

Local Economic and Social Benefit Targets			Reporting Period							
September 2020 - December 2021			Q1 2022	Q2 2022	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023	Q4 2023
1	Employment Targets									
	Consultants, contractors and suppliers will develop and support the region's young people from disadvantaged backgrounds by providing support services and routes into the workplace.	<u>Apprenticeships</u> P.P. O'Connor have worked in partnership with the Salford Foundation, a charity who help young adults into the workplace. They have employed an apprentice Trainee Site Manager through the Salford Foundation and are supporting the individual through their college course. P.P. O'Connor are wanting to work with the charity again to help recruit young adults into work and their recruitment team will be attending seminars to build relationships. Since March 2020 P.P. O'Connor have hired 4 apprentices from Greater Manchester which will be working on the Mayfield development. <u>Work experience opportunities</u> Civic Engineers have offered 4 work experience opportunities within the Manchester studio over the last 6 months.								
		<u>Ex-offenders</u> P.P. O'Connor's recruitment team have had meetings with the prison service, who help ex-offenders back into work when leaving prison. This is a 2 stage approach - taking candidates on the Released on Temporary Licence (ROTL) scheme and also recruiting direct from the prison. Job adverts have been issued to the Prison Service for current prisoners who are due to be released, but the ROTL scheme is on hold at the moment (due to Covid). <u>Homeless and rehabilitating offenders</u> P.P. O'Connor work with Recycling Lives, a company within their supply chain that offers services such as waster management and metal recycling. Recycling Lives tackle homelessness and rehabilitating offenders by providing training opportunities in Manchester. P.P. O'Connor have committed to using Recycling Lives to create more job and training opportunities in the Salford and Manchester areas as part of their ongoing commitment to engage with local subcontractors and offer job opportunities to the local economy. <u>Veterans</u> BuroHappold have employed a local military veteran full time on site for delivery of the park. As well as providing employment and experience on the Mayfield Park, BuroHappold are also planning on supporting this individual through an apprenticeship in engineering. <u>Working mothers</u> Working Mum's returning to work have been upskilled in understanding the specifics of the construction industry within Civic Engineers.								
	Consultants, contractors and suppliers will implement schemes to up-skill and re-skill local people who need support to re-enter the work place, including long-term unemployed people and ex-offenders.									
	Contractors, suppliers and consultants will operate a 'Manchester first' employment commitment, with a target of 50% of construction jobs to be filled by local people from Greater Manchester.	<u>North West</u> P.P. O'Connor are committed to employing people from the areas in which they work, actively contributing to local economic growth by keeping the locally earned pound within the community. Currently P.P. O'Connor employs 288 members of staff, 11% of which live in Manchester. 42 of P.P. O'Connor's employees work on Mayfield and 12% of these employees live in Manchester. There have been 5 newly created jobs on the development (including supply chain) since May 2021. 2 of the 5 new employees live in Manchester and 4 of the 5 new employees live in Greater Manchester. <u>Greater Manchester</u> 74% of the P.P. O'Connor staff employed on Mayfield live in Greater Manchester. BuroHappold are actively recruiting at a number of levels in the Manchester market to help support teams working on Mayfield Park. Over the last year at Civic Engineers, 71% of new recruits to the Manchester studio reside in the Greater Manchester area. Massey+Harris (local play equipment specialist) have employed two extra local welders to facilitate the Mayfield Park equipment.								
	Engage with relevant local groups and organisations to re-skill people and employ people previously employed in sectors heavily impacted by Covid-19.	<u>Hospitality careers</u> The pandemic has caused wide-ranging devastation across the hospitality sector. At this catastrophic time for the industry, ETFI has accommodated over 50 businesses and supported 1,200 jobs (with a huge 220 permanent staff employed every day), as well as generating significant local economic value. The Mayfield Partnership and Broadwick Live were forward thinking, dedicated to supporting the hospitality sector, and in so doing, created construction jobs when many were having to find alternate incomes. The team also made a point of hiring people from the festival circuit to keep them in work during a time when all festivals/events were being cancelled, as well as ensuring there was a thriving venue for hospitality workers to return to. <u>Construction careers</u> Civic Engineers employed a Studio Manager in our Manchester Studio who was being made redundant from a Social Enterprise company due to Covid implications.								
	Prioritise employing businesses based in Greater Manchester and businesses that embed D&I commitments within their supply chains.	The Mayfield Partnership has so far instructed 5 Greater Manchester based businesses - Civic Engineers (Lead Designer), Massey + Harris (Play Equipment), Cemex (Concrete), Specimen Trees (Trees) and Lanes Landscapes (Plants). In addition to this a number of materials have been sourced within the North West - Boulders have been bought from a quarry in Glossop and Ketley blue brick paving has been sourced from Stoke.								
	Long term employment - Commitment to recruiting and training 70% local people in the operation and maintenance of the park and estate- recruited and trained from the locality.	U+I currently developing the Estate Management Strategy and procuring the delivery team.								
	Suppliers, contractors and consultants will commit to ensure all employees are paid the Manchester Living Wage.	U+I have confirmed that all suppliers, contractors and consultants pay the Manchester Living Wage.								
	The project will deliver a minimum of 1 meaningful apprenticeship for every 20 FTE construction jobs on site. This number will be made up of project initiated, sustained and shared apprenticeships. A meaningful apprenticeship should include the opportunity to acquire skills and knowledge that will help them progress in their occupation and their developing expertise is seen by their employers as central to success. This should include dedicated time set aside for learning and training.	<u>Total Apprenticeships so far:</u> 2 P.P. O'Connor have developed an Apprenticeship Programme to encourage young people to get into the construction industry and receive the training, support and mentorship to develop successful careers in a wide variety of roles. This has involved developing links with local schools and colleges and talking to students about the benefits of a career in construction, hopefully encouraging those that had not previously considered a role in the industry. In May 2021 P.P. O'Connor employed an apprenticeship through the Apprenticeship Programme as an Apprentice Quantity Surveyor who started studying part time at The University of Salford in September 2021 with the aim of becoming a Chartered Surveyor. P.P. O'Connor are currently communicating with Salford City College to look at opportunities for Ground Works Apprentices to engage onto the Apprenticeship Programme. BuroHappold have a formal Apprenticeship Programme, which takes on roughly 10 apprentices per year. One of our apprentices has been helping in the design delivery of the park throughout 2020 and 2021.								
9	Placemaking Targets									
	The construction and delivery team will actively look for additional opportunities to improve the surrounding site area on a temporary basis ahead of permanent development coming forward.	<u>Flower instillation</u> P.P. O'Connor carried out the following activities to prepare the site: - Careful removal of the current site hoard which has been stored on site for reuse - Supply and installation of legatos blocks which have been positioned on site to segregate the flower show from the cycle parking area. - Remove tarmac from the edge of the car park to create a flower bed area - Supply and installation of concrete manhole rings of different sizes to be used for the planting display. <u>Freight Island</u> Civic, Deloitte and U+I assisted Freight Island in redeveloping the depot building for meanwhile use. <u>Journey to the Site</u> U+I are currently exploring the ways that they can improve the journey to Mayfield from Piccadilly Station.								
10 11	Ensure all contractors are consideration and do not adversely impact the social wellbeing of local residents.	Vehicle movements have been solely on site through the inclusion of temporary construction bridges which cross the river in order to reduce vehicle movements off-site.								
	Develop a meanwhile events programme across construction phasing, continuing with the activation work done to date on site. Ensure that the construction phase of development enables many additional jobs in the local area through the continued activation of meanwhile uses.	<u>Freight Island</u> Whilst excavation, foundation and construction work begins on the Mayfield development, the site's historic depot building has been reimagined as a new forward-thinking cultural destination for the people and city of Manchester. In March 2020, when Mayfield Depot's existing cultural offer as a 10,000 capacity live music venue had to close, the Depot team pivoted and adapted its designs for Escape to Freight Island. Spending the spring and early summer of 2020 preparing the site ready for the reopening of hospitality venues in July, construction started in June and the venue welcomed its first visitors on 4th July, as soon as the industry was permitted to reopen. Freight Island brought 120,000 + people to Mayfield so far this year, placemaking in an area that would otherwise be derelict. 50 local businesses, 220 permanent staff on site, 1200 jobs supported.								
12	Educational Targets									
	Support careers development and the learning curriculum in local primary and secondary schools by providing educational days and careers advice.	<u>Careers fairs and careers support</u> P.P. O'Connor are planning to visit local secondary schools to provide careers advice at job fairs. They are also planning to visit local junior and infant schools to give a presentation on construction site dangers. BuroHappold have numerous school outreach programmes regarding support of STEM subjects, including school visits: - Our Young Engineers Forum (YEF) members regularly take part in Skype-a-School sessions, where they connect via webcam to local schools and provide a tour round our office, followed by a question and answer session. These calls provide students with the opportunity to ask a working engineer questions about the profession, and feedback has been extremely positive, with students expressing interest in applying for summer placements with us. - WomEng run workshops to year groups of girls to inspire them to take up STEM subjects - BH has been supporting and inputting into these sessions. Deloitte and U+I have supported Regeneration Brainery to provide a Mayfield site visit for school leavers and undergraduates to educate them on the construction and property sector. Civic Engineers employee involved in supporting the Smallpiece Trust with its 4 day summer school to raise awareness of STEM subjects and expand career options for young people. <u>The Mayfield Classroom</u> U+I are creating a 'Mayfield Classroom' on site which will provide a programme of engagement with local primary and secondary schools where the children and young people are given an overview of the built environment and the different career pathways. All consultants and contractors will be asked to volunteer for this programme.								

Last updated: 26/01/2022
Planning Permission Ref. 124972/PO/2019 Condition 18 attached to Planning Permission Ref. 124972/PO/2019 states: "Prior to commencement of development (excluding Phase A) a Local Economic and Social Benefit Strategy for Mayfield (Construction Phase) shall be submitted and agreed in writing by Manchester City Council. This will include a requirement to report back to the City quarterly during the construction phase on outputs and outcomes." This tracker has been created in order to satisfy the requirements of this condition.

13	Contractors, suppliers and consultants will actively engage with local universities through a variety of means including attending careers fairs, providing work experience placements and providing educational site visits.	<u>Careers fairs and careers support</u> Deloitte have been in discussions with the University of Manchester's careers team and attend the Univeristy's careers fairs. BuroHappold works with the The Manchester Young Engineers Forum. They host an annual Work Experience Week in close collaboration with the Social Mobility Foundation (SMF). As part of this BuroHappold present to engineering students from the University of Manchester on an annual basis about the role of an Engineer. We also attend career fairs at a number of higher education establishments and look to recruit through these connections. BuroHappold has a Year in Industry scheme, which organises gap year placements for pre-university and undergraduate students. Civic advertise all their graduate and intern opportunities at careers fairs with University of Manchester and Salford University. They also support University of Manchester 4th year students with live project site visits. <u>Support with university studies</u> P.P. O'Connor are planning to engage with Local University Construction departments in September 2021 to provide opportunities to visit the Mayfield development to discuss works undertaken, currently on going and future works. U+I have worked with students that have wanted to engage with the Mayfield Site and have engaged with Manchester Universities architecture students by providing bimonthly visits to the site. SEW have been in discussions with the University of Manchester's - Manchester School of Architecture and have given a presentation on Mayfield Park to the students in September 2021. SEW Founding Director has also agreed to take part in reviewing the students work throughout the academic year.								
14	Set up a training facility to strengthen the local labour market through meanwhile uses on the site.	Broadwick are currently in initial discussions about establishing a catering school in Arches 5 and 6.								
	Community Targets									
15	Explore the potential of a social enterprise operating within the park.	U+I are having initial discussions relating to the possibility of having a social enterprise run café in the park.								
16	Lead contractor to actively support the economic growth of local suppliers and partners involved by showcasing their contributions in publicity materials about the development and construction and in their reporting activities about the project.	U+I have shared CGIs with the suppliers so that they can use them in their marketing materials. U+I have supported suppliers through social media.								
17	Create a Listening Campaign to ensure local residents and communities, and other stakeholders are involved and engaged, with transparent two-way communication channels.	Press team through an agreed response. The U+I team have responded to questions through social media throughout construction.								
18	Engage with local outreach groups to ensure Mayfield maximises social impact for its nearest neighbours. Identify needs and relevant ways to support or contribute.	U+I have engaged directly with: - The Mancunian Way group - Skatepark Group - Former sex workers - LGBTQ engagement (through Pride) - Homelessness - engaged with Baranbus Homeless Charity during the engagement process.								
19	Work with partners to develop and curate an arts, culture and heritage programme across construction phasing, which could include permanent installations with temporary exhibitions, community curation activities, and an events programme with themed aspects e.g. for children and young people, for BAME communities, for LGBT community, using arts to improve health, etc. This could be structured within an Arts, Culture and Heritage Strategy for the site, working closely with the local community to curate and tell the story about the local Mayfield area and how its changed over time, combining its known history and lesser known stories and memories of local residents.	Freight Island has provided a wide programme of arts and culture during the construction (https://www.escafetofreightisland.com/entertainment). The project team are exploring the archaeological dissemination and ensuring that this will reach a wide range of audiences.								
20	Work with a local organisation to support and provide low cost sport and physical exercise activities for the local community. Engage with Get GM Moving.	U+I Estates team are looking into opportunities that could be provided within the Park once it is operational such as a free outdoor bootcamp, Yoga and meditation sessions or weekly outdoor football sessions for young people in the community.								
21	Set up a Friends of Mayfield Park group, target priority groups, involvement, and engage them as volunteers in landscaping and maintenance activities. Map out a pathway for long-term employment opportunities to be prioritised in this group. Engage with other 'Friends of' groups in Manchester, e.g. Whitworth Park, Sackville Gardens, as well as the Nature GM group.	U+I are currently working to set up a Friends of Mayfield Park group so that it is set up in time for the park opening. U+I are also in contact with Keep Manchester Clean and are in discussions about setting up their own branch called 'Keep Mayfield Clean'.								
22	Engage with existing green infrastructure projects and initiatives in the local area, e.g. City of Trees, Looper clean air urban experiments at UoM.	SEW have engaged with the Green and Blue Infrastructure Group on a number of occasions including two presentations and a site walk around. As well as this SEW have presented to and had knowledge sharing sessions with Manchester & Salford Ramblers, North West Plantanque Club, Grow Green and Smarter City Manchester.								
23	The Partnership will showcase and create case studies which demonstrate where Mayfield has succeeded in being a best practice example, in order to encourahe others to maximise benefits at other sites.									
24	The Partnership will work closely with local charities to help raise their profiles and to support their events.	<u>Landaid</u> U+I will collaborate with a Manchester Charity and will support them with a 'sleepout' event in the Mayfield Depot next March.								
	Environmental Targets									
25	Commitment to create a green travel plan for the site during construction to encourage car sharing active travel and reduce emissions. Sufficient facilities should be provided on site to encourage active travel e.g. cycling racks on site to encourage cycling to work.	P.P. O'Connor have been encouraging staff to travel to work in sustainable ways.								