

Ancoats Dispensary

Manchester City Council Local Labour
Agreement KPI Performance

19 October 2023



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Executive summary

This document will demonstrate our performance against key performance indicators (KPIs) agreed through the 'Local benefit proposal', in response to planning condition. *"Within one month prior to construction work being completed, a detailed report which takes into account the information and outcomes about local labour recruitment Items (i) and (ii) above 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)."*

The reporting period for this development are from January 2022 – January 2024, based on two local definitions, City of Manchester (approx. 0-5 mile radius) and City of Manchester (approx. 5-20 mile radius).

As you will see throughout the content of this report all but one of the targets set out with the local benefit proposal at the outset of the development have been achieved. The one target that has been missed is the percentage of supply chain within 0-5 miles of the development. The project target was 10-50%, however we achieved 8.3% mainly due to the specialist companies needed to complete the development not being located within that radius. We did however achieve a further 33.9% of supply chain work packages procured with companies located within a 5-20 mile radius of the development.

Eric Wright Construction (EWC) have worked with a number of stakeholders throughout the duration of the development, ensuring that the community benefit from this development where focused to where there was the greatest need. Tom Collins, Manchester City Council Neighbourhood lead for Ancoats and Islington. Said of EWC's community engagement "Manchester City Council have worked closely with Eric Wright Group to resolve local issues as part of their social value offer in the Ancoats and New Islington area. This has included logistical assistance and signage with regard to parking issues, which were affecting residential waste collections locally. Assistance with cleansing areas of Old Mill Street outside of the actual site compound, logistical support around clean up days within the Jigsaw Estate and assistance to replace dilapidated planters along Old Mill Street which functioned to mitigate parking issues and improve public safety".



Priorities

This document will demonstrate achievement against targets under the following key priority areas.

- **Employment Opportunities**

This area will demonstrate Eric Wright Construction's (EWC) commitments to apprentices, both existing and newly created, work opportunities, and work experience and work trials.

- **Employees**

Where the project workforce live, both EWC and subcontract employees.

- **Supply Chain**

Number of new and existing subcontracts procured to deliver work packages on the Ancoats Dispensary development.

- **Training Opportunities**

Number of training hours delivered throughout the course of the development, upskilling the project workforce, supporting learners on their career development and CPD for teaching and employment staff.

- **Community Involvement**

Supporting local education institutions through the delivery of the Gatsby benchmarks. Along with how EWC have supported the local community through time and resources.

Delivery method

To ensure our social value/community engagement on this development has been at the heart of the actual need within the local community, we have worked with numerous stakeholders, in particular the Manchester City Council neighbourhood team for the Ancoats and New Islington ward.

Employment Opportunities

The number of employment opportunities, including apprenticeships, work experience and work trials for people within the local radius'.

New & Existing Apprentice Starts

A new apprenticeship, is an apprenticeship that has been created directly as a result of the Ancoats Dispensary development, with an existing apprentice, being an apprenticeship that was created prior to the project, with the apprenticeship being supported through experience gained on the development.

Over the course of the development five new apprenticeships were created, for learners living within a 5-20 mile radius of the development and an additional eight existing apprentices supported on the development.



New apprentice starts		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
New apprentice starts	No.	5	Measure only	0	Measure only	5	Measure only
	Percent			0.0%	Measure only	1	Measure only
	Wks worked	59.50	Measure only				

Existing apprentice starts		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
Existing apprentice starts	No.	8	4	1	Measure only	0	Measure only
	Percent			12.5%	10% - 50%	0.0%	Measure only
	Wks worked	172.50	62.00				

Apprentices						
<p>An Apprentice is a person who is learning a trade or an occupation for a specific amount of time. They may be employed by a business unit of EWG or a Sub-contractor. Please liaise with your Sub-contractors to ensure accuracy. Names should roll forward monthly until an end date is input.</p> <ul style="list-style-type: none"> A target of 4 or more existing apprentices has been set. A target of 62 existing apprentice weeks supported has been set. A target of 10% - 50% of the apprentices need to be from the Manchester City council area. 						
Name	Home postcode prefix	Apprentice training provider	Position held on site	Name of employer	Start on site date	Finish on site date
Existing Apprentices						
L Tessier (New)	M35 0GW	Gateshead College	Design & Build Technician	North East Apprenticeship Company	07/03/2022	29/04/2022
L McLaren (New)	BL3	Application	Apprentice Plumber	WLG	14/02/2022	18/02/2022
C Callaghan (New)	M35	Gateshead College	Design & Build Technician	North East Apprenticeship Company	30/08/2022	21/12/2022
D Cooke (New)	SK13	Salford University	Construction Management	Eric Wright Construction	03/01/2023	TBC
B Saw (New)	M43	Gateshead College	Design & Build Technician	North East Apprenticeship Company	04/09/2023	TBC



Existing Apprentices						
M Fletcher	FY4	JTL	Apprentice electrician	WLG	09/05/23	TBC
M Stelfox	FY4	JTL	Apprentice electrician	WLG	09/05/23	TBC
A Housley	FY4	JTL	Apprentice plumber	WLG	30/05/23	TBC
N Morton	FY5	ABC Assessment	Apprentice Bricklayer	PLF	17/05/23	08/09/23
J Morton	FY5	ABC Assessment	Apprentice Bricklayer	PLF	17/05/23	08/09/23
N Morton	FY5	ABC Assessment	Apprentice Bricklayer	PLF	17/05/23	08/09/23
T Astley	BB1	Burnley College	Apprentice Joiner	EWC	26/06/23	TBC
C Mcevoy	M11	Tameside College	Apprentice Joiner	EWC	25/09/23	TBC

Work opportunities

Work opportunities are new jobs that have been created as a direct result of the Ancoats Dispensary development.

Sixteen new jobs have been created on the development, with 204.5 weeks worked. Eight of the 16 jobs created where for people living within 0-5 miles of the development and a further 6 for people living within 5-20 miles of the development.

Work opportunities		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
New jobs created for the project	No.	16	3	8	Measure only	6	Measure only
	Percent			50.0%	75.0%	37.5%	Measure only
	Wks worked	204.50	Measure only				



New jobs created

A job created is the new employment of an additional individual as a direct result of this project. (Existing individuals already employed should not be counted) also include agency staff taken on.

They may be employed by a business unit of EWG or a Sub-contractor. Please liaise with your Sub-contractors to ensure accuracy. Names should roll forward monthly until an end date is input.

- A target of 3 jobs created on the project has been set.
- At target 75% - 100% of the jobs created need to be from the Manchester City council area.

Name	Home postcode prefix	Recruitment source	Position held on site	Name of employer	Start on site date	Finish on site date
S Lynch	M20	Search	Senior Quantity Surveyor	EWG	07/03/2022	TBC
K Wilkes	WN4	Direct	Site Engineer	EWG	08/08/2022	17/02/2023
T Heancy	M40	Search	Labourer	EWG	27/06/2022	05/10/2022
L Wilcox	M12	Search	Labourer	EWG	28/09/22	05/10/22
J Gibson	M34	Search	Labourer	EWG	05/10/22	06/10/22
W Denniston	M7	Search	Labourer	EWG	18/01/23	20/01/23
M Cronshaw	M43	Oneil & Brennan	Telehandler Driver	EWG	06/02/23	24/02/23
P Smith	M27	Oneil & Brennan	Labourer	North Star	10/08/22	04/07/23
J Lynch	Sk13	Oneil & Brennan	Joiner	North Star	19/08/22	25/11/22
D McGovern	PR6	Search	Labourer	North Star	23/08/22	21/10/22
M Walker	M9	Search	Ground Worker	North Star	01/09/22	15/09/22
A Toolan	M14	Oneil & Brennan	Joiner	North Star	25/01/23	18/02/23
J Kettle	LS4	Oneil & Brennan	Joiner	North Star	25/01/23	18/02/23
R Newcombe	M40	Oneil & Brennan	Labourer	North Star	03/02/23	18/02/23
D Punja	M6	Oneil & Brennan	Labourer	Tranco	02/02/23	03/02/23
W Smith	M12	Search	Labourer	Tranco	02/02/23	03/02/23
J McGuinness	M43	Search	Telehandler Driver	EWG	20/02/23	TBC
A Sherwin	M20	Search	Joiner	EWG	13/03/23	30/03/23
W Jones	M4	Search	Hoist Op	EWG	18/05/23	09/06/23
J Corbin	M16	Search	Labourer	EWG	01/09/23	TBC



Work experience

Work experience placements are for students under the age of 18, who are looking for industry experience as part of their studies or to aid their future career decisions.

On this development, EWC hosted three-work experience student's one living within a 0-5 mile radius and a further two living within a 5-20 mile radius of the project. J Gill joined the project for work experience prior to commencing his Construction Management degree course at Northumbria University whilst still aged 17. As part of the strategic relationship developed with The Manchester College, throughout the development R Sherrife joined the project team for a one-week work experience placement, shadowing the site management team.

Work experience		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
Work experience for under 18s	No.	3	2	1	Measure only	2	Measure only
	Percent			33.3%	100.0%	66.7%	Measure only
	Wks worked	2.50	4.00				

Work experience						
Work experience is part of the student's education. A student may be from a school, college, university or any other Learning Institution. <ul style="list-style-type: none"> A target of 2no. 2 week placements to the local secondary school / college has been set. (Under 18) 						
Name	Home postcode prefix	Name of learning establishment	Course studying	No. of days per week on site	Start on site date	Finish on site date
W Roby	WN5	Upholland High School	School	5	27/06/2022	01/07/2022
J Gill	M33	Northumbria University	Construction Management	5	20/06/2022	24/06/2022
R Sherrife	M40	Manchester College student	Construction Management	5	08/05/2023	12/05/2023

Work trials

Work trials are paid or unpaid placements for people over the age of 18, looking to gain experience within the construction sector in order to aid their career within the industry.

Working with our client Great Places Housing, EWC supply chain partner on the development West Lancashire Group, supported a Great Places resident with a six-week work trial. The resident attended site one day a week to supplement his academic studies, in the hope of securing future work in electrical installation. The candidate said of his time on site "I was there for 6 weeks really enjoyed it can't thank you enough for getting me on site for the time I was there, it will really benefit my CV".

Two further paid work trials for Manchester residents where hosted on the project, as part of an employment programme with the employment agency Search.



Work trials						
<p>A Work trial is a person carrying out a range of tasks or duties, more or less as would an employee, but with the emphasis on the learning aspects of the experience.</p> <p>Work trials tend to be for unemployed individuals and must be linked to recognised training programme ran by DWP etc. If not linked to an official programme, attracts national minimum wage.</p> <ul style="list-style-type: none"> A target of 2no 5 day work trials will be offered to unemployed residents of Manchester. 						
Name	Home postcode prefix	Recruitment source	Position held on site	No. of days per week on site	Start on site date	Finish on site date
Tom Heancy	M40	Search	Labourer	5	27/06/2022	28/06/2022
Liam Wilcox	M12	Search	Labourer	5	28/09/2022	05/10/2022
Martin Mongan	M71	Great Places	Electrical	1	21/07/2023	01/09/2023

Supply chain

Professional consultants and trade contractors procured by EWC to deliver work packages on the Ancoats Dispensary development.

Subcontractors

As per the executive summary 8.3% of the subcontract work packages procured for this development were placed with companies located within a 0-5 mile radius and a further 33.9% procured with companies located within a 5-20 mile radius of the development.

Subcontractors		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
New subcontractors appointed	No.	10	Measure only	0	Measure only	3	Measure only
Existing subcontractors appointed	No.	50	Measure only	5	Measure only	17	Measure only
Total subcontractors appointed	No.	60	34	5	Measure only	20	Measure only
	Percent			8.3%	10% - 50%	33.3%	10% - 50%



Subcontract work packages procured within 0-5 mile radius of the development	
Sub-Contractor Name	Postcode
Rapid Fix Ceilings & Partitions Limited	M2
ECR Construction Limited	M4
Complete Sustainability Solutions	M2
Buttress Architects	M4
Ridge & Partners	M2

Sub-Contractor Name	Postcode
Sightsafe (GB) Limited	M33
Utilities Design & Planning Limited	M50
Sedgley Flooring Solutions Limited	OL10
3D Scaffolding Ltd	M44
James Fisher Testing Services Ltd	WA1
Wernick Hire Limited	M34
Lanes Group Plc	M30
Clockwork Services Security Limited	M50
Concrete Drilling Services Ltd	BL2
Wysepower Limited	M17
Explosive Graphics Ltd	M17
Global Engineering Ltd	WN6
Rotec Security Solutions Ltd	SK7
Schindler Ltd.	WA2
DBS Floors Ltd	BL4
3D Scaffolding Ltd	M44
Ascot Doors Limited	BL2
Versa Limited	WN5
Weir Restoration Limited	WN7
Salford Archaeological	M50



Employees

EWC and subcontract employees who have been inducted on the Ancoats dispensary development, at which their home postcodes are taken and used to calculate the distance they live from the development location.

Eric Wright Construction employees

As a regional contractor EWC employ colleagues from throughout the North West of England, where possible colleagues are assigned to projects closest to their home location. Twenty-Three EWC colleagues were inducted on this development. Five of those live within 0-5 miles and a further seven live within a 5-20 mile radius of the development.

Employees		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
Eric Wright employees	No.	23	6	5	Measure only	7	Measure only
	Percent			21.7%	10.0%	30.4%	Measure only

Existing Eric Wright employees				
<ul style="list-style-type: none"> A target of 6 existing employees working on the project has been set, with 10% of those employees being a Manchester resident. 				
Name	Postcode	Position Held	Start on site date	Finish on site date
M Looby	M6	Site Manager	03/01/2022	TBC
M Howlett	OL14	Foreman	13/12/2021	TBC
C Keating	BL8	Design Manager	06/12/2021	TBC
M Randles	M18	M&E Co-ordinator	04/07/2022	TBC
J Friedmann	LA4	Site Manager	01/11/2021	TBC
J Roby	WN4	Engineer	09/05/2022	TBC
B Keys	BB4	Trainee QS	03/01/2022	TBC
N Galvin	M21	Project Manager	22/05/2023	TBC



Subcontract employees

Through procuring a local supply chain EWC promotes the use of local labour on all projects. Where supply chain partners need to recruit for additional resource, they are informed of local stakeholders and networks who can assist with recruitment, ensuring local people are prioritised where possible. As a result 184 local people living within 0-20 mile radius, worked on the development.

Employees		Total		City of Manchester (approx. 0 - 5 mile radius)		City of Manchester (approx. 5 - 20 mile radius)	
		Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
Subcontractor employees	No.	493	Measure only	53	Measure only	131	Measure only
	Percent			10.8%	Measure only	26.6%	Measure only

Training opportunities

The development and upskilling of the project workforce, including tool box talks and additional skills based training.

Training

Training and development is a strand of the Eric Wright Group (EWG) social value strategy and is promoted on all projects and developments. On the Ancoats Dispensary development 406 colleagues participated in various training opportunities, resulting in 240.5 hours of training delivered throughout the duration of the development.

Other training	
No. of candidates	Training hours
406	240.50

A full list of training can be found in Appendix 1 – Training delivered

No of students, graduates, interns working and/or training on the development

The number of learners supported through their professional qualifications on the development.

As per EWC's commitment to learning and development a trainee quantity surveyor was supported to the completion of her degree apprenticeships at the University of Salford. With continued development to become RICS chartered surveyor.

No. of students, graduates, interns working and/or trained on the development	
Project achievement	Project end target
1	1



No. of students, graduates, interns working and/or trained on the development						
Support the training of a professional qualifications <ul style="list-style-type: none"> A target of 1. Individual supported 						
Name	Home postcode prefix	Name of learning establishment	Course studying	No. of days per week on site	Start on site date	Finish on site date
B Keyes	BB4	University of Salford	Quantity surveying	4	03/01/2022	TBC

Professional development for teaching, careers or employment staff

Through the strategic partnership that was created with The Manchester College, the Ancoats Dispensary project team hosted a CPD session for ten trade tutors and employability staff from the college. The session consisted of a site tour and a Q&A session with EWC and subcontract staff, allowing for the attendees to better understand the workings of a live construction site, along with asking questions aimed at upskilling them with the information needed to take in to their teaching and to help when placing future work placement students.

Professional development for teaching, careers or employment staff	
Project achievement	Project end target
10	4

Organisation	Number of attendees	Summary of activities	Delivered by	Date of session	Duration of session
The Manchester College	10	Site tour and Q&A	EWC & Supply chain	13/10/2023	3 hours

Martin Willock, Employability and Partnership Coordinator at the college, thanked EWC for hosting the session, *“Just wanted to pass on our appreciation for inviting myself and my colleagues to the site visit in Ancoats, it was really interesting how the project runs and we all enjoyed the CPD, hope we can aim to do more in the future.”*

Community involvement

How the Ancoats Dispensary development has engaged with the local community through careers based activities within local schools/colleges/universities, delivering community projects and supporting local business growth.

Careers activities

Inspire and Educate is at the forefront of the Eric Wright social value strategy, which is adopted on all projects. Through the Ancoats Dispensary development, EWC have worked with Connell Co-Op academy and St Anne's primary school.



Careers activities		On site		Off site		No. of strategic relationships developed with a secondary school/college	
		Project achievement	Project end target	Project achievement	Project end target		
Events	No.	1	0	4	4	Project achievement	Project end target
Learners	No.	25	Measure only	173	Measure only	1	1
Time invested	Hrs.	2.00	Measure only	14.00	Measure only		

Career workshops						
Delivering or facilitating a career workshop or talk to pupils/students. Examples: Healthy & Safety SPLAAT; Site Tour; Delivering a workshop with learning outcomes <ul style="list-style-type: none"> A target of 4 has been set. The education co-ordinator (Catherine Ashcroft) will co-ordinate and arrange and career events on your behalf						
Date	Type of event	Location	Approx No. Of Pupils / Audience	Total hrs invested	Delivered by	Learning objective
16/06/2022	Site tour	On site	25	7	EWC	Site tour with St Anne's Primary School Year 6 class. Q & A with James Friedmann & Jessica Sharples about the building process and history. Local artist Len Grant then helped the children draw the building offering advice.
23/06/2022	SPLAAT session (Safe Play At All Times)	St Anne's Primary school M4	40	7	EWC	SPLAAT session (Safe Play At All Times) and Kenny Waste delivered a vehicles awareness session – Phil Strood & Mike Looby
01/07/2022	Green careers day	Connell Co-op College M11	40	7	EWC	Attended a Green Careers day at Connell Co-op College, 301 Alan Turing Way, Manchester M11 3BS, it was for 6th form students and We (Heather) delivered 4 workshops on net zero followed by a short activity.
28/11/2022	Workshop	The Manchester College M11	8	7	EWC	delivered a presentation and tasked the pupils with designing planters to present to MCC
07/03/2023	Careers fair	Connell Co-op College M11	100	3	EWC	Careers fair



Community involvement

Additional to the economic support through procuring a local supply chain, employing local people and engaging with education, EWC always look to work with communities through volunteering and delivering community projects.

On the Anocats Dispensary development EWC delivered five community engagement projects.

Community engagement	Events		Time invested		Spend	
	Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
Engagement with community projects	5	Measure only	23.50	Measure only	£200.00	Measure only
Engagement with community projects that have employability outcomes	0	Measure only	0.00	Measure only	£0.00	Measure only

Date	Summary of community work	Names of persons involved	No of hours
16/05/2022	City Council to assist with a series of upcycling workshops, we offered up the time of our master craftsperson and a joinery apprentice to run the furniture upcycling workshop.	EWC	6
04/07/2022	Kenny Waste Management- site visit work opportunity accommodate the learners with a site visit	EWC	6
23/01/2022	Bin amnesty day with KWMSE, Biffa, MCC, Keep Manchester Tidy	EWC, KWMSE, Biffa, Keep Mcr Tidy	8
05/05/2023	EWC visited local clinic to the reveal of artwork of the Ancoats Dispensary currently hanging in the waiting area. Artwork was created by local school and Ancoats Dispensary Trust	EWC	2
05/05/23	Ancoats Dispensary Trust site Visit- EWC site team gave the Ancoats Dispensary Trust members a site tour	J Friedmann, D cooke, M Looby, Sean Lynch	1.5



Through working with the MCC neighbourhood teams who had highlighted an issue with flytipping, EWC participated in and facilitated a 'bin amnesty' day allowing for local residents to dispose of any unwanted items in to a skip provided by EWC subcontractor EWC.

Tom Collins, MCC Neighbourhood lead for Ancoats and Islington said of the event "The MCC Neighbourhood team attended the action day supported by Eric Wright Group alongside partners Great Places and Jigsaw. We were able to facilitate excess waste removal as well as engaging residents on effective waste presentation and best practice moving forward. It was also an opportunity to promote Keep Mcr Tidy and the Great British Spring Clean in the area. It was a productive day which hopefully engaged residents locally and will allow us to ensure some sustainable behaviour change.



EWC also delivered a furniture upcycling workshop at the request of MCC, to upskill local residents with the skills to repurpose furniture rather than it going to land fill. Ash Farrah, Neighbourhood Climate Change Officer (North)

Manchester City Council explained: “Harpurhey is a ward in North Manchester that experiences a high volume of fly-tipping. Through joint work with our colleagues in the Waste and Recycling Team, we took the decision to run a series of upcycling sessions, free of charge to local residents. We hoped that as well as encouraging people to think differently about disposing older items in their homes, this would be a fun way to bring people of all ages and backgrounds together and learn new skills. And do our bit to tackle climate change of course!

The furniture upcycling session was a huge success. We were fully booked and have even started a waiting list now. The guys from Eric Wright Group were brilliant leading the session, so knowledgeable and everyone commented on how much they learned and enjoyed the session.

Thank you to all at Eric Wright for supporting. I really hope we get the opportunity to team up again soon.”



Supporting local business growth

In support of the local business growth EWC have continued to be participate in the Manchester Construction Skills network, a collaborative group of contractors working across the city. Alongside this and on the back of developments delivered in the Ancoats area EWC have recently joined the ‘On the back of Ancoats’ steering group of contractors working in the area, lead my Michelle O’Connor project manager for the Eastern Gateway Team.

Supporting local business growth	No. of businesses mentored		No. of opportunities offered to a social enterprise		No. of local business networks Joined or supported	
	Project achievement	Project end target	Project achievement	Project end target	Project achievement	Project end target
	0	Measure only	0	Measure only	2	2

Business network	Names of persons involved
Manchester Construction Skills Network	Catherine Ashcroft – Education Coordinator
“On the back of Ancoats” – Collaborative group of contractors working in North Manchester	Scott Latta – Social Value Manger