

## **Local Labour Report as part of the Downley Drive Development, Ancoats, Manchester**

**October 2025**

*Ref: Planning Condition 4/CDN/22/0334*



*Housing at Mulino Walk, forming part of the Downley Drive development in New Islington, Manchester*

#### Planning Condition 4

4) a) The development shall proceed in accordance with the approved Local Labour Employment Proposal (Prepared by Rowlinson; Dated May 2022) and Local Labour Statement of Intent, both received on the 22/08/2023 and previously approved under application CDN/22/0334.

b) Within one month prior to construction work being completed, a detailed report which takes into account the information and outcomes about local labour recruitment pursuant to the measures proposed to recruit local people including apprenticeships and mechanisms for the implementation and delivery of the Local Benefit Proposal shall be submitted for approval in writing by the City Council as Local Planning Authority. Reason - The applicant has demonstrated a commitment to recruiting local labour pursuant to policies SP1, EC1 and DM1 of the Manchester Core Strategy (2012).

#### Background – Downley Drive development

This flagship sustainable housing development is creating **75 new affordable and sustainable homes** and has been delivered in two phases:

Phase 1 - Mulino Walk consisting of **23 striking, high quality and sustainable family homes**, comprising 3 x two-bedroom and 20 x three-bedroom houses, turning the increasingly inaccessible dream of city-centre home ownership into a reality. Demand far outstripped supply for the shared ownership houses, with over a thousand people registering interest.

Phase two – Wiremill Court delivering **52 one- and two-bed apartments for social rent** made up of 27 x one-bedroom apartments and 25 x two-bedroom apartments. The new homes will feature an enhanced building fabric, solar panels and other low-carbon technologies, including air source heat pumps and mechanical ventilation heat recovery.

The schemes have been delivered in partnership with Great Places Housing Group, Manchester Council, Manchester Life. It was part funded by Homes England and the Greater Manchester Combined Authority (GMCA) Brownfield Housing Fund. It was built by Rowlinson, with Buttress as the scheme architect.

## Local labour:

### Commitment

- Rowlinson shall use reasonable endeavors to procure a minimum of **20%** of the total workforce in connection with the works throughout the course of the contract to be from the **Greater Manchester Area**.
- Priority will be given (subject to ability and screening) using the following geographical locations
- Priority Area 1 Manchester Ward of New Islington
- Priority Area 2 - Manchester Wards
- Priority Area 3 Greater Manchester County area

### Result

- All site workers are tracked via our online Get on Site software which captures all post-codes
- The analysis shows that 84 of the 701 post codes were from the defined Manchester postcodes ie 12% and
- 400 of the 701 postcodes were from the Greater Manchester area ie **57% local labour**

## Additional measures as per page 5 of the submitted Local Labour Submission of Intent

### 1 Commitment

Rowlinson shall use reasonable endeavors to ensure a minimum of 10% of local labour employed will be trainees. This shall mean a local resident who is undertaking a program of training to a national vocational qualification or any other program of training.

#### Result

During the build programme, Rowlinson employed:

4 x direct apprentices,  
7 x supply chain apprentices and  
Supported 1 x T Level Student

### 2 Commitment

Rowlinson shall ensure that Local Residents shall be employed with terms and conditions and at rates of pay no less favourable than the terms and conditions including grievance and disciplinary procedures applying to other persons carrying out duties, whether on the site or elsewhere in its undertaking.

#### Result

All our staff were paid in line with, or above, the relevant agreed wage boundaries, including all local labour. This ensures that all rates of pay and terms and conditions are in line with, or above, industry standards. See apprenticeship detail on p5.

In detail, this means that:

- All operatives are paid in line with the Construction Industry Joint Council Working Rule Agreement.
- All direct paid Rowlinson staff receive the Real Living Wage or above.
- All apprentices are paid in line with agreed apprenticeship rates, increasing with age/qualifications.
- T Level students undertake unpaid work however, we made regular contributions to the T Level student's transport costs.
-

**3 Commitment**

Rowlinson shall ensure that where it employs a trainee, the trainee (will) not be paid less than the current agreed minimum wage for apprentices and trainees within the Construction Industry.

**Result**

As above, all trainees are paid in line with the relevant industry standards.

**4 Commitment**

The Contractor shall take all reasonable steps to ensure that Local Residents are employed from Priority Area 1. The Contractor shall employ Local Residents from Priority Areas 1 and 2 unless it cannot procure sufficient Local Residents from those Priority Areas. In this event, Rowlinson's will confirm to the local authority its challenges in securing local labour from these areas and obtain the consent of the Council (not to be unreasonably withheld) to employ Local Residents from outside those areas.

**Result**

We worked hard within the locality and had meetings with various employment organisations including discussions with Great Places' employability team. For example, we worked with them over a number of weeks to try and support Callum, based in Stretford, with work on site. Although we found a role and a work pattern in line with his needs, plus a commitment to pay the Real Living Wage, after three missed appointments to meet the team and discuss the role, we agreed that, unfortunately, it wasn't the right time for Callum to join us.

During the programme we have employed the following local labourers: Jason Davidson, M9 Miri A Gill, M43, David Gordon, M6, Lewis Hayden, SK4, Tomas Haile, M40, Ian Matthews, M40, Alan Nowak, M40, Anthony Ordish, M7

**5 Commitment**

From time-to-time during the duration of the works and at the request of the local authority the Contractor shall provide the local authority nominated representative with statistical information in relation to its labour force. This will include home locations and training arrangements (as a minimum) in order to monitor the Contractor's compliance with the provisions of this proposal.

**Result**

All information as requested by the local authority is acted upon and all completed information is included in this final report. All post code information is retained on our online induction system. Post codes and apprentices on site are also recorded as part of monthly construction meetings. All our apprentices are on agreed training plans.

**6 Commitment**

The Contractor shall in pursuance of its declaration use reasonable endeavors to ensure that where it sub-contracts any part of the Works the person to whom it awards the contract will enter into an agreement to procure labour in substantially the same form as this proposal.

**Result**

All sub-contractors are encouraged to support the Local Labour targets for the development. A number of locally based organisations have supported young people with industry training as

follows:

- Ideal Brickwork (SME) 2 apprentice bricklayers 37 weeks
- Larewoods (SME) 1 apprentice plumber, 40 weeks
- Hargreaves (SME) 2 apprentice electricians, 27 weeks
- Mansell (SME) Steel structure trainees, 16 weeks

### Apprenticeships information

- ALL apprentices are paid in line with agreed apprenticeship rates which increase with age/qualifications.
- Billy Johnson (M40) is retained labour as a young person working to achieve his apprenticeship in Carpentry and Joinery with Rowlinson. He first approached us by coming onto site and asking for work. This was at Silk Street, another site with MCC involvement. Billy first secured general labouring work and was then put on an apprenticeship programme by Rowlinson after showing potential. He has completed his NVQ level 2 and is working towards his NVQ3. He worked on site at Downley Drive between October 2023 and July 2025.
- Josh Hall (PR2) is retained labour who started with us as an apprentice in July 2022. He completed his NVQ2 and is currently working towards his NVQ3 in joinery and carpentry. Josh worked on site at Downley Drive between October 2023 and July 2025.
- Jack Sherlock (M9) is retained labour after qualifying his apprenticeship in 2023, part way through the development. He continues to work with us and worked on Downley Drive between December 2023 and Feb 2024, and then later again in May 2025.
- Joe Walker (M28) is retained labour, working with Rowlinson as an apprentice carpenter/joiner between 2022 – 2024 when he gained his NVQ2. Joe worked on Downley Drive between June 2023 and May 2024.
- Ella Rawlinson (OL6) joined us to work across our sites as a T Level student, including at Downley Drive, as part of our overarching support to her of 360 hours in total. Following her placement with us, Ella gained a Merit for her T Level in Design, Surveying and Planning and was successful in gaining an apprenticeship with BAM covering groundworks, with the opportunity to then move into engineering further down the line.

## Supporting activity

### Result: support to the local economy

- £3.25 million (33.21%) was spent with suppliers within 10 miles of site.
- £4.75 million in the Greater Manchester area (45% of total).

### Result: up-skilling the workforce

- Training information – see appendix

### Result: Mental Health First Aiders

Construction workers are four times more likely to die by suicide than the national average. Rowlinson is therefore ensuring that we have a number of trained staff, including senior leaders, operating across the sites and office should anyone need support with mental health issues.

- Our current trained Mental Health First Aiders are Steve Weir, Chief Operating Officer, and Matthew Holloway, Chief Financial Officer.
- Two additional members of staff have been trained with St John's Ambulance – Dave Hanlon, Head of Operations and Lynn Caddy, Corporate Services Manager.
- One site member has been supported on the Downley Drive development and was signposted to relevant services.

### Result: Health and Wellbeing

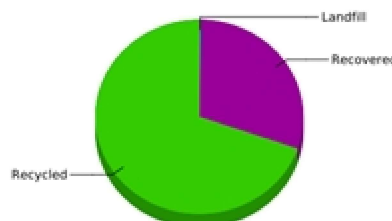
- Rowlinson has bought and installed defibrillators for use on each of our construction sites, including Downley Drive. The total cost was £4951.20, with £825.20 being spent on equipment at Downley Drive.

### Result: meaningful careers engagement

- 1 day encompassing site visit and then a construction led activity at the Growth Co Skills Centre, to promote positive career options to the five young people (four boys, one girl) who were excluded from mainstream schooling. Small group size due to additional needs/behaviour issues. Accompanied by two teaching staff and supported by three members of Rowlinson staff throughout so that one-to-one support was achieved. Specific careers advice and routes into work were covered both onsite and at the Skills Centre. Lunch was provided (not all children have access to regular meals plus all relevant PPE with work boots donated at the end of the session).

### Result: waste recycled

- Landfill 0.24%
- Recovery 30.08%
- Recycled 69.68%



### **Result: Community support**

- Continued sponsorship of the Manchester City Council Be Proud Awards covering 2022, 2023, 2024, 2025 at £3,000 per annum totalling £12,000 over the period.
- Staff donations to Mustard Tree charity, plus MD support in terms of business planning and diversification.
- £200 to Great Places' cost of living support fund
- Litter pick along the canal with stakeholders.
- Timber hoarding donated to site neighbour for use within his pigeon coop.

## Appendix: Up-skilling the workforce, training records

| Course                                      | Date                            | Provider/Venue    | Delegate        |
|---------------------------------------------|---------------------------------|-------------------|-----------------|
| CITB Temporary Works Coordinator            | 24th Apr 2025 – 25th April 2025 | 3B Wigan          | Dermot Nolan    |
| CITB Temporary Works Coordinator            | 24th Apr 2025 – 25th April 2025 | 3B Wigan          | Damian Cosgrove |
| CITB Temporary Works Coordinator            | 19th May 2025 – 20th May 2025   | 3B Leigh          | Steve Weir      |
| CITB Temporary Works Coordinator            | 28th May 2025 – 29th May 2025   | 3B Wigan          | Chris Pownall   |
| CITB Temporary Works Supervisor             | 27th May 2025                   | 3B Wigan          | Dave Lawrence   |
| CITB Temporary Works Supervisor             | 27th May 2025                   | 3B Wigan          | Andy Sherlock   |
| CITB SEATS Environmental Awareness Training | 30th April 2025                 | 3B Online         | Steve Weir      |
| CITB SEATS Environmental Awareness Training | 16th May 2025                   | 3B Online         | Dermot Nolan    |
| CITB SEATS Environmental Awareness Training | 19th May 2025                   | 3B Online         | Dave Hanlon     |
| CPCS Appointed Person Course                | 6th – 10th October 2025         | Ainscough Leyland | Dermot Nolan    |
| CPCS Appointed Person Course                | 20th – 24th October 2025        | Ainscough Leyland | Damian Cosgrove |
| CPCS Appointed Person Course                | 20th – 24th October 2025        | Ainscough Leyland | Dave Hanlon     |
| First Aid at Work                           | 6th – 8th September 2025        | 3B Gatley         | Lynn Caddy      |
| First Aid at Work                           | 6th – 8th September 2025        | 3B Gatley         | Dave Hanlon     |
| First Aid at Work                           | 6th – 8th September 2025        | 3B Gatley         | Paul Slater     |
| First Aid at Work                           | 6th – 8th September 2025        | 3B Gatley         | Debra Kenyon    |
| First Aid at Work                           | 6th – 8th September 2025        | 3B Gatley         | Sophie Burgess  |
| First Aid at Work                           | 25th -26th September 2025       | 3B Wigan          | Steve Weir      |

|                                   |                                                |                             |                                                                                                                                                   |
|-----------------------------------|------------------------------------------------|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| First Aid at Work                 | 29th – 30th<br>September<br>2025               | 3B Denton                   | Dave Lawrence                                                                                                                                     |
| First Aid at Work                 | 26th – 27th<br>June 2025                       | 3B Liverpool                | Paul Higgins                                                                                                                                      |
| First Aid at Work                 | 26th – 27th<br>June 2025                       | 3B Liverpool                | Andy McGhee                                                                                                                                       |
| Mental Health First Aid           | 29th – 30th<br>September<br>2025               | St John's                   | Lynn Caddy                                                                                                                                        |
| Mental Health First Aid           | 29th – 30th<br>September<br>2025               | St John's                   | Dave Hanlon                                                                                                                                       |
| Asbestos Awareness                | 28th July<br>2025                              | BSG on site                 | Dave Hanlon<br>Steve Weir<br>Chris Pownall<br>Dave Lawrence                                                                                       |
| Site Managers<br>Responsibilities | 28th July<br>2025                              | BSG on site                 | Dave Hanlon<br>Steve Weir<br>Chris Pownall<br>Dave Lawrence                                                                                       |
| Asbestos Awareness                | 29th July<br>2025                              | BSG on site                 | Nick Walsh<br>Andy Sherlock<br>Damian Cosgrove<br>Dermot Nolan                                                                                    |
| Site Managers<br>Responsibilities | 28th July<br>2025                              | BSG on site                 | Nick Walsh<br>Andy Sherlock<br>Dermot Nolan                                                                                                       |
| IPAF Operator Training            | 7th June 2025                                  | G H Training on<br>site     | Mike Jones<br>Nigel Crook<br>Jack Sherlock<br>Chris Pownall<br>Michael Flannigan<br>Les Dyson<br>Richard Ford<br>Lee Davies                       |
| PASMA Training                    | 14th April<br><br>15th April<br><br>16th April | G H Training on<br>site     | Nigel Crook<br>Josh Hall<br>Andrew Hall<br>Mike Jones<br>Jack Sherlock<br>Paul Walker<br>Chris Pownall<br>Colin Hague<br>Dave Povey<br>Lee Davies |
| Course                            | Date                                           | Provider/Venue              | Delegate                                                                                                                                          |
| Fire Marshall Training            | 18th June<br>2024                              | Lancashire Fire<br>Training | Dave Lawrence                                                                                                                                     |

|                                                                   |                  |                          |               |
|-------------------------------------------------------------------|------------------|--------------------------|---------------|
| Fire Marshall Training                                            | 18th June 2024   | Lancashire Fire Training | Andy McGhee   |
| Fire Marshall Training                                            | 18th June 2024   | Lancashire Fire Training | Steve Weir    |
| Fire Marshall Training                                            | 18th June 2024   | Lancashire Fire Training | Nick Walsh    |
| Fire Marshall Training                                            | 18th June 2024   | Lancashire Fire Training | Dave Hanlon   |
| Fire Marshall Training                                            | 18th June 2024   | Lancashire Fire Training | Dermot Nolan  |
| Working at Height Training                                        | 2nd April 2024   | Building Safety Group    | Steve Weir    |
| Working at Height Training                                        | 2nd April 2024   | Building Safety Group    | Andy McGhee   |
| Working at Height Training                                        | 3rd April 2024   | Building Safety Group    | Dave Hanlon   |
| Working at Height Training                                        | 4th April 2024   | Building Safety Group    | Nick Walsh    |
| Working at Height Training                                        | 4th April 2024   | Building Safety Group    | Dermot Nolan  |
| Working at Height Training                                        | 2nd April 2024   | Building Safety Group    | Dermot Nolan  |
| NEBOSH Health & Safety Certificate for Management in Construction | December 2022    | NEBOSH                   | Steve Weir    |
| Site Managers Safety Training (SMSTS)                             | December 2023    | 3B Wigan                 | Dave Hanlon   |
| Site Managers Safety Training (SMSTS)                             | September 2024   | 3B Denton                | Steve Weir    |
| NVQ Level 7 Diploma in Construction Senior Management             | December 2023    | 3b Training              | Steve Weir    |
| NVQ Level 7 Diploma in Construction Senior Management             | December 2023    | 3B Training              | Dave Hanlon   |
| NVQ Level 6 Diploma in Construction Site Management               | October 2023     | 3B Training              | Dermot Nolan  |
| NVQ Level 6 Diploma in Construction Site Management               | January 2024     | 3B Training              | Dave Lawrence |
| CITB Directors Role for H&S                                       | 11th August 2023 | CITB                     | Steve Weir    |
| Diploma - Microsoft Project                                       | March 2024       | Keys Training            | Steve Weir    |
| Diploma - Microsoft Project                                       | March 2024       | Keys Training            | Dave Hanlon   |
| Diploma - Microsoft Project                                       | March 2024       | Keys Training            | Dermot Nolan  |