

## 10.0 Beyond Bricks & Mortar (BBM)

### Overview

TRT, Skills Academy, Educational and Community elements being progressed. Contracts and TRT requirements in place and the community engagement element continuing.

See CSR Skills & Employment Plan in Appendix #2 for details

Outcome	Measure	Unit & Targets	Methods
Support businesses to grow	Support for local SMEs/social enterprises	12 Hours	Organise at least 1 meet-the-buyer event with 2 people attending for 2 hours. Facilitate 2 workshops of 4 hours, or 4 one-to-one meetings of 2 hours to provide expert business advice
	Total amount (£) spent in local supply chain	60% of Project Value	Analyse all orders placed Reported monthly showing the clear link to the contractual activity
Helping local people into jobs	Local people employed on the contract (FTE)	Min 60% of total workforce – stretch Target 90%	Advertise job opportunities locally/build up relationships with local organisations Recorded at induction (post code) Reported monthly
	Number of weeks in aggregate spent on meaningful work placements (1 week+) or on a Pre-employment course on the project	96 Weeks	Offer a minimum of 2 placements at 6 weeks each
	Number of training opportunities created or sustained - Levels 2,3 or 4	42 People	Formal ESP compliant with Appendix 8 Schedule 1 Engage with local agencies identifying recruit Target NVQ skills development Target apprentice reequipment
	Number of long-term unemployed employees taken on (people with continuous periods of unemployment for a year+)	Target 40	Work with local agencies to identify/recruit person Reported monthly in ESP
	Number of NEET employees taken on (18-24 yr. old)	Target 20	Work with local agencies to identify/recruit 1 person Reported monthly in ESP



Buckingham Group Contracting Ltd

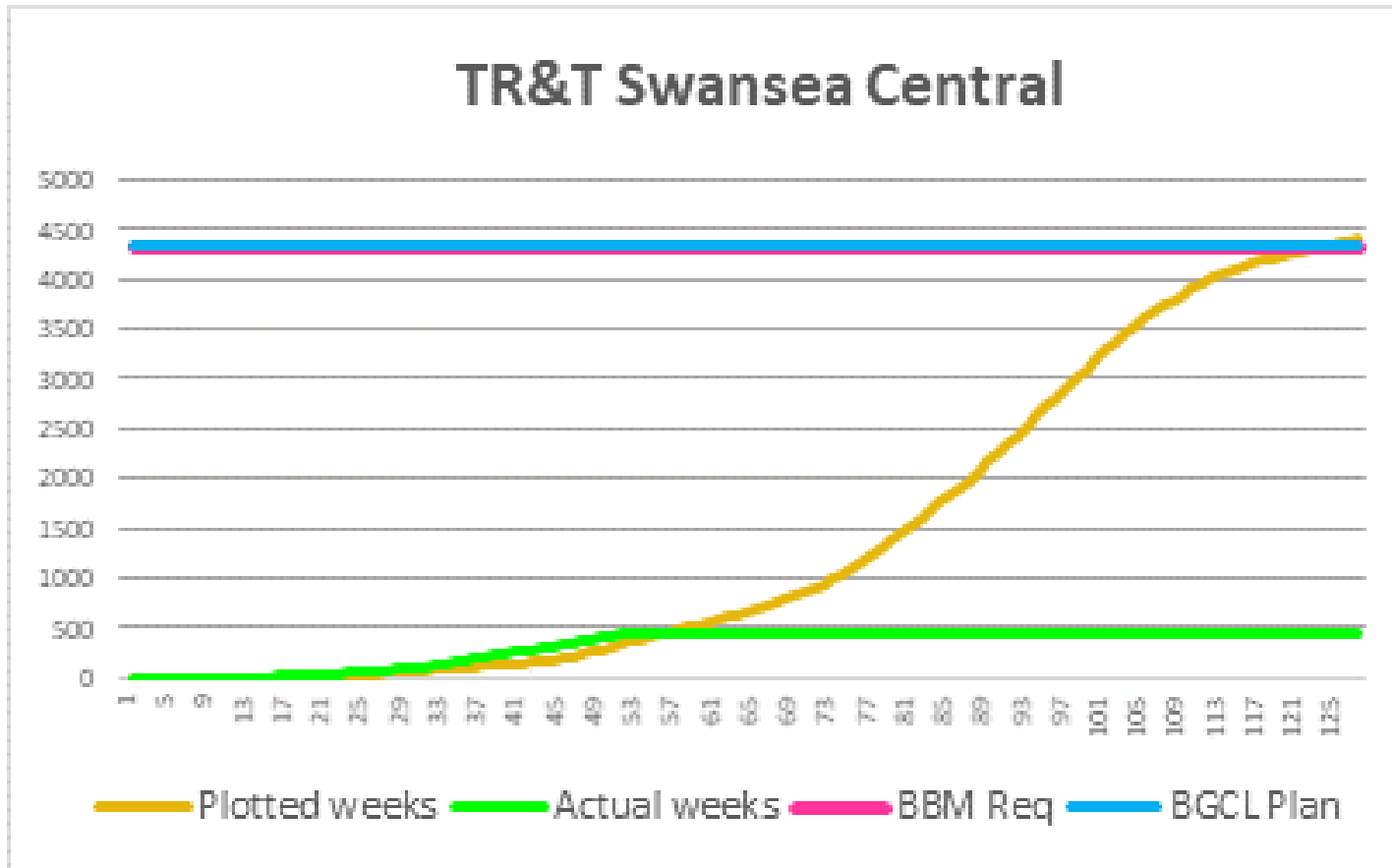
# Swansea Central - December 2019





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**4340**

BGCL Planned Target Weeks for South North tbc

**4325**

Contractual Target Weeks

**362**

Plotted Person weeks

**455**

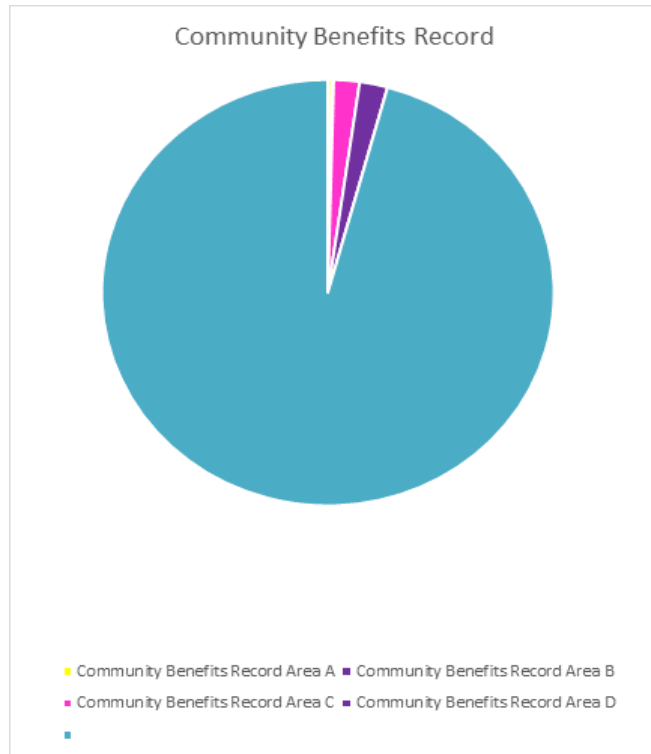
Actual Person Weeks as per WG

The actual person weeks are calculated following Welsh Government guidelines, however, BBM have different criteria and their actual person weeks only stand at **245** this month



# Swansea Central - December 2019

## Local Investment



Area A	Area B	Area C	Area D	To be procured
£1,354,227	£129,450	£2,800,500	£2,157,685	£91,715,823
1.41%	0.13%	2.92%	2.25%	95.54%

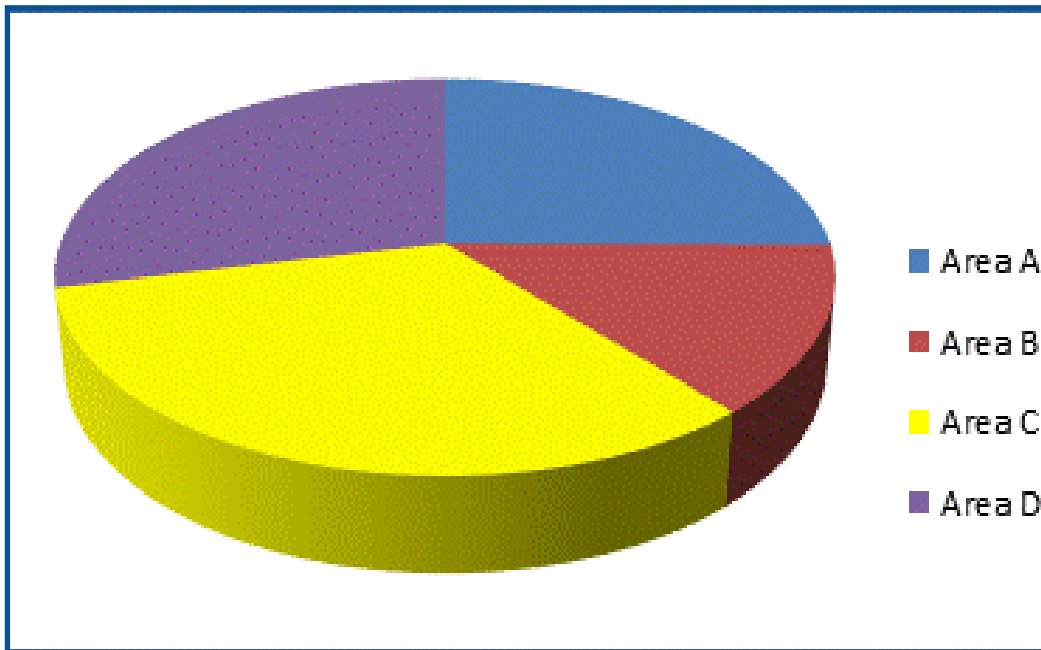
Area A	SA1—SA7 inclusive
Area B	All other SA postcodes
Area C	Postcodes in Wales that do not apply to Area A or B
Area D	Postcodes outside Wales



# Swansea Central - December 2019

## Employment Statistics:

**Bid promise to target at least 70% Local Labour (Area A & B)**



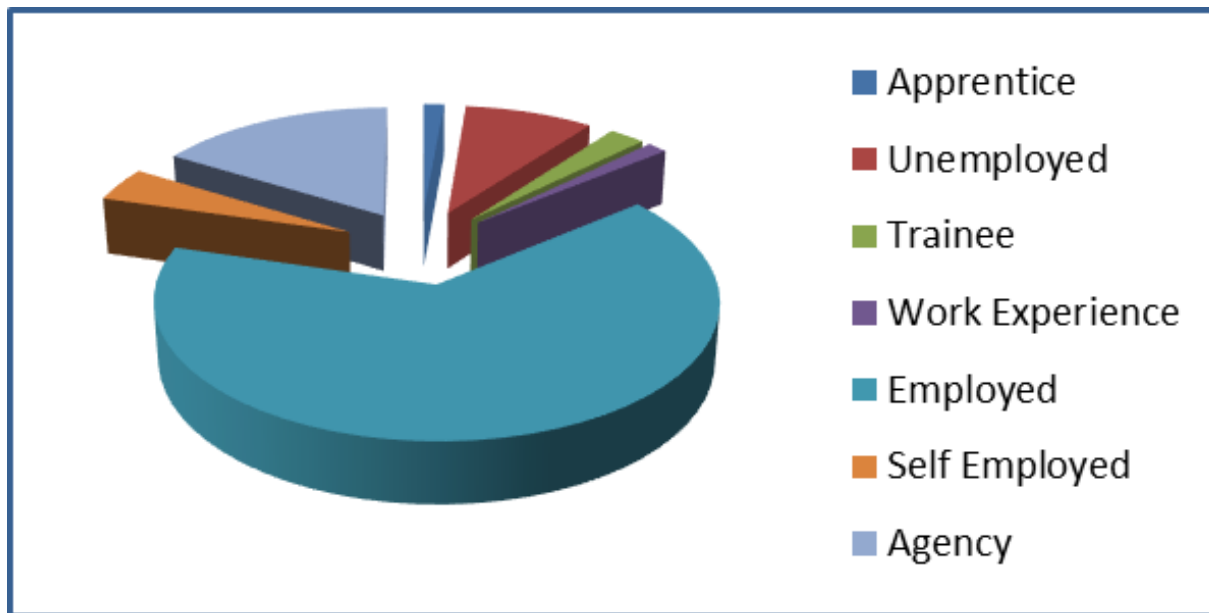
Total Number of People Inducted (not including visitors)	284
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Area A	Area B	Area C	Area D
67	39	101	77

Area A	24%
Area B	14%
Area C	35%
Area D	27%



## Employment Statistics - Breakdown



	TOTAL	TOTAL %	AREA A + B TOTAL
Apprentice	4	1%	2
Unemployed	25	9%	16
Trainee	7	2%	1
Work Experience	4	1%	3
Employed	186	65%	40
Self Employed	12	4%	2
Agency	46	16%	11



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# Swansea Central - December 2019

## CSR

### Fundraising

As a large construction organisation we pride ourselves in working with the community. We frequently employ through local social enterprises and contribute both time and financially towards chosen charities in local areas to our sites.

In Swansea we have chosen to support Thrive Women's Aid as our charity throughout the life of the project and any funding, donations etc. raised throughout the project will be given to this charity.

On the Swansea Central site we employ people from Thrive Women's Aid, for a number of roles and we are currently considering the possibility of daily delivery of food to site that will further contribute to <https://thrivewomensaid.org.uk/>

Having spoken with the charity it was noted that their biggest outlay was for toiletries in the refuge when new families flee domestic violence. Throughout December the CSR Manager liaised with all our sub-contractors to raise money by setting up a raffle. Most of our sub-contractors donated prizes for our raffle, toiletries for their refuge or cash donations for use by the charity as they see fit. Our workforce, alongside some of our sub-contractor workforce donated toiletries and cash and we successfully raised £1303.00 alongside 6 starter packs for women and children needing to be housed at the refuge.

The raffle had some luxurious prizes and many outside organisations decided to participate by buying raffle tickets. <https://www.facebook.com/watch/?v=588548328589894> . Please use the link to see our handover of the charity monies to Thrive.





## Employee Summary Data

<b>Total Employee Number:</b>	
Total	18

Employee Local Authority Area		%
Blaenau Gwent	0	0
Bridgend	2	11
Caerphilly	0	0
Cardiff	2	11
<b>Carmarthen</b>	<b>0</b>	<b>0</b>
Ceredigion	0	0
Merthyr Tydfil	0	0
Monmouthshire	0	0
<b>Neath Port Talbot</b>	<b>2</b>	<b>11</b>
Newport	0	0
<b>Pembrokeshire</b>	<b>0</b>	<b>0</b>
Powys	0	0
Rhondda Cynon Taf	0	0
<b>Swansea</b>	<b>12</b>	<b>67</b>
Torfaen	0	0
Vale of Glamorgan	0	0
Other Welsh Area	0	0
Outside of Wales	0	0

Existing or New Starter		%
Existing (E)	0	0
New Starter (NS)	18	100.00

Type of Employment		%
Permanent Employee (PE)	10	56
Apprentice (A)	1	6
... of which are new apprentices	1	
Shared Apprenticeship Scheme (SAS)	0	0
Trainee (T)	0	0
Educational Placement (EDP)	0	0
Work Placement (WP)	5	28
Graduate Placement (GP)	2	11

Previously Unemployed:		%
Yes (Y)	16	89
No (N)	2	11

Recruitment Source		%
Open Day (OD)	5	27.78
Workways (WW)	2	11.11
Careers Wales (CW)	0	0.00
Job Centre Plus (JCP)	3	16.67
Direct Application (DA)	3	16.67
Redeployed (RE)	3	16.67
Other (O)	2	11.11

Distance from Site (Road Miles)		%
0 to 10	13	72.22
11 to 20	3	16.67
21 to 30	1	5.56
31 to 40	0	0.00
41 to 50	1	5.56
51+ in Wales	0	0.00
51+ outside Wales	0	0.00

## Swansea Arena

### Skills & Employment Plan – December 2019

#### Ownership and responsibility of the plan

Buckingham Group Contracting Limited own the Skills and Employment plan and are responsible for ensuring that the outputs are delivered.

#### Monitoring

Tim Wood and/or Sue Jones from Buckingham Group Contracting Limited continue to meet with a representative from Swansea City Council on a 4-week basis to monitor progress of the plan and discuss any issues as they arise in order to find appropriate solutions asap.

A labour return and dashboard indicating number of people on site, number of local (postcode SA1 – SA7) people and number of people with CSCS cards on site will be produced and shared at the monitoring meetings.

#### **1 Employment Opportunities**

Buckingham Group Contracting Limited continues to promote appropriate employment opportunities with local agencies including the Swansea City Council's Beyond Bricks and Mortar team. Furthermore, in order to fulfil the TR&T requirements (i.e. 4325 weeks of which 3027 must be new entrants) all opportunities will be directed to BB&M in the first instance and BBM will advertise widely to their network of providers. To achieve the target, sub-contractors will be mandated to use BBM to fill their vacancies and other training opportunities. An ITT for CSR form is completed and issued to every packaged to ensure all sub-contractors work towards the goal of employing locally.

#### **2 Apprenticeships**

Use of the Cyfle shared apprenticeship scheme is encouraged but those can only be counted for the duration they remain on site, however, BBM also encourage the appointment of new apprentices to work directly with BGCL or sub-contractors i.e. they can be counted for 104 weeks each even if they do not stay on site for the entire 2 years. We currently have 2 apprentice engineers in the office and 1 x under graduate quantity surveyor.

#### **3 Meet the Buyer**

Event no. 2 is now scheduled 11<sup>th</sup> March 2020 due to the delay in start dates. This one will focus more specifically on the mechanical and electrical, Tier 2 and 3 sub-contractors an internal fit out trade contractors including related suppliers. Our meeting is scheduled for 10<sup>th</sup> January to prepare for this.

The schedule of attendees with their designations:

- Sub-Contractor
- Sub-Contractor @ Tier 2 and 3
- Suppliers

This was highlighted to interested parties at the Wales Construction Show and suitable trades from those will be invited with allocated times. It will be held in the CWIC building on SA1.

#### **4 Workforce Development**

Buckingham Group Contracting Limited will encourage appropriate workforce development with sub-contractors. All documentation for sub-contractor commitment has now been set up and is being completed at all pre-let meetings. Since our last report the labourer who was on crutches has recovered and is working on the North site along with a 2<sup>nd</sup> who works lesser hours due to family commitments. We have arranged for a new gate person to start early January. We will attend a jobs fair with Workways+ 5<sup>th</sup> February. Also see Education.

#### **Community Engagement**

Buckingham Group Contracting Limited will support local community and voluntary groups within the vicinity of the development. Buckingham Group Contracting Limited continue to meet with City Council's Community Development Service ([lee.wyndham@swansea.gov.uk](mailto:lee.wyndham@swansea.gov.uk)) to develop ideas and link into opportunities. For developments that can offer financial support, the Community Development Service will establish a bespoke grant fund.

Our chosen charity event was held throughout December where our workforce ALL contributed with cash or toiletries so that we could buy toiletries for the refuge run by Thrive Women's Aid. Many of our sub-contractors donated cash or prizes towards a raffle that was drawn on 19<sup>th</sup> December 2019. A total sum of £1303.00 was raised along with 6 x starter packs of toiletries for families fleeing domestic violence. A selection of new baby clothes was donated and ladies' coats in various sizes.

Our CSR continues to liaise with neighbours regarding the work being carried out. Now that the hoarding has been erected, a notice board with CGIs of the work and information regarding current work will be placed at the North and South entrances to site.

#### **5 Work Experience**

Buckingham Group Contracting Limited has offered work experience opportunities to Civil Engineers who are studying at Swansea University. During January will be interviewing for graduate positions and internships UK wide from the applicants following our presentation evening held in November 19. Work experience is available to those wishing to have an insight into working with management in construction on a regular basis. Buckingham Group ensure worthwhile work experience as all teams are required to set appropriate tasks for individuals to occupy their time whilst with us. Careers Wales have requested work experience for 12 weeks for a school pupil in year 11. We are currently setting up all health and safety for the individual who will attend site 1 x day per week. This will commence in February once our Health and Safety have agreed our risk management plan.

#### **6 Future Works Packages**

See updated stakeholder engagement plan.

#### **7 Education Engagement**

On 9<sup>th</sup> December 2019 Civil Engineer and quantity survey students from UWTSO visited site. Following a site induction, they had a site tour where and the opportunity to speak with several of our workforce on site to learn first-hand about work currently being carried out on Swansea Central. Half of the students were full time and half were working with contractors while studying. There was a marked difference in the general awareness of sitework between both. Students working on sites had a far broader knowledge than those in education 100% of their time.

CSR will be working with Careers Wales in the New Year at Pentrehafod School and have received a request from St Helen's Primary School. We will establish what we can offer and support both schools throughout the life of the project. A request to also work with a Welsh Medium School has been received, however, this has not progressed as we have not received any further details. Once this has been confirmed we will populate our stakeholder engagement plan with events, visits, lessons, assemblies etc. and this will conclude the number of establishments we can support - to include:

- Swansea University – site visits, events, work experience, internships, graduate applications to work with Buckingham Group, offer of employment for the right candidates
- UTWSD – as above
- Gower College – as above
- Coleg Sir Gar – as above
- NPTC – as above
- Pentrehafod Comprehensive School – Business Class, see stakeholder engagement
- St Helen's Primary School – assemblies, lessons, site visits, competitions
- Welsh School tbc. – As Pentrehafod on a smaller scale

Swansea Central -  
Phase 1  
STAKEHOLDER ENGAGEMENT + Community

			2019					
			-8	-7	-6	-5	-4	-3
			January	February	March	April	May	June
Works/Activities		Headline Target						
Key Site Activity				Pre start works				
CCS Visit								
1	<b>COMMUNITY</b>							
1.1	Newsletters			✓				
1.2	Stakeholder Site Visits			✓				
1.3	Events (Topping Out, etc)							
1.4	Community notifications		Works info posters	Works info posters	Works info posters	Works info posters	Works info posters	Works info posters
1.5	Letters					Notification ahead of enabling works to residents and businesses	notification ahead of enabling works to neighbours	Car parks LC
1.6	Other							Meet Cyfle,
2	<b>EDUCATION</b>	Educational Site Visits (to be spilt below)						
2.1	Primary							
2.2	Secondary					Pentrehafod School - STEM activity		
2.3	Further/higher Education							
2.4	Student Placements							
2.5	Construction Ambassadors							
2.6	Careers Events				Local Jobs fair	Careers Fayre 30th April		
2.7	Other							Meet with Cyfle
3	<b>TRT</b>	Targeted Recruitment & Training						
3.1	TRT Review							
3.2	CSR Dashboard							
3.3	PRM/Client Reports		✓	✓	✓	✓	✓	✓
3.4	Supply Chain - Start on Site (long lead-in times for some packages)							
3.5	CITB Sub-contractor Drop-ins							
3.6	Case study							
3.7	Meet the Buyer				Meet the buyer			
3.8	Work experience		✓	✓	✓	✓	✓	✓
3.9	Other							

						2020			
-2	-1	1	2	3	4	5	6	7	8
July	August	September	October	November	December	January	February	March	April
✓					✓		✓		
Swansea City Bid Announcement				✓	✓				✓
Works info posters	Works info posters	Works info posters	Works info posters	Works info posters	Works info posters	Works info posters	Works info posters	Works info posters	Works info posters
car parking bays and garden protection for piling			continuation of works - new car park take over						
Meet CCTAL, CITB, BBM, Workways plus, 1 x work experience	Meet Miles Hire, visited the neighbours locally for introductions, met community police, BJB, PTWA	Met with Paxton Drive neighbours to ensure they know CSR	The Welsh Construction Show 2019 Liberty Stadium 23.10.19	Chose Thrive Women's Aid as our Charity - raising funds	Raffle - all donations from staff and sub-contractors. All prizes donated by agencies and sub-contractors. To be drawn 19/12/19 at 11am			Possible similar open doors event - seen on site?	
		tbc - possibly Welsh medium school - no response	tbc - possibly Welsh medium school - no response		Safe play at all times - set a competition - still no response	Judge competition - choose winners for each year	Site visit for competition winners to inspect their art on the hoarding		
	Set up Business plan for Pentrehafod	Meet with Pentrehafod and sign up with Business Class through Careers Wales 18.9.17	Pentrehafod and Bryntawe school with Cynnydd - select ambassadors from yr 7 - yr 10 on 24/10/19 at Pentrehafod	Christian to present to the design students 28/11/19			Business Class Launch at Pentrehafod with Careers Wales - competition arranged		
		Met with University to set up link with Civil Engineers yr 1		Presentation to Swansea University - Arenas by Buckingham Group - including Swansea Arena 19th November 19.					Look at a year in industry for Swansea Uni student
	Better Jobs Better Futures x 1	1 x placement - ex uni student		discuss year in industry opportunities 19/11/19		yr 1 civils Swansea university visit discuss year in industry opportunities - Leoni and Tris 22/23rd		yr 1 civils Swansea university visit	work experience Easter hols
			Launch of Ambassador programme 24/10/19	Select ambassadors 4/11/19 - site visit 20.11.19		23/01/20 - site visit for ambassadors		Site visit 18/03/19 for Ambassadors	
Veterans Networking day					Met with Dragon Training regarding bid for educating using CITB funding- decided not relevant following meeting			Options Evening 17/3/19	
Meet with Y Prentis, cyfle, CSG, Swansea Uni,	Met with Coleg Sir Gar. Met with BITC, Met with Careers Wales	Plan the ambassadors through the Business Class - Careers Wales 18th Sept							
✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Retaining Walls, CFA Piling and Arches		Hoarding, Piling Works	Hoarding, Piling Works	Hoarding, Piling Works	Hoarding, Piling Works	Piling Works, Ground Works, Cabin fit out	Groundworks including Drainage and Pile Caps	Primary Steel Frame	Demolition and Composite Slabs and Insitu Concrete Frame (West of arena)
			✓					✓	
	Buckingham providing training to quality staff and retaining them				Buckingham raising funds for local charity			✓	
						Meet the buyer - meeting with BBM and CIGTB to arrange		11th March 20 - Meet the Buyer at CWIC, Swansea SA1	
✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
meet Workways Plus, meet job club, meet CITB,	Meet CITB, CSG, BBM, NPTC, Cyfle, CCTAL, Acorn, Involve, Sphere, Miles Hire, BJB, PTWA	Jobs Fayre with JCP 20/9/19	Veteran fair 15.10.19 and job fair Morriston 17.10.19	Employment fair 8/11/19 Grand Theatre. Construction Fair Liberty Stadium 23.10.19	Discussed groundwork apprentices with Coleg Sir Gar - offered to 2 members of staff and looked at employing 1 member of CSG students		5th February - Liberty Stadium Employment Fair - Workways+ Rachael Land leading		



2021		
19	20	21
March	April	May
		handover event
Works info posters	Works info posters	Works info posters
	work experience Easter hols	
		School Ambassador Visit - event, report on end of project, tie in with handover etc?
✓		
✓		
✓	✓	
Fencing & gates/barriers, Cycle storage, shelters & street furniture, soft landscaping works	Way finding and general signage	
✓		
✓	✓	✓