



Building a brighter tomorrow

Company Profile

Social Sustainability



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We are not a management contracting company and are therefore equipped to directly support Targeted Recruitment & Training initiatives at first hand without having to place the participants with our sub-contract supply chain. We already play a proactive role with our clients and participate in creating employment and training opportunities and have experience of delivering requirements under the CIH "Can Do Toolkit" clauses. Examples of current and past initiatives include:

Providing training opportunities



Integrate Consortium TR&T route apprentice addressing the audience of the Community Housing Cymru Group Manifesto launch for the Welsh Local Government Elections. This provided a political canvassing opportunity to include TR&T as a condition of contract.

Examples of generating employment/work placement and training opportunities for unemployed people:

- In May 2016, we employed a Site Assistant through Jobs Growth Wales on an educational contract for Blaenau Gwent. Additionally, the company has also appointed an individual with severe hearing impairment on a three month contract;
- In May 2016, provided work taster sessions to a bricklayer at the Commercial Rd. development for the Seren Group/Pobl;
- As part of a current framework/partnering relationship with Newydd Housing Association, the company:
 - Has worked with the HA, Barry Communities First and Construction Youth Trust to provide an introduction to construction seminar to participants at the "Skills" event on 3 May 2016 at Castleland Community Centre;
 - Has worked with the HA and Communities First in Barry and Rhydyfelin to provide work taster sessions to support their Clients who have obtained CSCS cards;
 - Attended and supporting a Career Fayre in Barry on 9 October 2015 organised by the Communities First organisation;
 - Provided a presentation to a group of ten unemployed people on 19 March 2015 outlining the opportunities available in the construction industry. The group, which comprised of a mix of male and females of both apprenticeship age and older, took part in a six day learning experience with a mixture of talks, activities, professional training (IOSH), CSCS online test, and a day's hands on experience of basic carpentry/construction in the Community Garden culminating;
- In late 2015 the company provided carpentry work experience to an unemployed adult nominated by Rhondda Housing Association as part of a



design and build refurbishment project in Pontypridd Town Centre part funded by Vibrant and Viable Places;



- As part of design and build new-build affordable housing development (procured as a package deal) with Cadwyn Housing Association, the company is providing work experience opportunities to young adults nominated by the housing association. As a consequence, we employed our newest apprentice in September 2015;

- The company is currently working with the Post 16 NEET Coordinator and Headteacher Greenhill Special School on a number of initiatives including work placements and Year 11 industry career guidance. There are between 50 and 60 pupils aged 11-16 years old at the school which is specifically designed for pupils who have social, emotional and behavioural difficulties with many of them coming from environments of high crime having already been in trouble with the police;
- As part of a residential package deal in Cardiff Road, Newport, and a new-build residential contract in Trinant, Crumlin for the Seren Group, we have provided work experience opportunities through the Work Based Learning Academy;
- During May of 2013, the company entered into a partnership arrangement with Cadwyn and Newydd Housing Associations to deliver apprentice positions. This resulted in the company:



- Providing new entry apprenticeships for two carpenters and two electricians. Adverts were placed on the client websites and selection days were held in partnership with the Clients, CITB Cskills and the company. The apprentices were then selected following one to one interviews;
- Providing work placements in order to supplement the Associations' in-house direct labour organisation's apprentices experience to accord with the NVQ curriculum requirements.



- In addition to creating apprentice places, we are also providing the following package of opportunities:
 - Work taster sessions to the Association's residents;
 - Supporting the Associations' residents to carry out community projects;
 - Community project funding;
 - Back to work interview training;
 - Participation in skills fairs and open days;
 - School presentations to raise awareness of industry career opportunities;
- As part of a new build affordable housing scheme for Taff Housing Association, we worked with Careers Wales, Cardiff Council and the local Boy's Club to provide industry awareness and work taster sessions to candidates who are not in education, employment or training (NEET). In addition, we decorated, carpeted and furnished one of the club rooms which was used as a meeting facility;
- We have been an industry representative on the "Advisory Forum for Offender Employment Forum" which aims to influence the design and delivery of vocational learning and skills provision for offenders in custody. This initiative is being led by the National Offender Management Service, the Welsh Government and the CITB Sector Skills Council;





- As part of a major refurbishment contract at the former Flocks Jewellers for Merthyr Tydfil Housing Association, we worked with the Llamau charity to involve young people and provide work taster sessions during the period of the contract. One young person gaining plastering experience whilst another young person used the refurbishment as a photographic project recording the works process from commencement through to building occupation. Subsequent opportunities were provided to three participants along with an industry awareness presentation to a group of young people;
- As part of the Cardiff Council WHQS Framework, we signed-up to an Unemployment Utilisation Plan and partnered with the Future Jobs Fund to provide placements for unemployed personnel being re-introduced into employment. This resulted in the employment of an apprentice carpenter;
- We have provided work taster sessions to four trainees from Barry College. The selection process was operated in partnership with the Integrate consortium Targeted Recruitment & Training team;
- We have assisted a young man by providing a one day a week work placement through the Pathway to Apprenticeship initiative at Barry College;
- We have provided taster days to three young adults from the Butetown Community Pavilion in Cardiff as part of the "Deconstructing Barriers" Diversity Project. The project is a Construction Skills initiative designed to provide work experience for underrepresented groups;
- We have partnered with ACT Skills Academy to provide training opportunities for 16 to 18 year olds as part of a United Welsh Housing Association (UWHA) social sustainability initiative linked to its kitchen replacement programme within Cardiff and Vale;
- In partnership with "Working Links" of Caerphilly, we have provided training placements for young people. Working Links offers the support young people need to be able to move from social exclusion to social inclusion;
- As part of a redecoration contract at a Cardiff homeless project, we helped UWHA and The Salvation Army achieve one of their organisational objectives to support service users to gain skills needed to live and work independently within the community;
- We signed-up to the construction trainee scheme in partnership with UWHA, JobMatch (as was) and the Business Resource Centre resulting in the recruitment of a trainee carpenter;
- As part of the original Integrate Framework, we employed an apprentice carpenter nominated by Cadwyn HA who was selected in partnership with the Integrate TR&T team;
- As part of our relationship with UWHA, we provided a two week plumbing awareness training session to a tenant's son selected through a tenant newsletter article. Due to the performance of the young man, we appointed him as an apprentice plumber;
- We have participated on the "Build It" project through a charity based organisation called "The People and Work Unit" along with four community regeneration organisations and two housing associations. The project is aimed at targeting young people who have low or no qualifications, giving them the opportunity and support to



enable them to further their education and gain qualifications and employment in the building trades. Our participation resulted in the placements for two apprentice painter and decorators;

- Working with UWHA and ACT, we signed an agreement to establish a progression of work experience route into basic construction skills. The aim of the project was to provide a contract legacy by up-skilling beneficiaries and raising awareness in the construction industry of the barriers young people face. We have successfully provided both placements and an apprentice position.

Other community sustainability support actions include:

- The company is currently sponsoring the "Barry Kicks Project", a one year (July 2015 to July 2016) partnership initiative between Newydd Housing Association, Communities First Barry, South Wales Police, Legacy Leisure, British Transport Police and Cardiff City FC Foundation. In addition to football coaching and competitions, the initiative offers a range of other positive activities to develop young sport enthusiasts along with developmental and educational sessions dealing with issues such as healthy lifestyles and the dangers of getting involved in alcohol and drugs. The latest tournament took place on the 15th and 16th February 2016 which culminated in the team being invited to take part in a national Kicks tournament against teams from Arsenal, Southampton and Plymouth;
- The company is working with Cadwyn Housing Association on the following community sustainability initiatives:
 - Hosting site visits during June 2016 at one of the company's new-build developments in Roath, Cardiff for 60 pupils from Albany Road Primary School;
 - Visiting Albany Road Primary School in Cardiff late February 2016 along with one of its female architectural consultants to discuss diversity in the construction industry;
 - Creating a video for "Apprenticeship Week" on 24 March 2016 featuring the company's newest apprentice and the Health, Safety & Training Manager. The apprentice has shown enthusiasm and stamina having come through the Prince's Trust "Help for Young People" initiative and then seeking out work experience with the company. Following a period of three months, the company decided that his commitment should be rewarded with a formal apprenticeship;
 - Participating in the Prince's Trust "Get into Construction" initiative between 18 and 24 March 2016 by providing Site Manager guidance for an outdoor project at the old Library in Splott, Cardiff. The youngsters will have tuition in making planters, installing decking etc.;
 - The company has worked with Cadwyn Housing Association and the "Made in Roath" arts organisation to utilise hoarding of an affordable housing development of 24 flats and retail space to showcase artwork by a local artist. The Made in Roath Festival was held in October 2015 and is an artist-led, free event, now in its 7th year, which aims to take art out of the



gallery and into the wider community, allowing a larger and broader audience to access the wealth of creative talent in the neighbourhood whilst maintaining a standard of excellence, reflecting the contemporary art scene in Cardiff and South Wales;

- On 30 March 2015, the company sponsored a 6-a-side football tournament for the under fourteens and under sixteens along with Newydd HA, Hafod Housing and Wales & West Housing who have linked up with Cardiff City FC Community & Education Foundation to host the event at their House of Sport facility;



- As part of our partnership with Newydd HA, in December 2014, we sponsored a group of young people on their Rhydyfelin estate to purchase a Cinema Club licence so they can show children/family films at the community hub;



- As part of our relationship with the Seren Group/Pobl, we have:
 - Visited a local primary school (adjacent our Commercial Rd residential development) in May 2016 and provided an industry awareness presentation. The school is also preparing an art competition and will feature it on the site hoarding;
 - Carried out repairs to Trinant Football Club;
 - Donated money to support Pentricwm Community Association activities;
 - Arranged repairs and other assistance to Maes Ebbw Primary School in Maesglas, Newport;
 - Worked with Maes Ebbw Primary School and the Welsh Government's Work Based Learning initiative to develop a curriculum based lesson illustrating the practical requirements of numeracy within the construction industry;
- As part of our relationship with the Vale of Glamorgan Council, we have contributed to the refurbishment of the 5th Barry Sea Scout Group scout hall. The Group, who is a charity, were "thrilled with this wonderful gesture." The hut is now also home to a playgroup and has been made available for hire to local people.
- As part of our relationship with Newydd HA, we worked with association and a group of young boys from the Communities First area of Glynneath who formed their own team to compete in both the Registered Social Landlord league and the Neath/Port Talbot 5 a-side league run by Neath Youth Services. The boys were instrumental in picking out their own kit, which the company purchased and have since commenced the Duke of Edinburgh Bronze Award. In addition, they have attended confidence building, life skill and first aid workshops and litter picked on a local beach during half term week. Due to these actions, the company nominated them for Newydd HA's Youth Sporting Achievers of the Year category which they were judged as winners;
- We have helped Ysgol Gymraeg Casnewydd Parents and Teachers' Association to raise much needed funds by sponsoring the publication of an annual calendar;
- We have donated money to the annual Cardiff Community Housing Association Staff in the Community Volunteering Day. Our donation helped ensure the delivery of upgrade projects to two local schools and two local community centres located in some of Cardiff's most deprived areas;



- As part of the Penarth Area Renewal Scheme, we have worked closely with Evenload Primary School to support events and donated a drinks fountain to ensure that the facility was provided through external funding;
- Also within the Vale of Glamorgan area, we are providing climbing frames and other facilities to create an adventure park in Dinas Powys;
- As part of the Cardiff Council WHQS Framework, we sponsored Pentwyn Dynamos Junior Football Club and provided their kit. We also refurbished St Mellons Creche and donated benches to enable parents to supervise their children within the play area.

Client/resident/community support actions



- The company sponsored the Vale of Glamorgan 2015 Council's Tenant Summer Event as part of its ongoing relationship with the Council;
- The company sponsored a participant of the "Carten 100" 2015 event raising money for Velindre Cancer Centre.
- The company assisted Newydd Housing Association staff and volunteers to paint an undercroft car park of Ellis Fisher Court, a sheltered scheme, to increase manoeuvring visibility. This has involved meeting with the RNIB Cymru to agree design parameters and create a colour scheme to satisfy the Visibly Better standard. Apart from acting as a consultant, the company will also supervise the project and involve one of its decorating supply chain partners.



- The company has also worked with Newydd Housing Association, the Environment Agency and a group of residents to carry out environmental improvement works to the Trem y Cwm estate in Rhydyfelin;
- The company has provided materials and practical support to the residents of Taff Housing Association at the Taff Community Allotment Corporate Action Days. The allotment days are an opportunity for staff, tenants, residents and ourselves to plant beds and generally give a helping hand to the volunteers;
- The company has worked with local communities, leaders and training groups and provide many targeted recruitment and training opportunities, including providing industry taster days to three young adults from the Butetown Community Pavilion in Cardiff, who have then gone on to seek structured training;



Components and Materials Donations

- As a consequence of developing a new build affordable housing scheme for Taff Housing Association referenced above, we have decorated, carpeted and furnished one of the Grangetown Boys' Club rooms which we are also using as a site meeting facility;
- The company has provided materials and support to enable the creation of the Alcohol Treatment Centre in Cardiff for Whitchurch Hospital. Our involvement was commended by Dr. Sharon Hopkins, Executive Director of Public Health.
- The company has worked with its supply chain to provide a kitchen, bathroom, shower and builders materials to the Llamau organisation to refurbish a property in Cardiff. The scheme acts as a transition property to develop independent living skills to its clients. Llamau is a homeless charity, delivering



services to socially excluded homeless and potentially homeless young people and vulnerable women in South Wales;

- The company has donated surplus timber from its Cardiff Council contract to St Illtyds School for the construction of greenhouses. This satisfied both our social and environmental sustainability aspirations;
- The company has donated and installed kitchen units and worktops in St Cennydd School, Caerphilly to equip the Animation Unit within the Art class. Due to school funding priorities, the Unit would not have progressed if it was not for external donations such as ours. The donation was carried out in association with UWHA whose staff mentor pupils at the school and are heavily involved in The Community Focused Schools Group;
- The company has donated and installed a kitchen at Llamau's head office in Cardiff. The charity obviously relies on donations and our assistance enabled the new kitchen to be installed without diverting funds away from its core purpose of helping homeless and potentially homeless young people and vulnerable women;
- The company has worked with one of our supply chain members to donate and install kitchen units and shelving to equip a room at Herons Bridge Special School, Bridgend. The room is used to teach children with special needs to speak or learn sign language and was being refurbished by one of our clients. Again, school funding priorities would not have enabled the work to go ahead without this external support;
- Through the Integrate Consortium, has provided staff and materials to decorate a youth centre in Cardiff and also taught the young people decorating skills.



Client Sponsorship

- In 2015, the company sponsored the Finance Director of Newydd Housing Association to cycle from London to Cardiff in support of the Princes Gate Trust, a new charity that launched this year. Its aim is to transform the lives of children and young people, offering hope to them and their families. The trust improves the health and lives of children and young people in the UK by providing grants to enable them to obtain medical treatment, therapy, equipment and surgery which can sometimes only be found abroad;
- The company sponsored the Chief Executive of Cadwyn Housing Association to raise money for the CEO Sleepout charity set up to fight homelessness and poverty;
- The company has sponsored the Chief Executive of Newydd Housing Association to cycle from London to the Vale of Glamorgan to raise money for the Wales Air Ambulance, Multiple Sclerosis Society and Save The Children charities. We previously sponsored the Chief Executive when he cycled from Cardiff to Paris in aid of Shelter Cymru.
- The company has sponsored a team from United Welsh HA (UWHA) to take part in the Welsh 3 Peaks Challenge to raise money for the Gofal charity (as we did for the 2011 challenge);
- Additionally, the company sponsored a UWHA staff member to raise money for Victim Support.



- The company has supported and sponsored various client events including: the United Welsh HA Tenant Fun Days, which are held to build relationships with the community. The company has taken part in the five-a-side football tournaments and reached the final on each occasion; we have also supported Cadwyn HA Customer Service Excellence days and AGM Tenant Days 2011, 2012, 2013, 2014 & 2015.



The company is proud to have supported and participated in the above initiatives and the outcomes have benefited all key stakeholders whilst enhancing local community knowledge and employment representation with our delivery teams, community sustainability, community capacity building and enhanced client and contractor reputation.