



Sefton Council 



SOCIAL VALUE PLAN

BOOTLE STRAND REDEVELOPMENT (DEMOLITION AND FUTURE WORKS UP TO £20M)

VINCI 
BUILDING



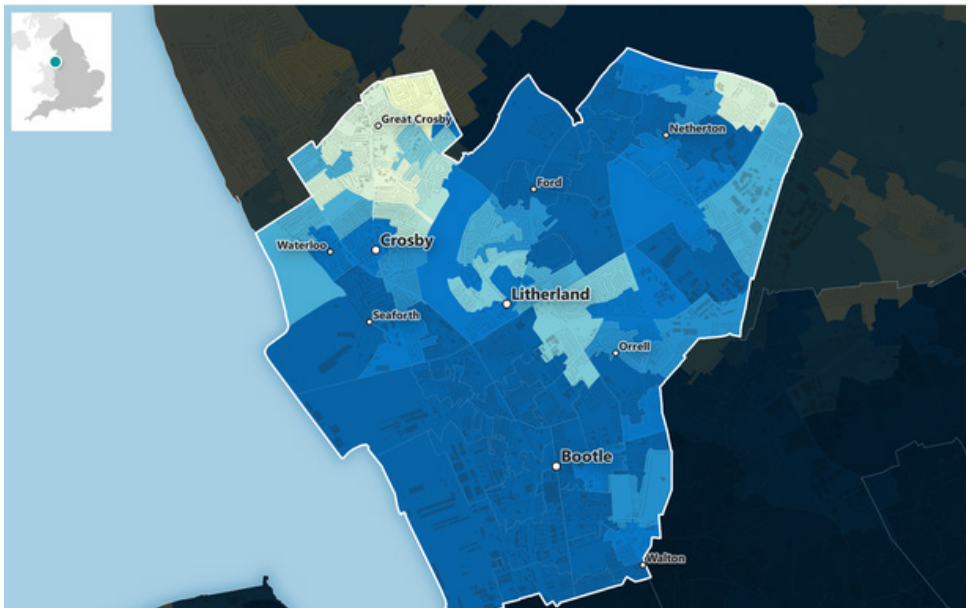
SETTING THE STANDARD

Local area needs analysis

During tender stage VINCI carried out a needs analysis of the Sefton Borough area to help us define our social value offer. Our findings show that the specific areas of deprivation in Sefton are: **income deprivation, employment deprivation, education skills and training deprivation, health and disability deprivation, crime and the living environment deprivation.**

Deprivation is higher in specific wards of Sefton and it is essential we consider these wards when assessing where the focus of our social value delivery plan should be. The data shows that Bootle South where The Strand shopping centre is located has the most deprived wards. This will be the area of focus for our plan.

BOOTLE



More deprived

Less deprived



Relative level of deprivation

Version 1.0 - 26 September 2019

Welcome to our Social Value Plan for the Bootle Strand Redevelopment

VINCI have developed the following social value plan and KPIs to improve the deprivation in the area through providing **employment** and **training** opportunities for all local people, paying at least the **real living wage**, volunteering time and skills to support inclusive **community** groups and their objectives. We will also engage with local **education** establishments to promote careers within construction, pathways and raise aspirations.



Gary Hughes

Our plan will be implemented throughout all stages of the project, to not only deliver during the construction stage, but to enhance the social and economic value that this project can deliver during the life span of its operation.

We have fully embedded social value within our processes, procedures and in the way we work to ensure we maximise our contribution to the local area and the wider community of Sefton for years to come by creating this long term partnership.

Together, we have a wealth of experience working in the area and understand its economic and social challenges. Engagement with local organisations such as Sefton @ Work , Y Kids, Big Onion, Bootle Community Tool Shed, Hugh Baird College, Local Schools to name a few will be fundamental to the success of the plan. Through support by senior directors and senior management from both organisations, early engagement and creation of delivery programme in preconstruction stage will ensure we hit the ground running prior to commencing construction work.

As part of the plan, we have outlined our targets within this document that relate to the key social and economic KPIs for the scheme and how we currently plan to achieve these targets.

Gary Hughes

Regional Director
VINCI Building UK



TARGETS AND OBJECTIVES



Inspiring the next generation of Woman in Construction Event

1. Employment Related Opportunities



Our aim is to improve the Employment & Skills deprivation in the area by providing employment support workshops, access to training and Employment opportunities.

Employment Opportunities

Target: 20 opportunities

- Providing new employment opportunities for all local people, advertised through Sefton @ Work and Big Onion.
- Providing opportunities for mature persons to enter/re-enter employment through Sefton @ Work.

Employment activities/support

Target: 100 hours

- Running pre-employment courses and other activities that help unemployed people including care leavers and NEETS towards employment working with Sefton @ Work, Big Onion and other local services.
- Providing opportunities that help graduates and post-graduates take steps towards employment including apprenticeship opportunities
- Providing support with mock interviews, CVs, coaching and guidance to build confidence.

Work placements

Target: 40 weeks

- Providing a 'work experience' placement or 'taster' of a particular role in the industry and should be unpaid and for no longer than 2 weeks in duration. (Students 14-16+ or an unemployed person wanting to get a feel for careers in construction)
- Opportunities for Care leavers, NEETs and long term unemployed to gain experience of the industry before applying for a permanent role.
- Graduate and undergrad opportunities to support current learning.
- 45 Day+ industry placement to support T level learning at Hugh Baird College



2. Educational Opportunities to the Next Generation & Apprentices



Our aim is to improve the Education & Skills deprivation in the area by providing aspirational careers talks and access to training and apprenticeship opportunities.

Education activities

Target: 300 hours

- We have identified the following schools: Thomas Gray Primary School; Linacre Primary School; Hillside High School; The Alsop High School and Hugh Baird College, close to the project and will work with the schools to raise aspirations and awareness of roles within the construction industry, through interactive activities and events.
- Support Hugh Baird College construction students through site visits, employer engagements and modern methods of construction.
- Supporting Liverpool John Moores University Construction Management students through the project, including site visits and personal projects.
- Mentoring students in employability skills, helping them gain confidence in their future.

Apprentice weeks

Target: 300 weeks

- Providing and promoting new apprentice opportunities within VINCI & our supply chain locally.
- Recording and monitoring apprentice weeks; be it existing, shared or project initiated

Training weeks

Target: 30 weeks

- VINCI will set up an on-site training centre during the main works to deliver trade based qualifications targeted at Care leavers and NEETs who have failed to thrive in a traditional education setting. The programme will consist of level 1 trade qualifications, 100 hours work experience, health and safety including CSCS card and 100 hours work experience with our supply chain partners.
- Deliver uncertified training on site within the skills centre to benefit the local community, including DIY, Digital and Life Skills.
- Providing training opportunities for new employees within VINCI and supply chain to enable career progression.





VINCI Community Skills Centre in action



3. Sefton's Environmental and Sustainability Goals

Our aim is to reduce our consumption during the construction and demolition process by making SMART changes to the way we work including utilising the circular economy process and also provide a future platform for the further reduction in emissions during its operation.

Carbon reduction

Target during construction: <7.22 TCO₂e £1M turnover (Scope 1&2)

- Car Sharing/ Electric Vehicles/ Using public transport/cycling
- Consulting with the Environment Team
- Eco Cabins
- Low carbon concrete
- Using on-line technology for meetings instead of travelling

Consumption reduction

Target during construction: Water consumption <90 m³ £1M turnover

- Implementing Green Office Policy

Target during construction: Energy consumption 15,000 kWh £1M turnover

- Ensuring site staff have completed the SEATS course and SCSS eLearning module
- Consulting with the Energy Manager
- Implementing Green Office Policy
- Monitoring energy use
- Reducing energy of equipment not in use (Switch off lights and chargers)



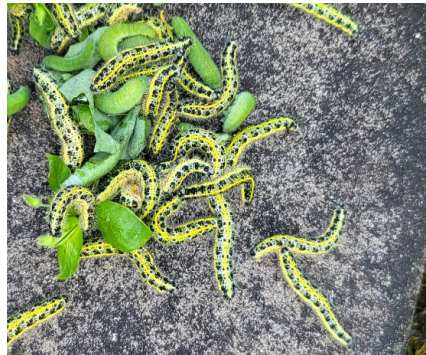
Waste reduction

Target during construction: Waste (volume) <21Tons £1M turnover

Target during construction: Waste (diverted from landfill) >98%

Implementing Waste & Resource Action Plan (WRAP)

- Introducing water efficiency measures where practicable.
- Reduce export from site by recycling materials



Increasing Biodiversity – Blackpool King Street

The project set up an onsite seaside themed garden using waste materials to increase the biodiversity around the project. The initiative was part of VINCI's Work place in Bloom scheme which happens every year the project also set up water harvesters in various locations on site to collect rain water, this is used to water the plants during summer and in the winter is used to clean pathways. The scheme brought life to an otherwise grey area and attracted an number of insects

4. Health and Well-Being

Our aim is to ensure whole project teams have access to the tools and services they need to look after their mental health and well-being, whilst also knowing where to go if they need support.

Health and well-being

Target: 300 Hours

VINCI have strong policies, procedures, initiatives and programmes in place to support staff well-being and mental health. We have developed effective communication tools that drive engagement and collaboration, and we continuously develop and promote mental health and well-being strategies. Our programmes include:

- Working together to provide health and well-being services to all
- Support the delivery of healthier living courses to the community
- Increase the awareness of Health and Well-being in construction through the coordination of activities
- Mental Health First Aider Programme: to identify and provide training for mental health first aiders
- Mental Health Awareness: project wide training and awareness sessions, video presentations and mental health workshops
- Encourage Healthy Lifestyles: free annual health checks
- Visible Advice: notice boards in all offices and site cabins promote healthy living and well-being
- Project Wellness Action Plan: Running annual campaigns aimed at preventing health issues and promoting healthier choices for the entire workforce including supply partners. This is promoted through site briefings and safety breakfasts
- Well-being Champions: opening conversations to achieve more formalised communication, initiatives and well-being plans
- Work / Life Balance: promotion of a healthy work life balance through flexible working
- Exemplar Staff Welfare Facilities: provision of first-class site accommodation and welfare facilities





Mental Health Workshops



VINCI team supporting local Bootle community groups YKids/Kingsley & Co

Claire Morgans Y Kids said "A massive thank you to VINCI for all your support recently and over the years to us at YKids & Kingsley & Co. With your continued support, for the likes of the Believe awards and more recently at our children's literacy event (with your team of helpers), it is fantastic to see how much you care about the local community and give your time and resources to support us and the work we do for the Bootle community. Without help from organisations like yourselves we wouldn't be able to provide the support to children who need it most. Thank you all, for your help and support which is massively appreciated."

5. Partnering with Local Community Interest Companies (CICs)



Our aim is to have a positive impact on the local community through volunteering our time and expertise to support the important work CICs do for local people and improve intergenerational deprivation.

Community project support

Target: 30k donation

350 volunteering hours

- Support the work of local CICs through volunteering our time, skills and expertise.
- Support the local CIC sector through the donation funds, equipment & materials.
- Supporting Kingsley and Co to expand their services to support more children with literacy skills in Bootle.
- Run skills workshops through our supply chain to Mens shed members
- Exploring Sefton volunteer centre for opportunities.
- Engaging with various communities and linking with local initiatives, resident's associations, and youth groups to share build process update and planned disruption.



LCR SOCIAL VALUE EXPERIENCE

Education Activities

24



14



Community Engagement Activities

99.5% Waste Diverted from



16

Training Weeks

15



Work Placements

7



Local Apprentices

94



Employment Opportunities

Spend with SMEs
(less than 250 employees)



£23.5m



“The community engagement works that VINCI have undertaken in relation to Festival Gardens is exemplary – the project has always been regarded highly in LCC and will be used as a show case in terms of community and social engagement.” Aneesha Ray, LCC Senior Development Officer

HELP AND SUPPORT

Project contacts



For project support, please contact the team:

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Procurement & Supply Chain	Neil Mant	0790 070 5384
Stakeholder Liaison Manager	Kim Bligh	0788 705 6653
Senior Building Services Manager	Jon Grice	0792 1298 0395
Design Manager	David Rothwell	0779 421 6097
Sustainability Manager	Jenny Baxter	0781 651 1189
Framework Manager	Andrew Shelmerdine	0783 3048 451
Social Value Manager	Danielle Doherty	07769 724 757
Social Value Co-ordinator	Hannah Bailey	0771 416 7795
Group Communications	Annette McGoff	0300 600 0168

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EXCELLENCE | COLLABORATION | INNOVATION | INTEGRITY | DISCIPLINE

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