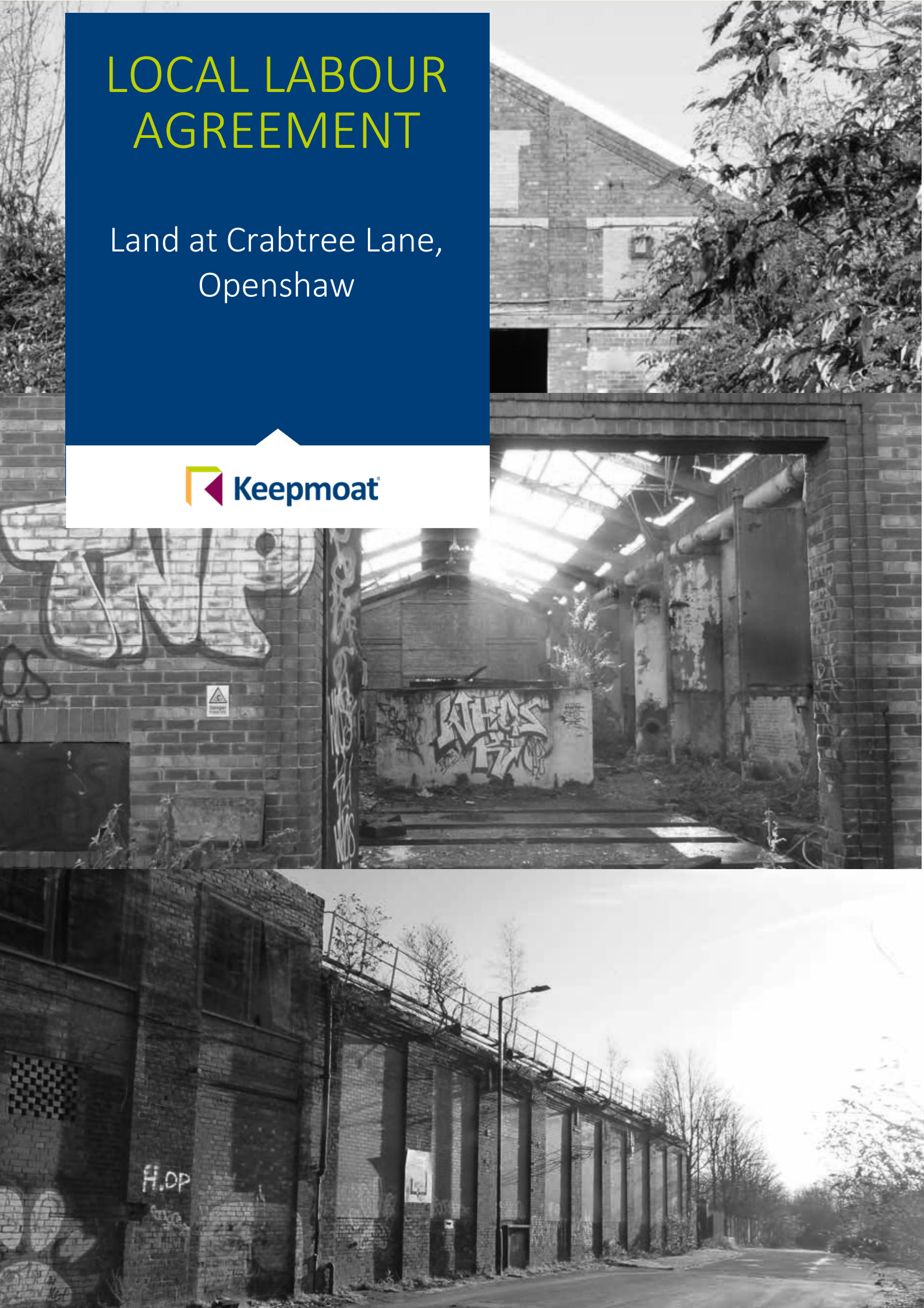


LOCAL LABOUR AGREEMENT

Land at Crabtree Lane,
Openshaw





ABOUT KEEPMOAT



ABOUT KEEPMOAT

Established in
1931

Keepmoat specialises in transforming land into safe, sustainable and distinctive communities, leaving a legacy for us all to be proud of.

Keepmoat is one of the UK's largest and oldest homebuilders, we are also the nation's number one partnership homebuilder.



Our model, relationships and approach enables us to successfully source land from both private and public sector partners on competitive terms, quickly transforming them into developable sites.

In an industry where relationships between homebuilders and councils are often fractious, we've established an unrivalled reputation amongst local planning authorities as a homebuilder who can be trusted to deliver.

We have successfully delivered regeneration schemes in some of the country's most challenging housing market areas, demonstrating our long-term commitment to the communities in which we work.

Our local relationships form the foundation of our business and set us apart from our peers. Understanding every community is unique means we tailor our approach to meet their needs. Working collaboratively with all stakeholders enables us to deliver the homes they need and significant social value outcomes.



UK's No. 1
Partnership
home builder



Top 10
UK Volume
homebuilder



1,100
Skilled and
passionate
employees



Five star
Rated builder for
customer satisfaction

DELIVERING SOCIAL VALUE



skills
construction centre

www.skillscc.com

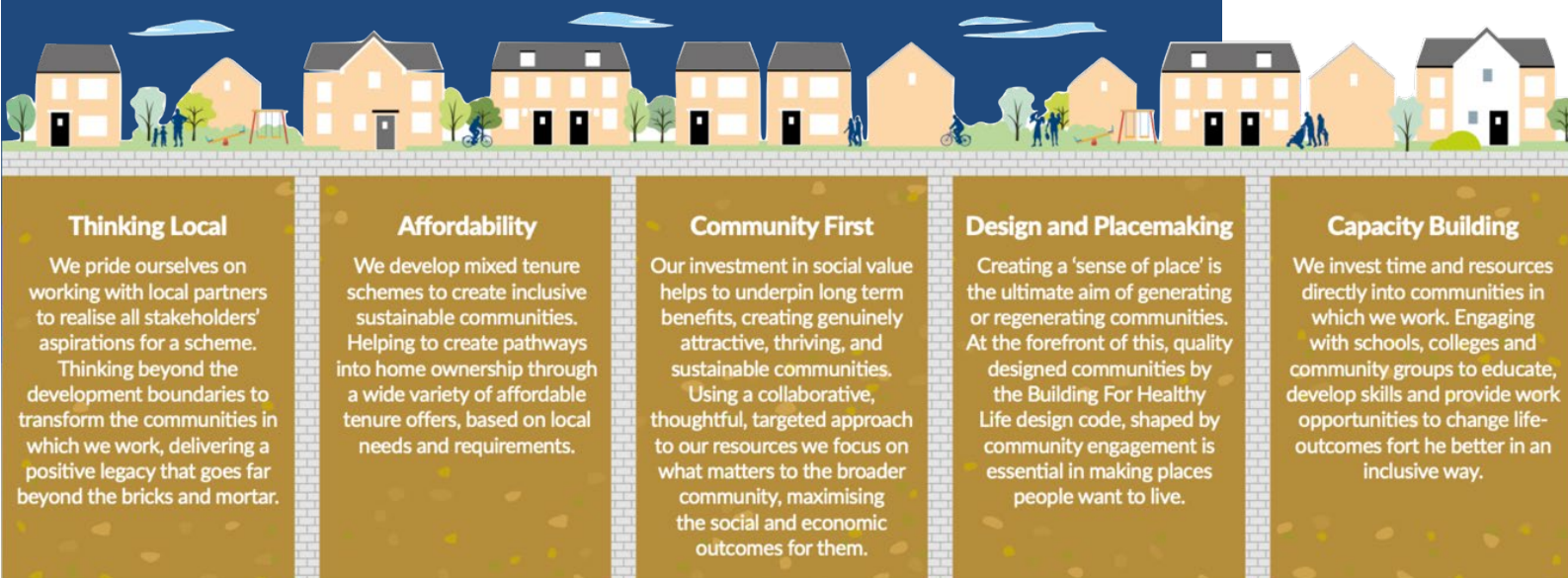
Tel: 01223 311111



DELIVERING SOCIAL VALUE

At Keepmoat we build homes not houses, champion positive community outcomes not profit and work collaboratively with stakeholders not in isolation. We think long-term to create new sustainable communities that improve the quality of life for everyone around them.

We're able to demonstrate a track record of true social depth and understanding of the communities we work in. Our Partnership Business Model sets us apart from other homebuilders. It works by aligning our approach to our partners' objectives, to consistently build communities and transform lives. We have unrivalled experience in devising unique social initiatives which addresses local needs, supporting community cohesion and fostering positive change.



Track record of creating a legacy of sustainable communities

"Keepmoat are a standout construction employer for their range of employment and training programmes with outstanding outcomes all delivered with a deep understanding of effective partnership working and a real passion for helping some of those people who need the help the most. Fantastic!"

Cllr Jane Hamilton, Salford City Council



THINKING LOCAL

We work with our partners to help maximise the employment and training opportunities that are available to local people throughout the lifespan of our developments. Helping unblock barriers and raise aspirations.

Keepmoat's award-winning NEET (not in employment, education or training) Summer Project is an example of responding to local partner's needs. Developed alongside Salford city council and community partners to address the high number of NEET young people in Salford.



Keepmoat created a six-week summer programme to keep young people who were completing year 11/GCSEs, identified as potentially becoming NEET, engaged during the summer months.

Activities include weekly 'try a trade' sessions including joinery, plastering, tiling, bricklaying, a tour of the development and a visit to the local college. There is also wrap around support to address barriers to positive participation, often linked to mental health or financial challenges. Young people that attended the programme progressed on to FE, training, or employment, reducing the NEET figure in Salford.

"Once again Keepmoat and partners across Salford have provided an engaging and fun summer programme to help young people, who have just completed GCSEs, to get a deeper understanding of the construction industry. We know this industry has so much to offer young people, as a route into meaningful and well paid employment and careers, so we know how crucial these programmes are in getting key messages and experience to young people so they can make well informed decisions as they progress in their career journeys."

Jim Cammell, Lead Member for Children's and Young People's Services at Salford City Council.

CRABTREE LANE, OPENSHAW



THE IRONWORKS, CRABTREE LANE

The Ironworks land at Crabtree lane is a 6.9-acre disused industrial site on the banks of Ashton canal.

The site sits adjacent to grade 11 listed lock 13 and Crabtree Lane swing bridge. The land and now derelict buildings are largely overgrown with vegetation.



The new development will comprise of:

- 70 new homes ranging from 2-, 3- and 4-bedrooms
- 124 apartments ranging from 1- and 2-bedrooms of which 62 apartments will be affordable
- Public open space

Demolition work will start post planning permission, and we hope to be starting on site September 2025 with new homes ready for release spring/summer 2026.

It is estimated that work will take approximately 3 years to complete.



LOCAL EMPLOYMENT PLAN



PARTNERSHIP



Keepmoat's Social Value Manager has already touched base with Gary Lamb, MCC Social and Economic Programme Manager to discuss priorities for the area and we have identified the following local stakeholders and organisations that would benefit from our support and investment, but we will work closely with MCC to identify which partners we should work with, and if any partners have been missed from the list below to enable us to tailor our offer to the area.

Local Schools/ Colleges/Universi ties/ Organisations	• Higher Openshaw Community School • Varna Community Primary School • St Barnabas Primary School • Droylsden Academy • Fairfield Academy for Girls • Bridge College (SEND) • PRU • The Manchester College • UCEN Manchester - Openshaw Campus • Careers Connect • Register with BREE (Building Relationships with Employers and Educators)
Local Employability Services	• Skills Construction Centre – Manchester • Yes Manchester • Manchester Skills and Work Team • National careers service • DWP • CITB • The Growth company • Princes Trust
Local community groups/organisati ons	• Back on Track • Manchester Young Lives • Voluntary, community and social enterprise (VCSE) • Foodbank/Fareshare • Fairfield Youth Centre • YOT • Greater Manchester Chamber of Commerce • Greater Manchester police • Greater Manchester Fire and Rescue

MAXIMISING LOCAL LABOUR AND SKILLS

Our investment in the development of the new homes offers the potential to create a range of construction related jobs and we will aim to reduce the percentage of working age people unemployed by working with local training providers to increase skills. We appreciate, however, that there will be other residents suffering labour market exclusion and a lack of attainment and skills who will be unable to access these jobs without intervention and a key priority area will be the next generation of young people to ensure they do not become economically isolated.

Working closely with Manchester City Council and local stakeholders, we will help address this issue and maximise the employability and skills by:

- Working with key partners to identify suitable candidates from the local area, before expanding the search to the wider area.
- Support the delivery of traineeships, pre-employment related skills, training, and qualifications for residents, aligning them more closely to the labour market.
- Work closely with key partners and training providers to ensure we maximise the reskilling of working people from sectors in labour markets that are reducing.
- Support the upskilling of people of all ages to introduce and inspire them into the construction industry.
- SPL Change Academy – demonstrates how we have worked with partners in other areas. SEE ATTACHED CASE STUDY
- We will advertise all our employment opportunities locally before wider advertising,
- Deliver a range of work experience opportunities, ranging from one to twelve weeks in duration, providing candidates with an understanding of the opportunities available within the construction sector. We will provide work experience opportunities for:
 - 16-24-year-old.
 - NEET's
 - Unemployed adults
 - Care leavers
 - T Level students

Our approach will be extended to ensure we maximise opportunities for local suppliers and sub-contractors by delivering a 'meet the contractor' event, working with Manchester City Council and Greater Manchester Chambers of Commerce to expand our supply chain based in the Manchester area, encouraging new and local SMEs to become approved suppliers. Our targeted employment and training plan will also be discussed with sub-contractors prior to appointment.



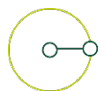
Supply chain support



Apprenticeships



Employability
courses



Local direct
hires



CREATING APPRENTICESHIPS

We take a proactive approach to creating employment opportunities and supporting the career aspirations of young people. Our approach in Openshaw will be no different, with our primary objective being to inspire people from the local community through a targeted apprenticeship programme and other complementary training and careers guidance.

This will be achieved by:



- Developing a bespoke apprentice strategy for the scheme in collaboration with Manchester City Council, local colleges and training agencies.
- Offering a range of construction and office-based apprenticeship opportunities, both directly and through our supply chain.
- Offer bricklaying apprenticeships at our bricklaying hub – SEE ATTACHED CASE STUDY
- Informing and mobilising our supply chain partners in respect of apprenticeship opportunities.
- Working in partnership with local referral agencies to engage young people 'Not in Education, Employment or Training' (NEETs) to identify suitable candidates.
- Delivering a range of work experience opportunities ranging from one to twelve weeks in duration, aimed at providing candidates with an understanding of the opportunities available within the construction sector
- Work in partnership with other construction companies delivering nearby key developments to maximise apprentice opportunities for young people.



SCHOOL ENGAGEMENT

Keepmoat are an active member of several Cornerstone groups helping to support the needs of young people, especially those with the greatest barriers, to inspire and raise aspirations about the world of work. We support the long-term skills plan, and local skills improvement plans to provide guidance to support further education and higher education on how schools can reflect local skills needs in careers.

The area around the proposed site has high levels of social economically disadvantaged young people. There are several schools, both mainstream and special education needs, that we have identified in our list of proposed partners who would benefit from our support.

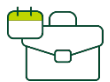


Engaging with employers and experiencing the workplace is key in helping young people find their next best step. All students should graduate from high school prepared to pursue the future of their choice.

We will work with key partners to support local schools in the immediate and wider area with careers activities that provides them with the skills and experience that they need for future jobs, creating clear pathways to careers at an earlier age.

We will delivery experience of workplace and employer engagement activities with a particular focus on disadvantaged students with specific characteristics e.g.

- Free school meals
- Inclusion
- care leavers.
- NEET



Work experience



New
apprenticeships



Careers sessions
and site visits

SCHOOL ENGAGEMENT

School engagement is crucial to broaden students learning and growth. Not only does student engagement make teaching itself more fun, engaging, and rewarding, but it has been shown to have critical impacts on students.

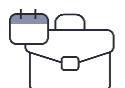
Activities we can deliver and support with include, but are not limited to:



- NEET summer programme – SEE ATTACHED CASE STUDY
- Apprenticeships
- Careers events
- Work experience
- T Level placements
- Teacher encounter days
- Industry placements for tutors
- Careers workshops
- Site visits
- Employer expectations sessions
- Question and Answer sessions
- Try a trade taster sessions
- Annual health and safety talks delivered to raise awareness of the dangers that can be found on construction sites.
- Plan, design, build back greener sessions
- Guest speakers
- CV skills sessions
- Interview skills sessions
- Team building skills



Employability
courses



T Level
placements

COMMUNITY ENGAGEMENT

Keepmoat are passionate about making long-term improvements to the communities we work in. Our goal is to minimise the impact our work has on residents. By working closely with community leaders and community groups, Keepmoat ensures that it supports local priorities. Keepmoat has a dedicated Social Value Manager who develops relationships with key partners and supports the long-term sustainable ambitions of their community. Leaving a legacy by ensuring that communities continue to flourish long after the development is complete.

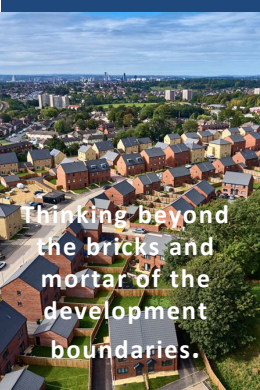


Activities include

- Volunteering Opportunities - Keepmoat are committed to supporting the communities in which we work, and we encourage our employees to do the same. All Keepmoat employees can take one paid day each year to support a cause of their choice. Keepmoat will work with Manchester City Council and key partners to identify volunteering opportunities that can be delivered in partnership with the council and local community partners.
- Promoting green and healthy lifestyles - Keepmoat is fully committed to maximising positive health outcomes. We will achieve this by:
 - Enhancing access to open space through new and enhanced green links and corridors through the site.
 - Delivering public open space as a focal point for informal play and interaction for existing and new residents.
 - Promoting community-based grow areas to increase education and awareness of healthy diet.
- Supporting charities and community organisation inc:
 - Foodbanks
 - Defib donations
 - Fundraising



OUR COMMITMENT OUR RESPONSIBILITY OUR LEGACY



We are acutely aware of the responsibility we hold at Keepmoat to reshape the fabric of the communities we work in, and the social depth needed to make a lasting impact. Understanding that for a community to be sustainable, we need to deliver a multi tenure offer that satisfies local needs, demands and aspirations, providing residents with a real choice of where they live, rather than a result of their personal circumstances. Leaving a legacy that endures, we are proud of and reflects our promise to build communities and transform lives.

