Community Benefits Programme at Ysgol Awel y Mynydd

Read Construction
www.readconstruction.co.uk
As part of the 21st Century Schools Framework, Read Construction were appointed in September 2015 as the Main Contractor on the Llandudno Junction Area New School development project. The scheme involves the construction of a new Primary School with the capacity of 432 pupils and 60 Nursery places.

Throughout the contract, Read are committed to investing in the local community to provide added value to project deliveries and Client’s investments through a Community Benefits Programme. Read’s Community Benefits Plan includes providing talks for School children from the Health and Safety Mascot, Ivor Goodsite, providing local employment opportunities and supporting regeneration and community engagement in the local area.

Why do we offer this?

Read Construction believe it is important to benefit both the Client by delivering a quality project, and the local community. This enables the local community to actively engage with the project throughout the building work and be a part of the process.

Read’s Community Benefits Plan addresses ‘Sustainable Procurement’ Environmentally, Socially and Economically. Read will deliver value for money in terms of generating benefits to society and the economy, whilst minimising damage to the environment.

How do we do it?

Examples of the types of Community Benefit activities include:

- Local school engagement
- Community Social Media pages to update the community on progress and notices
- Project specific Community Benefit plans
- Work experience opportunities in a number of trades
- Construction site tours
- Local employment opportunities
Jonathan joined Read Construction in Summer 2016 as a Technical Trainee after finishing Secondary School. Based on site, Jonathan assists the Site Manager with the day to day running of the project. Jonathan supports the effective delivery of subcontract work packages, ensuring quality, safety and environmental standards are maintained.

“I find it really beneficial gaining onsite experience. I get to experience all aspects of the construction process and feel like I’m a valuable part of the team”, said Jonathan.

By giving him the opportunity to work both on site and in the Head Office, Jonathan is able to gain practical and administrative skills for the future.

Read is particularly keen to raise awareness to local businesses of the supply chain opportunities available on all projects. A Meet the Buyer event was advertised on Sell 2 Wales and Business Wales, ensuring local SME businesses were aware of the opportunities.

Local companies were given the opportunity to meet with the site team, Quantity Surveyor and SHEQ manager at Conwy Business Centre, local to the project, to discuss the opportunities available on the Llandudno Junction project and on other projects in the North Wales area.

Damian Bryan, Quantity Surveyor commented, “The event went very well and it was good to see local trades coming to speak to us about the project. The event provided a great opportunity to connect with local businesses.”

Following the event, 100% of attendees are now on Read’s tender list for consideration on future projects and an order was placed with one attendee within a week of the event.

Iolo Rhys, SHEQ Manager commented, “Read have actively encouraged local supply chain involvement to schemes for many years, and we’re as committed as ever to engaging local companies at Llandudno Junction. The Meet the Buyer event was an excellent opportunity for local companies to meet our team, discuss prospects and start or renew partnerships.”
In the interest of inspiring young people in the local area, two of the site team members, Jess and Ian, attended a Codi STEM event. The event, organised by Coleg Llandrillo-Menai, was aimed at encouraging students from local schools to consider careers in science, technology, engineering and maths (STEM).

The Read team spoke to the students about the varying roles in the construction industry and the different routes available to someone wishing to pursue a career in construction.

Students were able to look at plans for the Llandudno Junction School project, the recently completed Chester Zoo Islands project and speak to the team about upcoming plans and opportunities.

Aled Hughes, Coleg Llandrillo-Menai commented: “I want to thank Read Construction for supporting the Codi STEM event. The event itself was hugely successful and it couldn’t be done without support from employers such as yourselves.”

Read will continue to support careers events, in the hope of inspiring more young people to pursue construction careers.

Following the site specific Meet the Buyer event, Read have ensured that the attendees are considered when letting out work packages for the project. Read developed a new partnership with five new local providers that attended with plans to continue a working relationship with the companies on future projects. Over £260k worth of orders were placed with these new supply chain partners.
Read have actively engaged with Ysgol Nant y Coed and Ysgol Maelgwn from the offset of the project. At the beginning of the project, pupils of both schools were visited by Ivor Goodsite, the Considerate Constructors Health and Safety Mascot, who delivered an important safety message.

Ivor was joined by Matthew Nicholas, Site Manager, and Jessica Rooney, Assistant Site Manager, who delivered a presentation about the hazards of building sites and the procedures in place to keep everyone safe.

Children were given the opportunity to talk to the site team and ask questions about the build and what it is like to work on a building site.

“The Ivor Goodsite visit was not only educational but fun. It was great to see the reaction of our younger pupils” commented Llion Ellis, Nant y Coed head teacher.

The visit from Ivor highlighted the dangers of a construction site to the children in an easy and approachable way, and as a result, engaged them with the progress of build.

During the Ivor Goodiste visit, pupils were given a brief for a safety poster competition. The task involved pupils designing safety signs for the site to warn people about the danger of construction sites, incorporating the key messages learnt from Ivor’s visit. The activity ensures that local children gain a sense of ownership in the project and respect health and safety as a result.

The winners from each school received a cinema voucher and their posters are now displayed on the fencing surrounding the site and on the main entrance. The posters will promote site safety to local residents and passers by.

“I would like to thank Read for being so proactive in involving both schools with the progress of our new school. Involving the staff and pupils throughout the build is paramount and Read has been doing this extremely effectively.”

Llion Ellis, Head Teacher
Llandudno Junction residents were invited to meet the Site Team at a local Primary School shortly after Christmas. Read provided refreshments for the residents whilst giving a presentation and talk about the project and its community benefit programme. Residents were able to speak to the Read site team and a representative from Conwy Council about the project and ask questions about the progress and programme.

Jessica Rooney, Assistant Site Manager, said: “I found it extremely useful to engage with the local community. The event is proof of Read going above and beyond to connect with local residents, meet them face to face and address any concerns that they may have.”

Residents are invited to contact the site team regarding any concerns they have.

Read are passionate about involving the local community in projects. Through the use of a community Facebook page, Read are able to share realtime updates with the community, regarding project alerts, updates and specific project information.

The Facebook page and project web page allow the community to contact the team with related queries and stay updated throughout the construction stage.

Tracey Hughes, local resident, commented, “it makes a rather refreshing change to be kept informed by contractors as to work progress, start dates, changes etc. I’m looking forward to seeing the finished product.”

Residents concerns about the project are addressed by the site team through written and verbal communication. The team ensure that concerns are addressed and matters raised with Conwy Council when necessary.
Supporting the CITB ‘Get into Construction’ scheme, Read held an open doors event in June. The event, aimed primarily at those not in education or employment (NEETs), or those considering a career in construction, attracted 29 local people over the course of the week. Participants were given a construction career talk, as well as an introduction to the site, before being shown around the site for an up close and personal experience. This was the perfect opportunity for people who previously may not have visited a construction site, to have a tour of a live project and get a feel for the construction industry.

One visitor commented, “the visit was very informative, with the Read team providing a good explanation of both the construction industry and the Llandudno Junction site itself.” As a result of the event, the local Job Centre Plus approached Read and we are currently working with the contacts there to arrange a number of similar sessions for local job seekers, in the hope that it will inspire more people to consider working in the construction industry.

Site Visits

Read are keen to engage the students and staff with the construction of their new school, and regularly host site visits for both the staff and students of the new school site.

During the visits, the attendees are given a tour of their new facilities and pupils are introduced to their school, enabling a smooth transition to the new school.

Llion Ellis, Heat Teacher commented: “I would like to thank Read for allowing us to bring the pupils and staff to visit the site, so they will be more prepared for the move when it happens. Hopefully we will have many more visits in the near future.”
Assembly Minister Llyr Gruffydd visited the new school site, on a visit looking at the need for apprentices in Wales. Read are committed to training apprentices for both technical and manual positions, with the new school rapidly taking shape with the help of construction apprentices.

“It’s important that school leavers are made aware of the opportunities in the construction industry and it’s heartening that local firms like Read and CITB are working in that direction,” commented Mr Gruffydd.

During the visit, attended by CITB, a presentation was delivered introducing the visitors to the new school project and the added value that is being delivered through the scheme.

The minister got the chance to meet with a variety of apprentices employed on the scheme.

“CITB Wales have worked closely with Read for many years and value their contribution to apprenticeships and developing skills,” commented Celia Williams, Partnerships Manager.

Following an approach by the School, Read have sponsored the school’s new football kit. This has further engaged the children and teachers with the project.

“I wish to thank Read for sponsoring the new football kit for the school. We’ve actually used the kit today in our first football tournament,” commented Llion Ellis, head teacher.

To maximise added value from the sponsorship of the kit, Read placed the order with a small, local supplier - investing the money in the welsh pound.
‘I thoroughly enjoyed learning new construction methods and about the variety of different materials used in the UK. My favourite part was the presentation by the site manager about the Llandudno Junction School project and how it will look upon completion and then being able to see its current progress out on site.’

Marco Piaser—18 years old

Read are committed to involving the local community and schools regularly throughout the project. To celebrate and mark the final stages of the steelwork erection on the new school, Read hosted a steel beam signing ceremony. Local school pupils, councillors from Conwy County Borough Council and representatives from Read Construction were invited to sign the beam and see the progress being made on site.

Councillor Wyn Ellis Jones, Cabinet Member for Children’s Services, Education and Skills was delighted with the progress, commenting “It’s very exciting to watch the new building take shape. I’m delighted that we are able to invest in this excellent new school, to allow the governors and staff to provide high quality education.”

Wynne Davies, Read’s Construction Director was also “thrilled to welcome some of the future pupils and teachers to the new school site to mark the milestone event.”
Read Construction want to support subcontractors fulfil their training needs through the delivery of local construction projects, including framework KPIs for the Llandudno Junction School project.

The site surgery, aimed at all local subcontractors delivering construction projects, allowed suppliers to speak with Read and other industry support organisations about how best to achieve their training targets and employment needs.

“We're aware of a huge skills shortage in the industry and the mounting pressure for companies to upskill their workforce through the delivery of local construction projects. This event demonstrated how employers and training providers are working together to tackle the issue and encourage upskilling in the industry,” commented Karen Heaton, Read Construction Director.

Supported by CITB Wales, Job Centre Plus, Coleg Llandrillo Menai, Construction Futures Wales and Welsh Government, subcontractors were offered the advice and contacts they need to fulfil essential training requirements.

As a result of working on the Llandudno Junction project, a number of small companies have expanded their workforce, creating new jobs for local people.

**AJL Services**

Read were approached by a local man during the first month of construction, regarding the cleaning of site cabins. Alex started work cleaning the welfare facilities and meeting rooms once weekly. With the site getting busier and new site cabins arriving, his hours were increased to two days a week. As a result of this, Alex set up his own company and employed an additional cleaner.

Following a successful working relationship, the company expanded to include security, with AJL Services now providing both cleaning and security services for the project.

**Jones & McKenzie Joinery**

This micro company approached Read regarding joinery on the project in December 2015. Read placed a subcontract order for the company, who have since employed an additional nine joiners on a full time basis to assist with the delivery of the project.
Read recently joined Coleg Llandrillo Menai and CITB Wales to deliver a ‘Girls in Construction’ workshop for year 9 pupils at Ysgol Aberconwy. The visit included a site tour, where the girls were able to experience a live site and ask questions, as well as a hands on workshop ran by two of our female CITB Construction Ambassadors.

The girls were tasked with a ‘myth buster’ challenge, asking them to match up industry myths with the true facts. This exercise allowed the group to address any misconceptions they had about working in the industry, whilst opening a discussion with the group.

The visit afforded the girls the opportunity to speak to industry professionals about careers in construction, and encouraged them to consider a career in construction which they previously may not have thought about.

A time capsule has recently been provided to the new school by Read, and will later be buried on the site of the new school. The filling of the time capsule further involves the pupils in the construction of the new school.

The pupils will fill the capsule with items that tell the history of the school, local area and life in 2017 and remain buried for the operational life of the building, whereupon its exhumation will give the pupils of tomorrow a taste of life as it was in 2017.

During a school site visit, the children handed over the time capsule to Read, and were able to witness it being sealed within the walls of the new building.
In the interest of supporting local social enterprises, towards the end of the project Read donated excess materials to local companies. One such company is Crest Cooperative, who have received excess timber donations. With this timber, the social enterprise have made timber products, including bird boxes.

By ways of a ‘thank you’ for the material donation, Crest Cooperative donated three of these bird boxes to the school.

“One Read Construction kindly donated waste timber from their site in Llandudno Junction, which was re-used to build planters, bird boxes and provide kindling and logs to the local community through our community retail store,” said Rod Williams, General Operations Manager - Crest Cooperative.

“The timber provides work activities to volunteers and adults with learning disabilities, as well as providing low cost timber products to our customers.”

Throughout the duration of the project, Read have adopted the Welsh Government Soft Landings approach. This approach to delivering projects ensures that the client and end users are fully supported throughout the transition into their new facilities.

Supported by Ainsley Gommon Architects, Read have hosted a number of site based meetings with the client Facilities Management team and Mechanical and Electrical sub-contractors and consultants. The client team were invited to talk through various building systems and strategies, allowing them to gain an understanding how the building works.

The meetings include site tours, in which there is an open discussion with all attendees with regards to maintenance, access arrangements and general building queries.

Read have also invited the end users, including staff and pupils of the school to visit the site. We believe it is important to provide the end users with a smooth transition into their new learning environment, and these visits help to alleviate and address any queries or concerns they may have.
Over 400 pupils and staff were invited to visit their new school ahead of its completion.

During the visit, pupils assisted with the sealing of a time capsule inside the building, which they had previously filled with items that tell the history of the school, local area and life in 2017. They were also presented with a bird box, donated by Crest Cooperative, which had been made using excess material from the project.

“We were delighted to welcome so many of the future pupils to their new school. It’s important for us to support the transition of pupils into their new learning environment, in line with the Government Soft Landings objective,” said Kasia Pugh, Improvement and Engagement Manager.

Dr Lowri Brown, Head of Education Services, said: “This project is a key part of Conwy’s schools modernisation programme, which aims to provide the very best education facilities for pupils in Conwy County Borough. The pupils’ visit to their new school is an important part of the transition process, enabling young learners to familiarise themselves with their new environment in readiness for the start of the autumn term in September.”

Following a recent Considerate Constructors Scheme (CCS) audit, Read were awarded the CCS Performance Beyond Compliance Certificate, for achieving ‘excellent’ ratings for appearance, community, environment, safety and workforce considerations.

Read achieved an ‘exceptional’ rating for the ‘respecting the community’, firm proof of our commitment to include and respect the local community.

“Respecting the Community is clearly high on the site agenda, which is demonstrating an exceptional level of involvement with the local community”, commented Georgina Bowman, Considerate Constructors Scheme.

“A considerable amount of support and engagement has taken place, with almost weekly events being hosted by the team on site or attended by the team in schools or community venues.”

Read continued to work considerately through the delivery of the project, exceeding the expectations of the CCS.

SCHOOL VISIT

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Read Construction are proud signatories of the “Halving Waste to Landfill” WRAP initiative. In order to demonstrate our progress towards this commitment, Read measure, collect and collate waste data on a monthly basis (waste mass and composition feedback from specialist waste management contractor). The data is converted into KPIs (key performance indicators) which are monitored and reported back to the site delivery teams to ensure that the benchmark is continuously met and improved. Having developed lean waste management procedures the company can comply to BREEAM Waste credit requirements with confidence, deliver the company’s Social Responsibilities, and offer savings to Clients.

WASTE DIVERTED FROM LANDFILL

Read Construction worked in partnership with the local community, schools and Conwy County Borough Council to deliver community benefits and maximise the added value of the project. These included:

- Read hosted and supported 19 curriculum support events, reaching over 1550 individuals. These interactions ranged from careers events to site based activities
- Over £11,000 worth of ‘in kind’ and monetary donations
- Over £260,000 spent with new local SME businesses that attended the meet the buyer event
- 9 sustainable jobs created as a result of the contract
- 854 training, apprentice and work experience weeks (685 targeted)
- 75% spend within Wales

OUTCOMES

Over the duration of the project, Read worked in partnership with the local community, schools and Conwy County Borough Council to deliver community benefits and maximise the added value of the project. These included:

- 854 weeks of training, apprenticeships and work experience*
- 88% SME Supply Chain spend

FACTS