

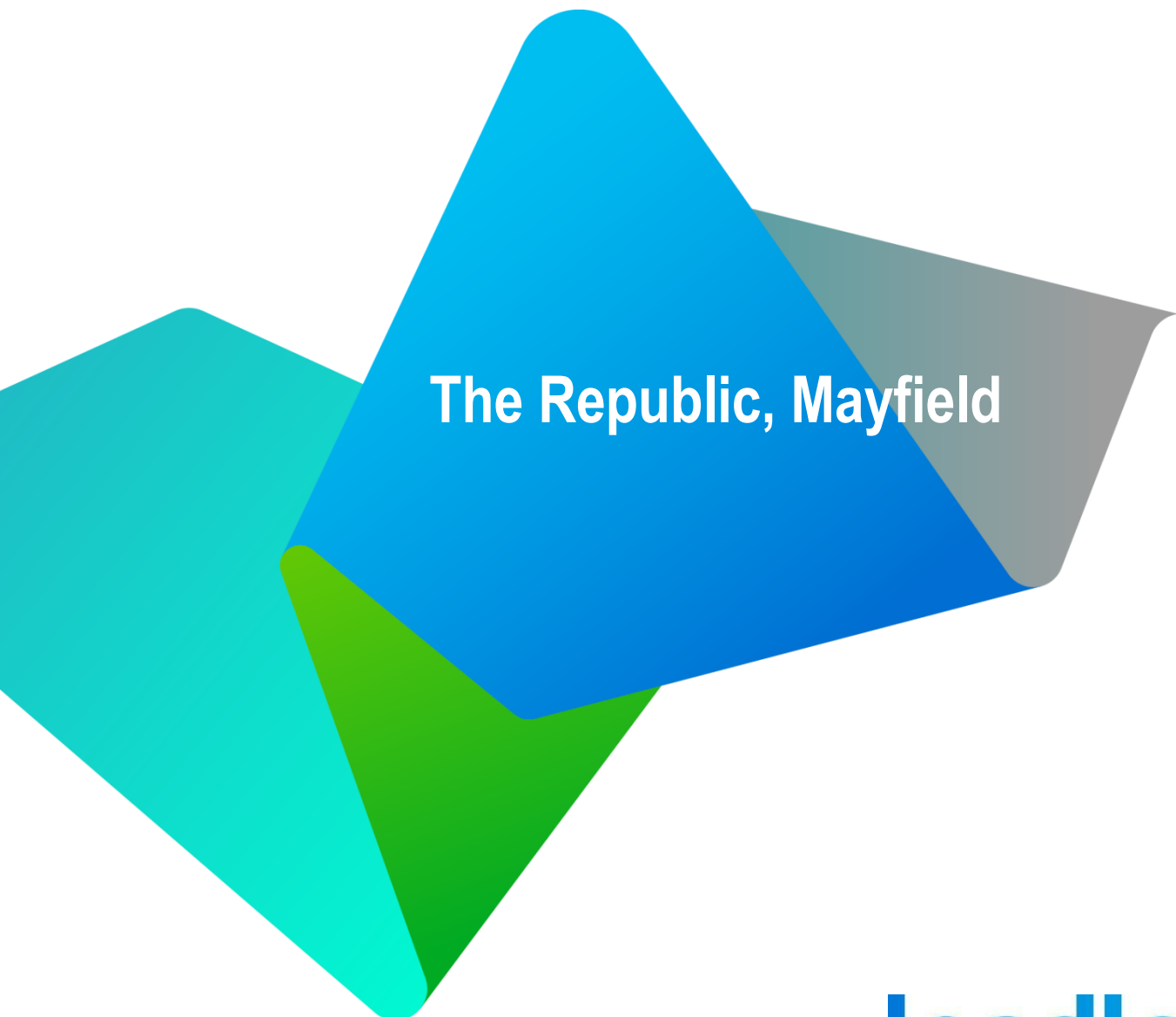
# EUROPEAN DELIVERY REQUIREMENTS

***LEARNING, SKILLING AND EMPLOYMENT  
& INCLUSIVE PROCUREMENT DELIVERY  
STRATEGY***



# Mayfield, The Republic

LEARNING, SKILLING, AND EMPLOYMENT & INCLUSIVE  
PROCUREMENT DELIVERY PLAN



The Republic, Mayfield

**lendlease**

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## 1. INTRODUCTION

### Key Project Information

The Republic, Mayfield is the design and construction of a new ground plus 12 storeys commercial office building delivering approx. 220,000sqft (NIA) of Grade A space. The site has been previously remediated and is currently a cleared brown field site on the outskirts of the city centre. Works also include associated external works including hard and soft landscaping, site preparation, drainage, external services and the like.

|                             |                    |
|-----------------------------|--------------------|
| <b>Project Name</b>         | Mayfield           |
| <b>Project Location</b>     | Manchester         |
| <b>Project Type</b>         | Design and Build   |
| <b>Project Value</b>        | 85 million         |
| <b>Developer/Contractor</b> | Lendlease          |
| <b>Architect</b>            | Morris and Company |
| <b>Structural Engineer</b>  | Civic Engineering  |
| <b>Services Engineer</b>    | WSP                |
| <b>Project Lead</b>         | Sam Peck           |
| <b>Commercial Lead</b>      | Nick Allen         |
| <b>Planning Lead</b>        | Lee Cripps         |
| <b>Social Value Manager</b> | Amanda Boyd        |
|                             |                    |

## High Level Programme

| Element              | 2024 |    | 2025 |    |    |    | 2026 |    |    |    | 2027 |    |
|----------------------|------|----|------|----|----|----|------|----|----|----|------|----|
|                      | Q3   | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 | Q3 | Q4 | Q1   | Q2 |
| Enabling Works       |      |    |      |    |    |    |      |    |    |    |      |    |
| Substructure         |      |    |      |    |    |    |      |    |    |    |      |    |
| Super Structure      |      |    |      |    |    |    |      |    |    |    |      |    |
| Envelope             |      |    |      |    |    |    |      |    |    |    |      |    |
| Infrastructure \ MEP |      |    |      |    |    |    |      |    |    |    |      |    |
| Fit Out              |      |    |      |    |    |    |      |    |    |    |      |    |
| Commissioning        |      |    |      |    |    |    |      |    |    |    |      |    |
| Public Realm         |      |    |      |    |    |    |      |    |    |    |      |    |

## 2. STRATEGIC CONTEXT

The Lendlease Sustainability framework and the Europe Learning, Skilling and Employment framework provide the strategic context and guidance for the design and delivery of learning, skilling and employment & inclusive procurement programmes.

Sustainability is at the heart of Lendlease's vision to create the best places – it's a strategic differentiator that enables Lendlease to focus on making a positive impact in everything that we do. Lendlease's sustainability strategy focuses on three sustainability imperatives that drive our vision. These imperatives are supported by environmental and social focus areas under which we set specific targets. Allowing us to measure progress and performance over time.



## LENdlease EUROPE LEARNING, SKILLING & EMPLOYMENT (LSE) FRAMEWORK

Our LSE framework sets out what LSE means for Lendlease and defines the focus areas for the design and delivery of LSE programmes on our projects and in our places.



## 3. METHOD STATEMENT

The method statement outlines (1) the targets the project will be working to deliver and, (2) provides an explanation of the actions that will be taken by the project team to ensure that these are achieved, including detail on specific programme or initiatives that will be undertaken, the resources that will be used, how the supply chain will be mobilised to support delivery.

### 3.1. PROJECT TARGET AREAS

Table 1: Lendlease Minimum Standards

| No. | Target Area                                                         | Target (Min. Standards)                   |
|-----|---------------------------------------------------------------------|-------------------------------------------|
| 1   | Local Employment (%)                                                | 10%                                       |
| 2   | Site Visits (No. of visits)                                         | One visit per quarter                     |
| 3   | Project Initiated Apprenticeships (No. of people)                   | 3% of peak labour force                   |
| 4   | Work Experience Placements - 5-day minimum duration (No. of people) | One work experience placement per quarter |
| 5   | Volunteer Hours (No. of hours)                                      | 8 hours p.p./ p.a.                        |
| 6   | School Engagement & Careers Education (No. of hours)                | 4 hours p.p./ p.a.                        |

|   |                                                                                     |                 |
|---|-------------------------------------------------------------------------------------|-----------------|
| 7 | Charitable Donations (£)                                                            | To be monitored |
| 8 | Inclusive Procurement (% spend with local businesses, Social Enterprises and SME's) | 10%             |

## 3.2. ACTIVITIES & RESOURCES

- **Sam Peck** of the senior project leadership team who will act as the sponsor within the project for the delivery of LSE activities and outcomes.
- **Amanda Boyd** will coordinate the design and delivery of any activities and programmes.
- The external stakeholders will be engaged in delivering this plan through SVWG.
- Project KPI's will be cascaded in a fair and proportionate way to the project's supply chain, including how any obligations will be reflected in the procurement process and within contracts.
- Local employment brokers educational establishments and training providers will be involved in the execution of this delivery strategy.
- Monthly reports will be produced for both internal and external governance arrangements be for overseeing performance against this plan using the **Social Value Portal** at the end of each month.

## 3.3. PACKAGE TARGETS

Table 2: Targets by Work Packages

- SV KPI's will be set again each package dependant on programme length and package value.

| Sub-Contractor<br>(List -relevant trades) | No. of Operatives<br>(at peak) | Apprentices<br>(Target no.) | Work Experience Placements<br>(Target no.) |
|-------------------------------------------|--------------------------------|-----------------------------|--------------------------------------------|
| Enabling works                            | 40                             | 3                           | 2                                          |
| Substructure                              | 30                             | 2                           | 2                                          |
| Superstructure                            | 35                             | 2                           | 2                                          |
| Envelope                                  | 38                             | 1                           | 1                                          |
| MEP/Infrastructure                        | 60                             | 3                           | 3                                          |
| Fitout                                    | 60                             | 1                           | 1                                          |
| Commissioning                             | 14                             | 0                           | 1                                          |
| Public realm                              | 24                             | 1                           | 1                                          |
|                                           |                                |                             |                                            |
|                                           |                                |                             |                                            |

## 3.4. LEARNING

- The project and its supply chain will engage with local Greater Manchester schools and colleges to promote careers in the built environment, support careers education and employability programmes and support the delivery Science, Technology, Engineering, Arts and Mathematics (STEAM) education projects.

- The project will support Manchester first and then offer opportunities to engage with others across the Greater Manchester region
- the project and its supply chain are considering a holistic approach to school engagement by connecting career sessions, mentoring and work placements to the students.
- The Project will step down skills ambitions/obligations to the supply chain through contract SV documents.

## 3.5. SKILLS

The Project is responding to the skills needs of the local area as expressed by the community and/or the local authority in Local Plans or local skills strategies.

The Project and its supply chain will provide labour and skills forecasting to ensure local skills providers and stakeholders can respond to project specific needs.

- Apprenticeships – both those initiated on the project as well as providing opportunities for existing supply chain apprentices to experience working on the project.
- If appropriate, how the Project and its supply chain will utilise Apprenticeship Training Agencies (ATA's) to achieve project outcomes, alongside PAnBEE for Higher Apprentices.
- Further and higher educational engagement initiatives (where Lendlease can add value to students learning, for example guest lectures, employability support, site visits etc.)
- The Project and its supply chain will provide work placement opportunities to support transitions into employment for local Greater Manchester residents.
- Any partners the Project will work with to deliver these targets (i.e., local authority, job brokerage, college/schools etc.)
- Long term partnerships and the 'journey' for the candidate, i.e., working with college students for site visits and work placements which leads onto apprenticeship opportunities.
- What local skills partnerships the project will engage with -PAnBEE Apprentices
- The Project use space on site, including site accommodation to host work ready sessions or Health and Wellbeing.
- The Project and the supply chain will provide work placement opportunities for residents who are transitioning from training into employment or returning to employment. This could include workless individuals, career changers, returners, service leavers and ex-offenders with our local employment brokers.

## 3.6. EMPLOYMENT

- The project specific definition for 'local employment is 30-mile radius.
- The Project and its supply chain should engage with local jobs brokerage provision, including any specific requirements on vacancy notification and handling and any exclusivity periods that must be observed.
- The project will ensure supply chain compliance with Lendlease's Living Wage policy through Ethical procurement reviews.
- The project will ensure that employment opportunities with the wider Lendlease business such as the Lendlease Construction Undergraduate programme and Lendlease Graduate

Programme are promoted locally through the Project to maximise the number of local applicants.

### **3.7. INCLUSIVE PROCUREMENT**

- The project and supply chain will engage will local business networks such as Chambers of Trade etc.
- The project will work with the Local Authority Economic Development (or similar) function to participate in any relevant local business development activities.
- The use of appropriate payment terms of no more than 30 days.
- Establishing project level 'Good Practice' Standards e.g., Paying suppliers on time, cascading good practice, acting with suppliers to raise poor payment practices.
- Ensuring the complexity of the procurement process is proportionate to the size and scope of the potential tendering opportunity.
- Establishing feedback arrangements to unsuccessful local business, a social enterprise and SME's.
- The Project will step down inclusive procurement ambitions/obligations to the supply chain through contract documents.

### **3.8. REPORTING**

- Lendlease have developed key performance indicators in line with the Local Authority S106 reporting and monitoring requirements.
- Monthly reporting to the client and Lendlease using the SVP
- Lendlease will comply with the Data Protection Act with due attention to data storage and sharing of personal information.
- How performance monitoring and reporting will be used to inform programme delivery and improve performance.
- How social impact / Social Return on Investment (SROI) approaches will be integrated into the performance monitoring and reporting regime using the Lendlease Social Value Portal.
- SVM with support from the Project Leadership team will produce the monthly report.

## 4. APPENDIX

### Inclusive Business Definitions

#### Local Business

A Local Business is any business that directly supplies goods or services to Lendlease, or our supply chain (deployed on a project or our premises), and which has a registered office address or provides those goods or services from business premises located within a defined local area. The defined local area is typically either within a local authority boundary or within a set radius of a project site.

#### Social Enterprises

The term 'Social Enterprise' is a type of organisation, not a legal form/structure. Social enterprises are organisations with primarily social purposes which generate revenue through trading and reinvest any surplus back into the business or the community it serves.

The term 'Social Enterprise' has no legal status and is not recognised by HMRC or any other regulatory body. Any of the following legal forms could be considered a Social Enterprise:

- Company limited by Guarantee or Shares
- Charitable Incorporated Organisation (if trading for primary purpose)
- Community Interest Company
- Community Benefit Society
- Co-operative
- Sole traders or Business Partnerships (if primary purpose is social)

#### SME's

An SME is a small or medium-sized enterprise. According to the EU, definition of an SME is a business with fewer than 250 employees, and a turnover of less than €50 million. Within this umbrella there are three different categories - defined by either the number of employees and either annual business turnover or balance sheet.

- A **medium**-sized business has fewer than 250 employees and either a turnover of up to €50 million or a balance sheet total of up to €43 million.
- A **small business** has fewer than 50 employees and either a turnover of up to €10 million or a balance sheet total of up to €10 million.
- A **micro business** has fewer than ten employees and either a turnover of up to €2 million or a balance sheet total of up to €2 million.

#### Local Labour

Map showing 30-mile radius from the Republic, Mayfield site for local employment and local spend for all parties.

