

Skills and Employment commitment



Undertaking to Manchester City Council

The Company hereby voluntarily agrees to engage with Manchester City Council's Work and Skills Department, to support the recruitment of local residents into Construction.

We will deliver a number of KPI's as agreed by the Council and provide quarterly updates on the progress. This will include the monitoring of local labour at the construction phase.

We will continue to work with the Work and Skills Team to benefit from the Council's offer of assistance to help source suitable employees for the construction phase of the proposed development. We will ensure there is sufficient lead in time to enable the Council and its partners to source suitable candidates.

In the first instance, we will agree to conduct an employee search from residents of the local area using the Manchester Employers Suite and other local community networks.

Where inadequate numbers of staff have been prior identified and secured, the Company will be at liberty to actively broaden its search for suitable staff from the Greater Manchester area, via whatever means it so chooses.

There shall be no obligation to extend this commitment to staff requiring specific or specialist qualifications, where the Company reserves the right to employ who it thinks fit irrespective of place of residence or current employment status. However, we will aim to work collaboratively with Manchester City Council in order to maximise opportunities at a local level.

The Company looks to create additional Apprenticeship opportunities on all our projects. Where we cannot commit to a full 3-year Apprenticeship, we then actively utilise the services of the local 'Shared Apprenticeship Programmes'. The Company prides itself on the number of apprenticeships, traineeships and entry level roles available. Currently, ten percent of our workforce are in entry level roles within the business.

One of the Company's core values is to continually train and up skill our employees as a lifelong learning process and we believe this sets us apart from many of our competitors. Lifelong learning keeps employees updated on new developments, changes of legislation or good health and safety practices.

We will where possible engage with local schools and colleges to deliver careers talks and will take part in 'work inspiration' activities by hosting site visits for construction studies students.

Nothing in this undertaking shall be deemed to impose on the Company any obligation, or require any action that would contravene any UK employment law, or UK antidiscrimination law.