The Casey Group Ltd

Condition No 5b - Local Labour Recruitment Report

in respect of land off Oldham Road, Newton Heath

Prepared by

John Walmsley - Social Impact Executive

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Executive Summary

The development at Oldham Road has proven beneficial in terms of local employment, and providing both training and apprenticeship opportunities. The prominent position of the development, sited on one of the main thoroughfares into Manchester City Centre has allowed the project to become well known and easily accessible to members of the local community and wider Manchester based residents looking to access work opportunities. The project has also benefitted from partnerships with both the Manchester College and the Mustard Tree charity who are both based local to the site.

Local Labour

The project was originally meant to be built out by another contractor, and only came to us once the procurement and planning requirements had already been set. Therefore, we did not formulate the original local labour plan and on writing this report are still yet to have sight of this document for reference. In order to discharge the relevant planning condition, we have taken the decision to use accepted employment targets on other projects in the Manchester ward areas.

As per our own local labour policy, we ring-fenced a couple of long-term site positions for local residents (Telehandler Operative and Welfare Cleaner), and were able to source one position from priority area 1, and the second from the Gorton area which although is classed as area 2, is close enough to the development to ensure this role was filled by a local person.

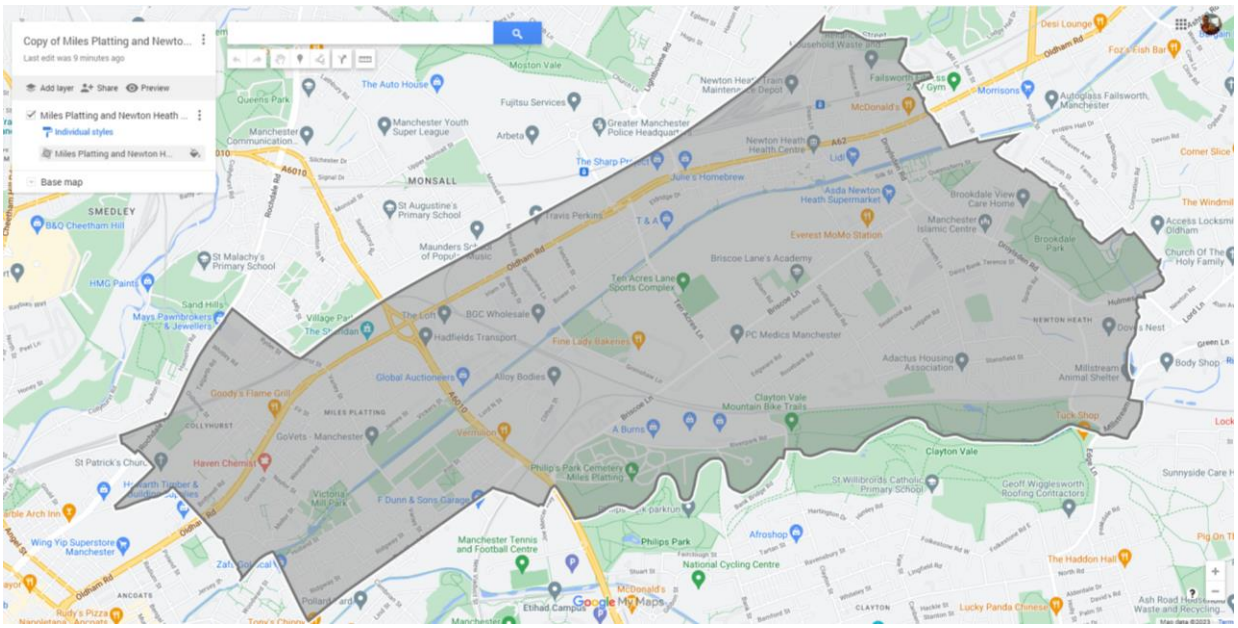
The appended table to this report below shows the geographical profile of our direct workforce in relation to the 3 priority areas, and in turn shows our performance against the set KPIs in each area. For data protection purposes, names and part postcodes have been omitted, however if necessary the full information is available to view in more detail at any time. For information, the data has been collated chronologically as each person appeared on the project.

Priority Area 1 – Miles Platting & Newton Heath

Priority Area 2 – All other Manchester Wards

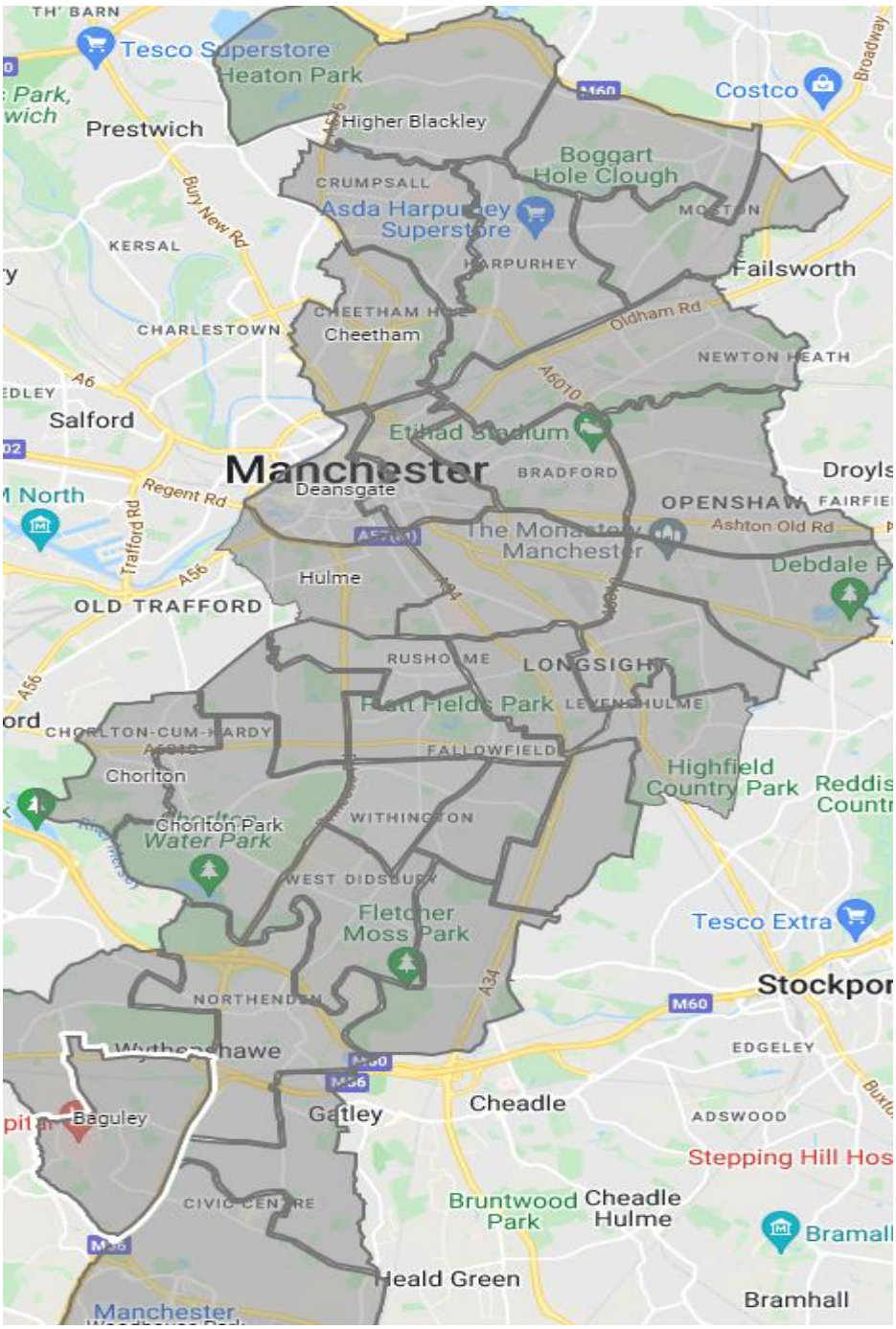
Priority Area 3 – GM wide.

Priority Area 1 Miles Platting & Newton Heath



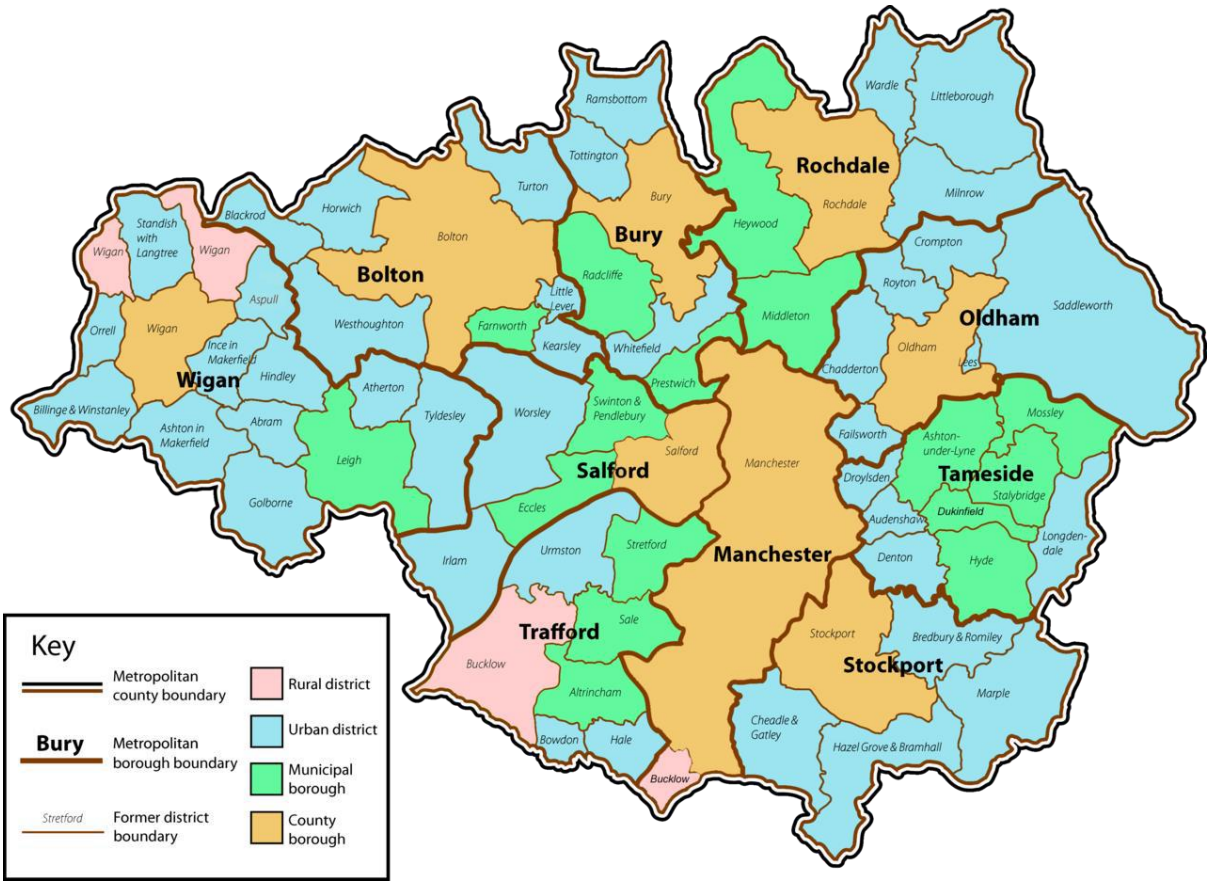
Of the 43 people shown in the appended table, 2 are from priority area 1. This equates to 4.7 % of the workforce.

Priority Area 2 - Manchester Wards



Of the 43 people shown in the appended table, 5 are from priority area 2. This equates to 11.6 % of the workforce. Combining priority areas 1 and 2, this equates to 7 people, 16.3 % of the workforce.

Priority Area 3 Greater Manchester County area



Of the 43 people shown in the appended table, 23 are from priority area 3. This equates to 53.5 % of the workforce. Combining priority areas 1, 2 and 3, this equates to 30 people, 69.77 % of the workforce.

The table below summarises our local labour performance against accepted local targets.

Priority Area	**1**	**2**	**3**
Number of people	2	5	23
% of workforce	4.7	11.6	53.5
Cumulative %	4.7	16.3	**69.77**
Target (%)	**0**	**0**	**20**

Analysis

The summary table shows that we have exceeded the accepted local labour agreement target (69.77 % > 20 %). Further, and as additionality, we are able to report that the target was largely met through the engagement of people residing in Manchester wards only, rather than the wider GM area. (16.3 % < 20 %).

Whilst it is not always easy to define 'local', we believe that a sensible approach should be taken, where boundaries are restricted to those wards and neighbourhoods in which the work exists, as these local residents will add immediate value back into their community through increased economic activity and skills acquisition. We are pleased that the scheme at Oldham Road has supported a number of priority individuals with sustainable employment opportunities and contributed to a general upskilling of those engaged with the scheme.

Work Experience and Apprenticeship Opportunities

The project has supported a variety of training and apprenticeship opportunities, covering both the more traditional direct apprentice and work experience engagement, and more bespoke training such as T Level placements and on-the-job vocational support.

The Client employ their own in-house apprentices, and we were delighted to offer on-the-job training to one of their female bricklaying apprentices, Savannah Elliott, for a total of 17 weeks. Savannah explained that she didn't often have access to new build work on her day-to-day activities with the Client, and therefore the experience at Oldham Road was invaluable to her learning.



S.E: *'I have learnt loads, it's a really supportive environment, really progressed with my skills, many thanks to One Manchester and Casey for this opportunity'*

Savannah Elliott on site at Oldham Road

We partnered with Manchester College to offer T Level vocational placement support to their full time trade cohort. We worked with Martin Wilcock (College Employment and Partnership Co-Ordinator), to agree placements on site for two of their joinery students, Ned Chester and Yasir Hamad. Each placement lasted a week each.

We were delighted to forge a partnership with the Mustard Tree charity based on Oldham Road, and the close vicinity of the project to their Manchester office made this contract a natural place to arrange work experience for their more 'work ready' clients. We worked with Marvin Odubanjo (Volunteering and Social Value) and Peter Gilson (work placement co-ordinator) to identify and arrange two week placements on site for two of their clients in October. The placements were a resounding success, so much so that on completion we offered a paid joinery training position to one of the clients, Paul Owerei, who had been previously unemployed for over 2 years and had

been accessing the Mustard Tree for support. We gifted Paul some tools to support his learning and attended his graduation at Mustard Tree HQ to celebrate his success. Paul is a credit to the Mustard Tree's work in the city, and for us, this is Social Value in action at its very best.



Paul Owerei with Peter Gilson – Mustard Tree Graduation Event

We have since donated both Casey staff volunteer hours in their 'job club' and £1000.00 to support their on going work. We plan on providing a programme of donated staff days to the charity in the upcoming months.

The contract was also used to safeguard one of our own directly employed apprentices, a male NVQ level 2 bricklayer. At the time of writing, we are also planning on placing one of our direct joinery apprentices on the scheme.

Other Expected Targets

1. *The Casey Group Ltd 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.*

All employees, existing and new, and regardless of geographical location, are paid at least Real Living Wage for their age. The Company is a proud real living wage registered employer and this is reflected right across the workforce. Often, as skills sets dictate, rates of pay are elevated in line with the National Working Rule Agreement annually published pay rate guide for the Construction Industry. This is a unionised agreement that serves to protect the interests of all employees, but in particular those most vulnerable to less favourable treatment.

Our weekly paid staff are employed under the terms of the working rule agreement (As described above), any locally employed staff would fall under this same agreement. This ensures parity for all employees across the business when considering their terms and conditions of employment. The Company also has numerous umbrella HR Policy covering disciplinary and grievance amongst other terms that applies to all staff across the business.

2. *The Casey Group Ltd shall ensure that where it employs a trainee, the trainee not be paid less than the current agreed minimum wage for apprentices and trainees within the Construction Industry.*

As above, our rates of pay are dictated first by the Real Living Wage, and second by skills set / level of training as promulgated within the working rule agreement. A good example of this in practice is the employment of a 1st year apprentice. Whilst we are only obligated to pay Real Living Wage (currently £5.28), the working rule enhances this to £6.50, and therefore we will always take the higher figure to pay our apprentices.

3. *The Contractor shall take all reasonable steps to procure that Local Residents are employed from Priority Area 1.*

Our first port of call for any local job that the scheme could support was the Client's own in house employment team. Although I understand that they are no longer at the organisation, we enjoyed an exceptional relationship with Leigh McClaughlin and Bree Adshead, whom we worked with to identify work ready tenants. Whilst it was not aways possible to offer work to local residents due to skills required and local area demographics, we would always endeavour to engage with workers living as close to the site as possible, for both economical and social reasons.

Further, partner agencies on our preferred supplier list were instructed to initially target local operatives for any temporary vacancies that arose on the scheme that would not make practical or economic sense for us to fill internally. Evidence of this, shown in the appended table, is 2 no. workers on the scheme engaged through our partners that reside in M40 postcode.

4. *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.*

The Company will always respond in kind and in good time to any request made to provide information as required by the local authority in relation to the scheme.

5. *The Contractor shall in pursuance of its declaration use reasonable endeavours 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.*

As a Greater Manchester business, where practical our preference will always be to use local businesses to form our trusted supply chain, both from a commercial and practical perspective. Our supply chain has worked with us for many years, and we are aware that they recruit locally for the same reasoning as ourselves. We fully understand that our supply chain is a key stakeholder in both local labour employment and training, and therefore can assist in our overall

strategy of delivering social value benefits in this area.

To formalise this approach, as part of their order, all sub-contractors working on the scheme at Glendene signed up a 'social value' clause, mirroring in part our wider Local Labour policy that sat back-to-back with the proposal. Compliance was regularly reviewed as part of a wider periodic review as to overall contract performance, and scoring will be fed into future contract tenders and selection procedures as part of our overall continual improvement strategy.

Appendix 1 – Table of workers engaged on the scheme

Name	Role	Directly Employed	Postcode	Priority Area 1	Priorty Area 2	Priority Area 3	Greater Manchester Resident	Training Position	Training Type	Training Weeks
J.S.	Contracts Manager	√	OL1			1	1	X	N/A	N/A
O.L.	Site Manager	√	OL16			1	1	X	N/A	N/A
L.A.	Assistant Site Manager	√	SK16			1	1	X	N/A	N/A
B.W.	Quantity Surveyor	√	PR2					X	N/A	N/A
M.B.	General Operative	√	BL7			1	1	X	N/A	N/A
B.H.	General Operative	√	M24			1	1	X	N/A	N/A
J.H.	General Operative	√	OL11			1	1	X	N/A	N/A
S.B.	General Operative	X	M35		1		1	X	N/A	N/A
T.C.	Cleaner	√	M18		1		1	X	N/A	N/A
G.C.	Machine Driver	X	M38			1	1	X	N/A	N/A
K.F.	Bricklayer	X	OL2			1	1	X	N/A	N/A
N.G.	Bricklayer	X	OL2			1	1	X	N/A	N/A
F.C.	Bricklayer	X	M35		1		1	X	N/A	N/A
J.T.	Bricklayer	X	M23		1		1	X	N/A	N/A
C.W.	Bricklayer	X	M34			1	1	X	N/A	N/A
C.P.	Joiner	X	M46			1	1	X	N/A	N/A
D.C.	Machine Driver	X	M40	1			1	X	N/A	N/A
B.H.	Bricklayer	X	M40	1			1	X	N/A	N/A
S.E.	Bricklayer	X	CW9					X	N/A	N/A
J.M.	Bricklayer	X	CW6					X	N/A	N/A
M.H.	Bricklayer	X	M18		1		1	X	N/A	N/A
B.O.	Bricklayer	X	CW9					X	N/A	N/A
D.L.	Bricklayer	X	CH62					X	N/A	N/A
J.D.	Bricklayer	X	L18					X	N/A	N/A
J.V.	Bricklayer	X	CH42					X	N/A	N/A
A.C.	Bricklayer	X	M27			1	1	X	N/A	N/A
J.C.	Bricklayer	X	M27			1	1	X	N/A	N/A
N.M.	Bricklayer	X	M27			1	1	X	N/A	N/A
J.B.	Apprentice Bricklayer	√	M27			1	1	√	Apprenticeship	3
C.F.	Joiner	X	L11					X	N/A	N/A
K.F.	Joiner	X	L11					X	N/A	N/A
N.G.	Bricklayer	X	WA5					X	N/A	N/A
O.T.	Bricklayer	X	HD7					X	N/A	N/A
S.F.	Joiner	X	OL2			1	1	X	N/A	N/A
D.H.	Joiner	X	M34			1	1	X	N/A	N/A
M.O.	General Operative	√	M26			1	1	X	N/A	N/A
I.M.	General Operative	√	OL4			1	1	X	N/A	N/A
D.J.	General Operative	√	OL2			1	1	X	N/A	N/A
W.B.	Joiner	√	OL2			1	1	X	N/A	N/A
D.B.	Joiner	√	OL2			1	1	X	N/A	N/A
E.C.	Bricklayer	√	FY6					X	N/A	N/A
P.O.	Trainee Joiner	√	BL9			1	1	√	Vocational site	11
S.E.	Apprentice Bricklayer	X - Client Apprentice	BL1					√	Apprenticeship	17
	Total (employed)	16	**Total**	2	5	23	30	3	N/A	14 weeks
	Total (Overall)	43	**Total (Overall)**	43	43	43	43	43	N/A	31 weeks