:
 - o First signed up to the school 4 years ago
 - o Being a smaller company , Aden Contracting doesn't have the resources to create its own leading and development programmes in detail
 - o The School has made finding information much easier than googling. This is because it is industry-specific, all in one place, and suitable for small to medium enterprises.
 - o Because it is easier to find information, time is saved = money saved
 - o Now a gold member of the School
 - Stephen then discussed Aden Contracting's sustainability priorities (see slides)
 - o These priorities are based on the UN Sustainable Development Goals and Environmental Social Governance (ESG).
 - o Carbon is one of the major priorities
 - The school helped here with learning resources on the impact of idling time of heavy machinery
 - This was useful as Aden Contracting use Hitachi machinery so could already measure the idling of a machine, and therefore report on its data.
 - Groundworks learning pathway
 - o Asked by Willmott Dixon to participate in this pathway
 - o The leaning pathway helped Aden Contracting with:
 - Explaining how to reduce carbon and the role of offsetting
 - Identifying potential carbon reduction actions
 - Explaining science-based targets and what net zero means
 - Understanding how to work toward net zero
 - Explaining the benefits to the business, and wider value chain, of reducing emissions

- The Schools' Fairness Inclusion and Respect (FIR) programme
 - o Helped create:
 - A safer workplace
 - A healthier workplace
 - A more productive workplace
- Key points raised during Q&A:
 - Company has 10/12 employees and the rest office based
 - Tracking activity of machinery is important to help reduce carbon emissions on site and minimise impact on air quality. It is crucial that internal teams use this data, review it regularly and know how to interpret it and take action to improve.
 - Contractors and subcontractors need to collaborate to address many sustainability issues across the supply chain. For example, a customer looking to reduce its plastic may purchase goods delivered in plastic packaging, therefore they need to collaborate with their supply chain to minimise plastic brought onto site and reduce plastic waste. In essence, any impacts that happen upstream, effect the sustainability of the downstream contractors and operators.
 - o In the perspective of a small sub-contractor, how has the groundworks learning pathway helped you gather carbon data and what did you do once you had that data?
 - It was a challenge at first as no one has experience of sustainability work which is where the school and pathway became invaluable
 - The school acted as a central point for reliable data and information, therefore you had confidence in the actions you were taking from that learning. Whereas with google, you can't be sure it's totally correct.
 - o Who do you know that engaged with the groundworks learning pathway?
 - A safety manager, 2 contract managers, plant manager, operations director, and sustainability manager – these people act as a sort of committee for sustainability management
 - o Case study on how Aden Contracting has engaged with the wider School is here: https://www.supplychainschool.co.uk/wp-content/uploads/2022/04/Aden-Contracting-Case-Study_SC-edits-1.pdf
 - o Are you finding that main contractors are asking for different sustainability requirements?
 - Some contractors ask for requirements and follow up on specific projects, others ask for a quarterly feedback report which is more to cover Aden Contracting corporate social responsibility
 - o What has been the biggest challenge with getting the sustainability agenda moving in your organisation?
 - Gaining the knowledge – knowing what and how to do things.
 - It's all about time, learning and teaching each other
 - o Did you find it easy getting people to take on the sustainability knowledge in your organisation?
 - People were standoffish at first, but it comes from the top down as the directors fully believe in it – this helps cascade it out.

- You need to be enthusiastic to get people involved – make it something your internal team want to learn.
 - Why did your organisation decide to get a sustainability manager, and how has that impacted the business?
 - It evolved from contract managers and safety managers in meetings
 - Aden Contracting knew where they wanted to go but didn't know how to get there so realised, someone was needed to drive it.
 - Having someone who has the time to join the Supply Chain Sustainability School Lunch 'n' Learns and to study the vast amounts of information means knowledge can be forwarded on to relevant people with influence.
 - All the sustainability mangers learning has come through the school so far, however, they are looking at a specific course to upskill.

3. The group then split into breakout rooms for a workshop. In the 2022/23 business plan, the construction group proposed the development of a new school member group. This gives members the opportunity to have a voice in the School. This workshop looked at how we should structure the group and how do we identify its members. Each group brainstormed their ideas on Jamboard which can be seen below:

Group 1:



Once you've agreed on whether this is a fixed group, or 4 separate interactive webinars, consider how we identify individuals to join the group / attend the webinar. Is it open invite – first come, first served, or a more prioritised approach e.g. partners invite their priority suppliers, SCSS invites most active members etc

Discuss and share your ideas using sticky notes below.



Group 1

Needs to have a good mix of business types / sizes / third sector

Controlled number of people in core group (as there is no barrier to entry i.e. partner payment)

Group 2:

Is this a fixed group of people who meet virtually 4 times over the year?

Or is this 4 separate interactive member engagement webinars, marketed to members (this could be a targeted approach) clarifying the topic on which member feedback / consultation is required?

Discuss and share your ideas using sticky notes below. Once you've reached a decision on this, move to the next Jamboard



Group 2

Should be virtually due to attendance and ease. Maybe meet once a year or at the beginning to introduce. However, virtually should be 90% of the time.

A committed group of people that believe in the cause and are excited by the opportunity.

Fixed - with 4 slots booked in per year. 2 in group format, 2 interactive with engagement with larger group.

EJ here - consider also that there will be different topics that will be proposed for different meetings. One may be all about social value, another may be all about plant / NRMM standards

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Group 2

Group should be capped at 12. However, we believe a small, tight, committed group would be best.

Silver/ Gold members - aligned, doing what is required, passionate, example to their peers.

Ideally hand picked from various trades. 75% Subcontractors, 25% Suppliers.

Across the UK not localised.

Group 3:

Is this a fixed group of people who meet virtually 4 times over the year?

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Group 3

Learn from a webinar type approach in the first year. Start to understand who is frequently attending and interacting. then look at a fixed group of people who can closely work with the partners groups.

Mirror the operations, groups of interest and spend. This will ensure a logical structure. maybe only start by mirroring the most popular groups and use the next work.

Once you've agreed on whether this is a fixed group, or 4 separate interactive webinars, consider how we identify individuals to join the group/ attend the webinar. Is it open invite – first come, first served, or a more prioritised approach e.g. partners invite their priority suppliers, SCSS invites most active members etc

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Group 3

Start with silver and members for the initial invitations to ensure the groups are populated with engaged members. Then filter down to bronze etc.



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There was no general consensus on the make up of the group – whether a smaller, fixed group of people or a different group each time, depending on the topic. Pros and cons of each highlighted in the Jamboard. It was agreed that the ideas and different approaches suggested are shared with the wider School team and operations group for wider feedback.

The feedback from the board meeting in September will ultimately determine if any budget will be available for this activity in this financial year. If not, this could be one of the priorities / business plan proposals put forward for next year’s business plan (1st April 2023 – 31 April 2024)

4. Toby then provided an overview of the ops report, looking at where the group is at against its deliverables in the business plan.

- On track for active construction companies
- On track for number of public sessions (Lunch ‘n’ Learns and Business Bytes)
- Need more partners to take advantage of their 5 workshops per year that are included in their partnership fee. Trainers diaries are getting busy, so book in your workshops asap for this financial year (up until 31 March)
- More partners to join the climate action group if not done so already
- Partners need to send list of groundworkers to Toby
 (toby.beattie@supplychainschool.co.uk)
- Partners to send more examples of case studies to be added to the School

5. EJ then gave an update on the groundworks learning pathway

- See ops report for stats on groundworks learning pathway progress.

Groundworks Learning Pathway						
	Number of companies providing lists of groundworkers	Number of partners who have actively encouraged groundworkers	Number of groundwork companies sent to SCSS	Individuals enrolled	Unique companies enrolled	Completions by individuals
Construction in June	7	6	109	92	75	12
Construction in September	7	6	109	118	103	23
Homes and Construction Combined	14	12	340	158	137	30

Construction partners who have provided the SCSS with lists of groundworkers	Construction partners who have actively encouraged their groundworkers to complete the pathway
Galliford Try, BAM, Willmott Dixon, Lendlease, Bouygues, Osborne, VINCI	Galliford Try, BAM, Kier, Bouygues, Osborne, VINCI

- **Next meeting announcement**
 - Next construction leadership group meeting will be on 22/11/2022. This session will be dedicated to business planning for 2023-24

Key actions for partners

- Partners to share list of groundworkers with toby.beattie@supplychainschool.co.uk and confirm if you have already invited them to complete the pathway, and if not, when you'll be able to do so
- Book in your Partner workshops for 2022-23. Take a look at the workshop catalogue and email Toby@supplychainschool.co.uk to book these. We recommend a 12-week lead time. The workshop catalogue can be accessed [here](#) (*Ongoing*)
- Make use of e-learning material which can be accessed [here](#) (*Ongoing*)
- Invite supply chain to join the Supply Chain Sustainability School (*Ongoing*)
- Invite supply chain to partner workshops. Partners will need to register on the platform to do this. (*Ongoing*)
- Ensure priority supplier list is up to date on the School learning platform, through the company dashboard. More details on this can be found in the Partner Pack [here](#). Use the following password to access **SCSS_Partner** (*Ongoing*)
- Partners to join Climate Action Group. Email toby.beattie@supplychainschool.co.uk to reserve your place.