

**Olive Primary School
Local Benefit Proposal
Planning Condition 29a**



Conlon has a Board level commitment to provide local employment opportunities and Social Value (SV) benefits on all our projects. Approximately 95% of our spend remains in the North West, with all our key supply chain members based in this area. On average we deliver approximately £10m worth of Social Local Economic Value across our projects each year.

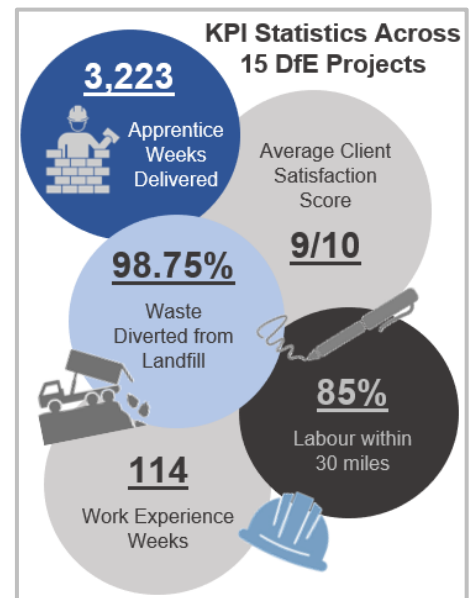
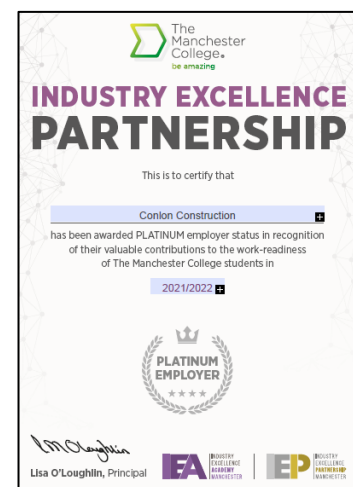
Reporting directly to the Board, CSR Manager, Neil Conlon is responsible for ensuring our SV Policy is implemented and maintained on every project. He will liaise with the DfE, Mott MacDonald and Star Academies to identify local opportunities.

a) Training and Skills

We will support training and skills opportunities on Olive School, exceeding our framework commitments, through the provision of:-

- ✓ One entertaining visit with our Health & Safety Mascot, Charlie Conlon for WMB Hillcity Day Nursery children;
- ✓ Two educational site tours for Eden Boys/Girls Manchester throughout construction;
- ✓ Eight volunteer hours for classroom-talks, assemblies, career-advice, CV-writing and interview-practice sessions at Eden Boys/Girls Manchester.
- ✓ Eight volunteer hours for introducing construction career opportunities for NEETs via the Education & Skills Partnership;
- ✓ 8 volunteer hours for construction training sessions to NEETs, such as first-aid, plastering, decorating, woodwork, tiling etc.;
- ✓ four apprenticeships;
- ✓ four T-Level placements for a minimum of nine weeks each, for Manchester College students - we are Platinum Employers with Manchester College.
- ✓ work experience opportunities for pupils from Eden Boys/Girls.

Our key suppliers will also sign a project specific Education and Skills pledge, ensuring we meet our targets.



b) Supporting Local Economic Regeneration and Recovery

As a family business, we are fully committed to localism and contributing to the 'Manchester Pound'. We have set out below how we will link with local businesses and suppliers to support local economic regeneration and recovery throughout the project: -

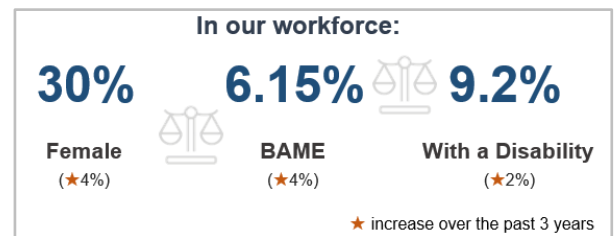
	Delivery Commitment	Methodology
Local Businesses and Suppliers	<p>Provide employment opportunities for local businesses.</p> <p>Achieve 60% employment within a 30-mile radius of Olive School.</p> <p>Prioritise local suppliers, particularly within local Manchester wards.</p>	<p>We currently carry out 60% of our workload within Greater Manchester.</p> <p>Commercial Manager, Natalie Sykes will work alongside Supply Chain Manager, Andrew Makinson to select local suppliers from our internal database. Our database holds 360 pre-approved local suppliers.</p>
Local Employment	<p>A significant number of our key suppliers employ Manchester residents. Our proposed Site Manager, Neil Prendergast is also a Manchester resident.</p> <p>We will actively encourage local employment, apprenticeships, T-Levels and work experience for local schools/colleges.</p>	<p>A good example of our key suppliers employing locally is Bowker electrical who recently employed 20 electricians from Stockport to work on our Stockport School refurbishment.</p> <p>Andrew will ensure local suppliers are given opportunities to bid for work packages on the project.</p> <p>Neil will liaise with Manchester College and Eden Boys/Girls Manchester to discuss work experience placements.</p>

c) Tackling Inequality

We are committed to creating work opportunities, protecting jobs, reducing barriers to employment and supporting under-represented groups through our projects. We train all staff on diversity, fairness, inclusion & respect and identification/ reporting of Modern Slavery victims.

We will tackle inequalities in the workforce and supply chain on the Olive School project by:-

- ✓ *Recording training qualifications to identify skills gaps and implement relevant training;*
- ✓ *Quarterly KPI reporting on diversity, equality percentages, apprenticeships, training and work experience;*
- ✓ *On-site HSEQ audits, quarterly/post-completion KPIs;*
- ✓ *Using our well-established links in the North West such as Recycling Lives, Positive Steps, Booth Centre and Wood Street Mission to engage with Hard-to-Reach and NEET groups, providing long-term employment opportunities for ex-offenders and local homeless people.*



We are registered as a Disability Confident Committed Employer and monitor our ongoing work, creating opportunities to support those who face barriers to employment. *We monitored diversity and inclusion and equal opportunities on all 15 DfE projects with our KPI improving from 7.8/10 to 9.2/10 over a 5-year period.*

d) Local Community Integration

In addition to the above proposals, we have also set out below our initial ideas for proposed activities. These are suggestions and we are happy to support any existing initiatives that Star Academies and the local community may already have in place which Neil Conlon will discuss with the Trust:-

Planters	On completion of the project, provide wooden planters, bird and bat boxes from Men in Sheds for Olive School children, including gardening tools.
Bug Hotels 	Donation of bug hotels to the school on completion. At Lancaster University Sports Hall extension project, we successfully invited the University Creche children to visit our Bug Hotel each month, increasing their knowledge of insects. 
Site Tours for Local Schools and Residents	Provide PPE and host monthly site tours for Eden Boys/Girls Manchester and local residents, organised by Site Manager, Neil Prendergast, enabling the community to gain an insight into the proposed development of Olive School.  
Involvement in The Design	Lead Architect, Anita Chan will carry out classroom/assembly presentations at Eden Boys/Girls on design proposals, ensuring all pupils are involved in the design and construction. Working with the schools, we will suggest a design competition to see how they perceive the new building and place their designs on the hoarding.
Woodland Trust 	Provide additional trees from The Woodland Trust to generate carbon offsetting. If possible, involving pupils, parents and the local community on completion of the project. If carried out prior to completion we can involve Eden Boys/Girls in the process and incorporate a sustainability/carbon reduction lesson. <i>In 2021, we successfully planted trees at six of our completed education projects. In total, this produced a combined carbon offset of 163 tonnes.</i> 