



# Baird & ANCHOR

Community Engagement

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March 2022





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(Fairness, Inclusion and Respect)



# “ Delivering lasting impact ”

is our guiding principle and it is central to how we operate. This vision is centred around four core themes comprising of **Environment, Communities, Ambition** and **People** which underpin all our activities.



At GRAHAM we strive to make a difference, our impact is measured not just in the quality of projects we deliver, but the longer-term impact on the communities, people and environment in which we operate. Our work connects communities, builds a better future and transforms and maintains the places where we live, work and relax.

We are proud of the positive impact that we make to the communities in which we work, through the delivery of community benefits and wider social value outcomes. We acknowledge that it is in our best interest, both now and in the long term, to build the skills capacity and resourcefulness of our staff and supply chain through investing in our communities, leaving a lasting legacy and adding value to our project delivery.

**We must always:**

- ✓ Respect local people and places, by involving and engaging local communities in our works.
- ✓ Collaborate with project stakeholders, customers and impacted communities to help improve and optimise our social impact.
- ✓ Keep the communities affected by our projects regularly updated and informed
- ✓ Contribute to social and economic regeneration by employing and nurturing a local committed, skilled and adaptable workforce.
- ✓ Engage with schools, collages and universities, as well as charities, to support STEM (science, technology, engineering and mathematics) learning, enterprise skills and employability.
- ✓ Adopt sustainable procurement practices and where possible, purchase local products and services with low embodied impact.
- ✓ Support SME and BAME business markets to encourage a diverse supply base, ensuring fair payment conditions are applied.
- ✓ Promote and procure materials with a preference for recognised responsible sourcing schemes e.g. Fairtrade & ETI certified products.

**We must never:**

- ✓ Adopt the attitude that "it's not our problem".
- ✓ Refuse to listen to, or not take seriously, the concerns of local stakeholders.
- ✓ Disregard the implications of our actions in the community for commercial gain.



90

Work Placements Days

16

Existing Apprentices Supported

2364

Qualifying the Workforce Days

208

Hours of Curriculum Support Activities

32

New Jobs Created

12

Apprentice Completions Supported

13

Apprentice Starts

280

Corporate Volunteering Hours

2

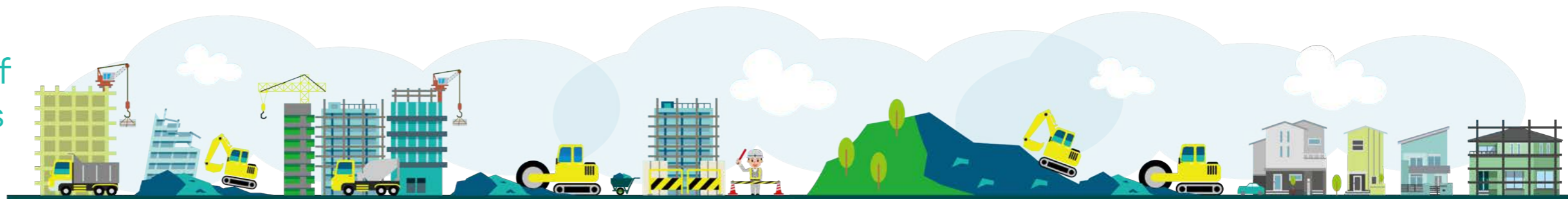
Graduates Employed



During our time on the FS2 framework we have supported over 600 young people.



**This project** consists of two separate buildings for NHS Grampian.



The **Baird Family Hospital** brings together all Maternity, Neonatal, Reproductive Medicine, Breast and Gynaecology Services. It will also house a Patient Hotel and dedicated teaching and research facilities. The Baird will be located on the site formerly occupied by the Breast Screening Centre and Foresthill Health Centre.



The **ANCHOR centre** brings all haematology, oncology and radiotherapy day and outpatient services under one roof. There will also be a dedicated lounge for teenage and young adult patients, an aseptic pharmacy to produce chemotherapy treatments and dedicated teaching and research facilities.

### Social value targets at Baird & ANCHOR.

Description	Target	Achieved 2021/22
Advanced H&S Training	5	20
Apprentices (New Starts, Existing & Completion)	27	15
Graduates	3	4
New Jobs	6	7
School Visits – Careers	50 people	102 people
Considerate Constructors Score	40	40

Progress at February 2022

# Advanced Health & Safety Training



At GRAHAM, we take the Health & Safety of our workforce seriously and advanced training is aimed at providing our workforce with the knowledge and skills to perform their duties safely and effectively.



Our workforce must be able to identify, report and deal with any risks, the advanced training covers all aspects of working in construction: during the recent pandemic, all our workforce has had training in Covid-19 measures.

- ✓ SMSTS
- ✓ COSHH
- ✓ SSSTS
- ✓ Appointed Persons
- ✓ Fall arrest systems
- ✓ Corona Awareness



We exceeded our Advanced H&S Training target by **300%**



# Meet the Buyer Events



A Meet the Buyer event is an opportunity for local suppliers (businesses) to introduce themselves to GRAHAM and to learn about new projects, contracts, framework opportunities and supply chain opportunities.



These companies can engage with the project team and learn how they can be added to our supply chain database for work packages during this project and in the future.

Two events were held before the construction commenced, one in Aberdeen, and the other one was held in Inverness, 3 further events were scheduled to take place, in Dundee, Aberdeen and Elgin, but unfortunately, had to be cancelled due to Covid-19.

Our aim as a company is to use the services of local companies to each of our projects as far is practicably possible.



# Apprentices



**3**  
NEW  
Apprentices

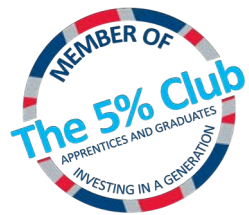
**10**  
EXISTING  
Apprentices

**32**  
Apprentice  
COMPLETIONS

## We are members of the construction 5% club.



The 5% Club is a dynamic movement of employers committed to earn & learn as part of building and developing the workforce they need as part of a socially mobile, prosperous and cohesive nation.

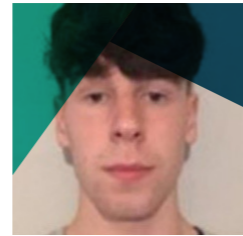


GRAHAM currently has 12 % of our workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes) within five years of joining.

On this project to date we have **2 Graduate Trainee Engineers**, and 1 Trainee Site Manager. We have had 2 Apprentice Completions to date, 1 with GRAHAM and 1 with our M & E Partner NG Bailey.

The site has supported **10 existing apprentices** working for our Supply Chain – in the following trades, Painting, Floor Layer, Electrician, Groundworker, and Quantity Surveying.

A local boy, Finn Cameron from Aberdeen successfully applied for our Trainee Site Engineer post and started his career straight from Cults Academy in September 2021.



Our Supply Chain have also taken on **4 Graduates** in Architecture, Estimating and a Graduate Engineer.

## Graduate Apprentice



First undergraduate apprentice to ever be made redundant finds his feet in new role with GRAHAM.

Originally from Elgin, Michael worked with his previous construction employer for four years as a joist designer, working predominantly in timber frame flooring, whilst being enrolled in a graduate apprenticeship in civil engineering with Aberdeen University.

When the pandemic struck last March, like many others, Michael moved to homeworking for six months before being placed on furlough, unfortunately became the first ever undergraduate apprentice to be made redundant. **Michael said:**

“ I was devastated to hear I had lost my job. The whole thing didn't feel real at first, and I know many others in construction and elsewhere were being hit with the same news. As I was the first undergraduate apprentice to ever be made redundant at the university, there was no precedent or protocol in place for this scenario. Enduring those three months without employment was tough and I felt useless and deflated.

As soon as I saw the opportunity with GRAHAM online through their partnership with Skills Development Scotland, I jumped at it and following an interview I got the job. I couldn't believe it! Within weeks I made the move from Elgin to Aberdeen, secured a flat, and prepared myself to start on site at The Baird Family Hospital and ANCHOR Centre in March. It feels great to be back in the field and especially to be working on such a major project.

I get one day a week to focus on my university studies and I'm learning so much from the staff I work alongside, who have a wealth of experience in each of their departments. Working on this project is brilliant as it is split into two separate sites - one being concrete framed, and one being steel framed, allowing me to gain experience in two different construction methods.

Despite the turbulence during the last year, working in construction is incredibly rewarding. No two projects are the same, and everyone you meet is incredibly supportive. With forecasts set to look up, I would strongly encourage others to consider a career in construction and for those who have endured a similar experience to my own from other sectors to not give up. There are so many ways to get into the industry, and graduate apprenticeships provide a means of gaining practical on-site experience alongside theoretical and academic knowledge at the same time. ”





# Graduates

.....  
Our Supply Chain partners  
have taken on 4 Graduates  
within the timeframe of the  
project to date:-



 Graduate  
Engineer

Taken on by

**MOTT  
MACDONALD** <sup>M</sup> <sub>M</sub>  
CONSULTING ENGINEERING

 Graduate  
Architects

Taken on by

**NORR**  
ARCHITECTS

 Graduate  
Estimator

Taken on by

**FK LOWRY**

# New Jobs

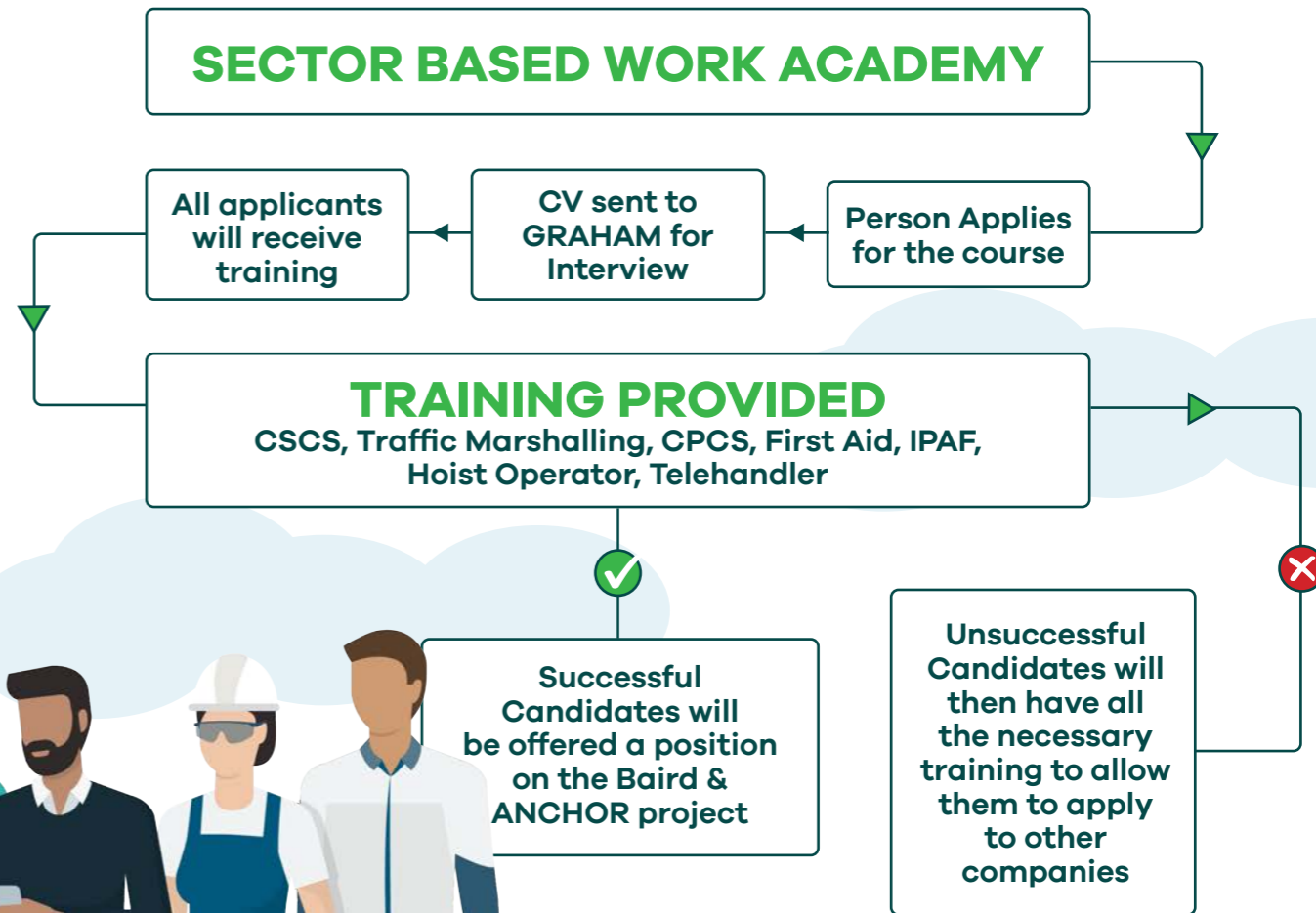
jobcentreplus

GRAHAM have partnered with Job Centre Plus (JCP) and created a Sector Based Work Academy, to help promote job opportunities to unemployed residents. DWP will be assisting participants with the training costs associated with the programme.

The programme that has been developed is open to anyone who is currently claiming benefits and lives within Aberdeen or Aberdeenshire and looking to get back into construction. DWP and a local training provider will assist with training costs such as CSCS, telehandler, hoist, slinging and traffic marshalling, and GRAHAM have committed to providing over 17 jobs for people who successfully complete the programme.

The second cohort of local people will be enrolling in the course in the New Year 2022.

To date we GRAHAM have directly employed 5 local people, and two of our subcontractors have employed 3 local people.



# Healthy Working Lives



We have achieved the Silver Award with the National Healthy Working Lives initiative, where we aim to have:

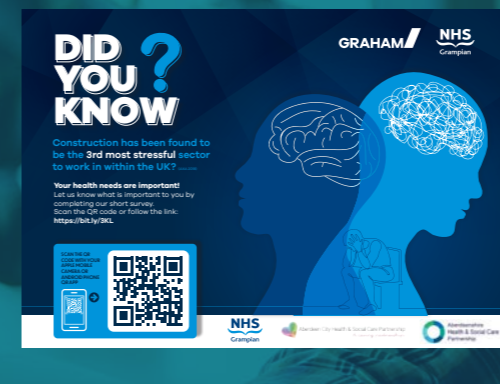
- A healthier, more motivated, and productive workforce
- Reduced absence rates and support our employees in work and returning to work
- Reduced accidents, incidents and work-related ill health
- Enhanced reputation and increase our profile as a preferred employer
- A contribution to the health of the wider community.

We have a range of support mechanisms and programmes in place for all our employees. And we will be partnering with NHS Grampian Public Health Team to offer a range of initiatives during the construction phase following a health needs assessment being undertaken during spring 2022.



## Your Health, Your Choices Seminars

NHS Grampian and GRAHAM have developed a survey to understand the health needs of our workforce. Following analysis the initiatives can hopefully address some of the health needs of our workforce.



# Work Experience

Work Experience is a valuable learning tool for any person interested in a career in construction, and at GRAHAM we encourage our Supply Chain to also get involved in offering a wide range of work experience opportunities to Schools, Colleges, Universities and Employment Agencies.

There has been **7 work experience opportunities** to date on the project. Mott MacDonald Civil, Structural Consulting Engineers on the project, had 3 young lads from local schools carrying out work experience in their Aberdeen Offices.

Stephenson Construction welcomed 2 local boys for work experience, again in engineering and at GRAHAM we had a young boy from Portlethen Academy come to site for some Engineering work experience, we also had a young lady who was interested in Quantity Surveying carrying out work experience.



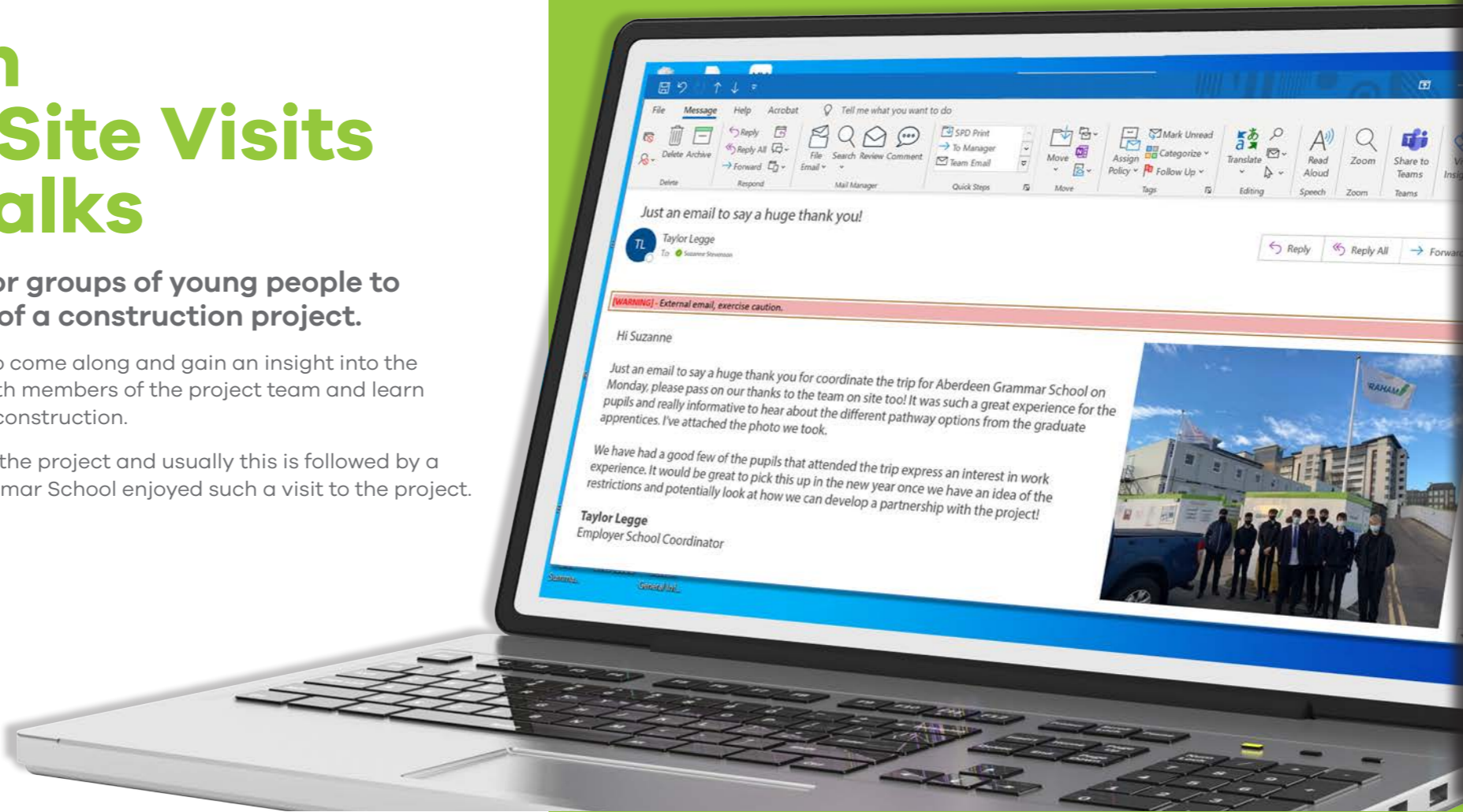


# Curriculum Activities, Site Visits & Career Talks

**Site Visits are a great way for groups of young people to see the actual working face of a construction project.**

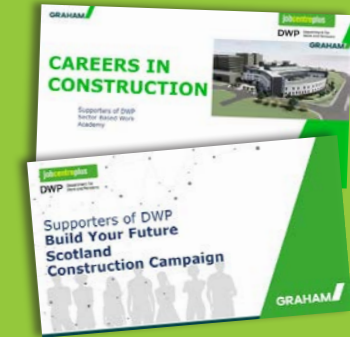
At GRAHAM, we encourage education to come along and gain an insight into the project, typically, the group will meet with members of the project team and learn about their role and their journeys into construction.

They will then be given a guided tour of the project and usually this is followed by a Q & A Session. Recently Aberdeen Grammar School enjoyed such a visit to the project.



## Career Talks

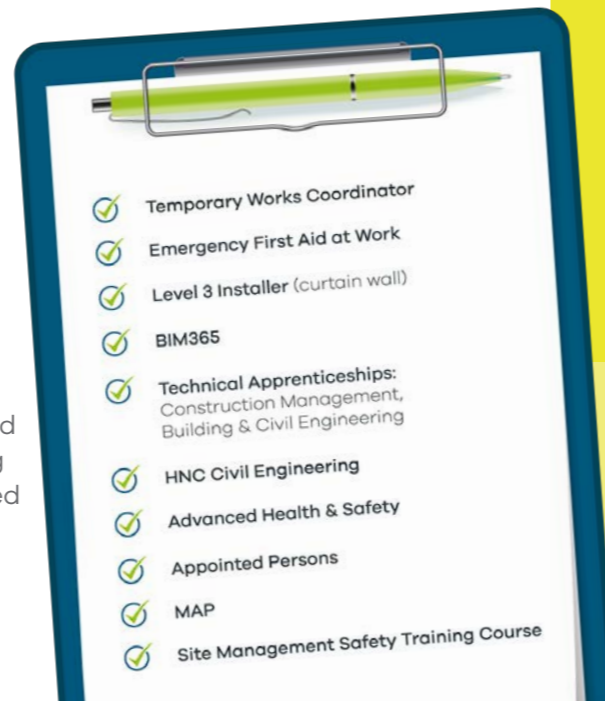
During the past year the GRAHAM team have risen to the challenge of the pandemic and managed to provide 2 online career talks, 1 with 12 students studying Foundation Apprenticeships (Civil Engineering) and another to the wider community in partnership with DWP to unemployed people within the Aberdeen and Aberdeenshire areas.



# Supply Chain Employee Training

GRAHAM has a strong commitment to developing new & existing staff. Through training and development, we create a workforce who are valued and want to achieve the best they can in the roles they perform.

All new employees are provided with training appropriate to their job role, health and safety and technical competence in line with legislation and the Construction Skills Certification Scheme. Additionally, training will include achievement of appropriate **qualifications** (NVQs, HNC/Ds, degrees and professional qualifications such as CIOB, RICS and ICE) and other **accredited training** (e.g. leadership and management and advanced health and safety). Each employee's training plan includes a SHE training matrix, with professional development opportunities discussed and agreed with line managers and at bi-annual one-to-one "Connect" meetings. To date F K Lowry have enrolled 2 of their employees onto a SVQ Level 9 Construction Management course with AVQ Management.



## Training the Existing Workforce

The promotion of industry skills is an important goal for GRAHAM, it benefits not only our own operation but the overall construction sector across Scotland. This presents many benefits for employees as well as employers, helping to develop a knowledgeable workforce which can deliver complex projects quickly and professionally.

Not only GRAHAM employees, but employees of companies within our supply chain have been supported with access to training SVQ qualifications, which range from HNC to Master's level.

## 20 Training Events

have been carried out for employees, including 4 NHS Grampian Staff



AVQ Management are a training provider based in Kilmarnock, Ayrshire. We are a Scottish Qualifications Authority Approved Centre and a Skills Development Scotland Modern Apprenticeship provider.

In the last 6 years, in conjunction with GRAHAM, we have delivered SVQ qualifications at SCQF levels 6-11 (Highers to Master's Degree standard), to approximately 200 individuals working within GRAHAM and members of their supply chain. All qualifications have been fully funded through Skills Development Scotland's Modern Apprenticeship Scheme at a cost of approximately £650,000.

The qualifications delivered have allowed the individuals to gain the Gold and Black CSCS cards, which are now a prerequisite for working in supervisory and management positions within the construction industry. In addition, several of the individuals have successfully used their qualification as a route to gaining membership of the Chartered Institute of Building and the Chartered Management Institute, meaning that they are operating at the recognised highest standard within the industry.

AVQ Management recognise the commitment of GRAHAM to the personal development of their own staff and the staff of their supply chain. As such we work closely with Debbie Rutherford and Suzanne Stevenson, who promote the funding system to sub-contractors, who are often unaware of the huge benefit to their employees and their business in general, in particular when it comes to presenting their proposed project teams in future tenders.

As a supply chain member ourselves, the support of GRAHAM has been invaluable to the development of our own business. We offer family friendly working hours in the hope of being able to provide more of a work life balance, which is in huge part due to the commitment of GRAHAM in improving and developing the businesses they employ and support.

Anne Queen  
Managing Director

# Considerate Constructors Scheme



This site is registered under the Considerate Constructors Scheme (CCS) and as Partner, GRAHAM is committed to improving the image of the construction industry by striving to promote and achieve best practice of all its sites. We scored a respectful 40 in our first audit.

The Considerate Constructors Scheme (CCS) is the national initiative set up in 1997 by the construction industry to improve its image.

Construction sites and companies that register with the Scheme are monitored

against a Code of Considerate Practice, designed to encourage best practice beyond statutory requirements.

GRAHAM have successfully attained best practice CCS Standards on the Meadowbank Sports Centre.



## Best Practice Guidelines



Care About Appearance



Respect the Community



Care About Safety



Value Their Workforce



Protect the Environment

## CSS Score

CODE SECTION	SCORE
Care About Appearance	8/9
Respect the Community	8/9
Care about Safety	8/9
Protect the Environment	8/9
Value Their Workforce	8/9
Innovation Points	0/5
<b>TOTAL SCORE</b>	<b>40/50</b>
<b>OVERALL SUMMARY</b>	<b>EXCELLENT</b>

We had our second audit on the 6th of December 2021, we have submitted an innovation report, we are now waiting to hear what our score is going to be.

# Wellbeing & FIR

(Fairness, Inclusion & Respect)



Our commitment to health and wellbeing is evidenced through our Investors in People Platinum status, with which we also achieved the IIP Health & Wellbeing Award. Our Wellbeing Programme of events, seminars and workshops would be determined after we had carried out Health Risk Appraisal Questionnaires with our employees and supply chain.

We have rolled out our Fairness Inclusion & Respect (FIR) framework on the project. The framework helps to create a workplace that is inclusive, where diversity is embraced, creating a safe and healthy environment where everyone can thrive. This framework will include a project specific FIR representative, FIR as part of site induction, training, awareness campaigns for the

workforce and our supply chain partners. The following topics will be covered in the training, delivered face to face and through online modules as a combination of GRAHAM bespoke material and resources from the Supply Chain School: Introduction to FIR, Respect, Responsibilities, Unconscious Bias, Language, Living Wage Employer and Modern Slavery.







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