

2023 Qtr 1

# IMPACT

Social Impact Stories



**GRAHAM** 

# WELCOME TO THE FIRST EDITION OF IMPACT



**Steven MacKinder**  
Head of Community  
Impact


Welcome to the first edition of IMPACT – an e-zine that celebrates the people and communities we support and work with. From school talks to site visits, apprenticeships to volunteering, each region and division has helped to deliver meaningful, lasting impact by donating their time, skills and knowledge to make a positive difference to others.

Head of Community Impact

*Steven MacKinder*

PEOPLE / JOBS

Promote local skills & employment



**459**  
Apprentices supported



**14,600**  
Apprentice weeks



**£31.7m**  
Direct Local Employment Investment

COMMUNITY / GROWTH

Supporting growth of responsible regional business



**£516m**  
Local Supply Chain Spend



**10**  
Meet the Buyer Events



**260**  
Work Experience Placements



**2,664**  
Work Experience Weeks



**755 (FTE)**  
Direct Local Employment Opportunities

COMMUNITY / SOCIAL

Healthier, safer and more resilient communities



**3,531**  
Volunteer Hours



**£387,786**  
Community Investment



**231**  
Education Support Initiatives



**17,058**  
Students Engaged



**1,432**  
Unemployed People Engaged

**£379.9M**  
Socio Economic ROI

GROUP

Impact is our social value reporting tool, which enables us to substantiate how our projects deliver socio-economic value for local businesses, communities, and people.

We are pleased to announce that following a successful pilot – where a selection of projects across our Building, Civil Engineering and Fit-Out divisions produced some fantastic results – we are now working hard on a phased roll-out of Impact across GRAHAM.



GRAHAM Outlines Commitment to Encouraging Construction Workers from priority and under-represented groups

## Building North

Building North highlights its commitment to encouraging people from priority and under-represented groups into the construction industry with 16 new recruits.

In a partnership with the Department for Work and Pensions (DWP), nine Ukrainian refugees have been employed as general labourers across the PLATFORM\_ Glasgow and Candleriggs Square build-to-rent (BTR) sites in Glasgow.



*Our Fairness, Inclusion and Respect Plan and Charter influences every decision we make at GRAHAM.*

*We are incredibly proud to champion a diverse workforce and we are consistently looking at how we can create bespoke opportunities for hard-to-reach groups.*

*“Working with DWP is an example of how we can collaborate to provide positive employment and development opportunities.”*

**- Debbie Rutherford**, Social Impact Manager

## Civils

As part of our work on the National Highways Construction Works Framework, we have been engaging with communities to help deliver lasting impact in the local area.

Our teams have been working with the West Raven Community Garden – an independent charity that works in an area of Peterborough with high deprivation.

They support residents with health and wellbeing, employability and youth programmes, tackling social isolation, exclusion and environmental issues through their Community Café & Garden.



Volunteering at West Raven Community Garden



I'm delighted that our team have been able to spend some time at the West Raven Community Garden volunteering and getting involved with the fantastic work that West Raven do in and for the community.

The relationship that we are building with West Raven fully aligns with our approach to CSR and staff wellbeing."

- **Andrew Harmon**, Contracts Manager

## Building North

In January, Social Impact Advisor, Suzanne Stevenson and Contracts Manager James Henderson, facilitated a tour of our site on Bonnington Road, Edinburgh for members of Barnardo's Construction programme, where they got an inside glimpse into what a career in construction looks like.



Site Visit with Barnardo's Construction Programme at Bonnington Road, Edinburgh



Boroughmuir High School Site Visit



Great site visit with pupils and staff from Boroughmuir High School yesterday, seeing how the new extension is shaping up.

Thanks to Craig Taylor and David Harrison for helping to facilitate the visit. Pupils and teachers thoroughly enjoyed their time and asked quite a few questions."

- Suzanne Stevenson,



Welcoming the Working 4U Dunbartonshire Training Academy to the CWRR Project

## Civils

The CWRR team welcomed staff and clients of the Working 4U West Dunbartonshire Training Academy to our site based on Dock Street, Clydebank.

We are committed to working with local employability partners such as Working 4U to ensure residents who have an interest in pursuing a career within the construction industry have access to opportunities.

Working 4U provide training, employability and job search support for residents of West Dunbartonshire and have become an important delivery partner for GRAHAM on the CWRR project.



Thanks again for spending the time today and allowing the guys to visit your site, it was greatly appreciated by myself and all the young people.

They really enjoyed it and I feel it will really motivate them to find work."

- **David Wilkie**, West Dunbartonshire Council

# LOWWOOD PRIMARY SCHOOL 'SAFETY IN CONSTRUCTION' TALK

JANUARY



On Thursday 2nd February, Lowwood Primary School P1 Mrs Bell's class gave me the best warm welcome I could ever have imagined on my first ever school visit!!

They loved their educational talk around 'Safety in Construction'. We got to dress up in PPE and then they created their very own 'Safety Sam's' which will be displayed on our Belfast Film Studios offices very soon. We had the best day. Newly inspired in construction for the future!"

- **Suzanne Gamble**, Personal Assistant



January

January



# Facilities Management

Members of GRAHAM Facilities Management were invited to attend Grace Academy to facilitate mock Interviews with Year 11 students on 17th February 2023.

Tammy Stretton-Yeomans, Regional Service Delivery Manager, and Lynne Burton-Giffin, Regional Accounts Manager, attended the day to provide advice and guidance to students.

During the day, Lynne and Tammy completed mock interviews with students, and provided feedback on their performance. The day ended with two students being selected as the top Interviewees.



GAM Attend Mock Interview Day with Grace Academy Solihull



This engagement with local young people will help support and prepare them for their next steps into the world of work – we might even see some of them at GRAHAM one day!

“These events highlight the importance of working in partnership with our local communities, and those who live there!”

- **Jamie Smyth**, L&D / CSR Manager

# Building South

PlanBEE Manchester was launched in 2021 by Manchester City Council and Manchester Life, with Ryder Architecture, Gateshead College and in collaboration with employers from across the city.

The scheme provides Manchester residents with the opportunity to begin a career in building design and construction with a strong emphasis on digital skills and collaborative working, whilst working across a variety of projects in the city and the region.

This two-year, multi-disciplinary programme helps to meet the need for skilled employees in the North West construction sector and equip young people to thrive in the industry, which is rapidly evolving with new construction methods and technologies.



PlanBEE Scheme delivers A+ Apprentices



GRAHAM is playing a really important role in nurturing new talent, who will eventually become the engineers, technicians and managers of the future.

The key to the success of PlanBEE Manchester is partnership working and collaborating with businesses like GRAHAM, Manchester Life and others to ensure that young people get the investment and opportunities they need to start their career."

- Steve Logan, Gateshead College

## Civils

Sally Postle, Quality Manager, was recently invited to join Paula McMahon, Chair of Engineering Together at Glebe Primary of Norton, Stockton-on-Tees, to celebrate the Primary Voices programme reaching over 10,000 children.

Sally and Paula shared their experiences of working as civil engineers and also discussed the pupils feelings towards climate change and how we can make a positive change to improve the quality of our environment.



Civil Engineers Working Together

## GRAHAM Interior Fit Out



### Friends of the Cancer Centre Talk Men's Health

The City Quays 3 Project was delighted to have Ana Wilkinson from Friends of the Cancer Centre on site to carry out a talk and presentation on men's cancer.

Interior Fit Out are huge supporters of this wonderful charity, whose work focuses on three key areas - patient care, patient comfort, and research. Through each of these key areas they offer a wide range of assistance and support.

The project itself had a 'stand down' in order for everyone to benefit from this valuable session, Ana was on hand afterwards to chat to the project team individually on any concerns or give advice.

# Building South

East and West Midlands project workforces took full advantage of fully funded training provision across the region, by accessing training worth over £65k to upskill and support their development.

Queen’s Road, Nottingham and Enterprise Wharf, Birmingham both hosted several on-site ‘Skills Surgeries’ linking with local training providers The Skills Centre and Portland Training.

Throughout the event, supply chain workforces met with providers to discover which route complimented their existing skills and on-site duties, resulting in many people upgrading their CSCS Site Operative card to a blue skilled card through their NVQ L2+ accreditations.



Midlands’ Workforce Invest £65k to Support Training and Development



The skills surgeries were so successful we had to send our project workforce in waves of allotted time to ensure everyone received valid training advice and the opportunity to enrol in site assessed courses.

‘We will be continuing to develop our collaboration by introducing partners to more projects across the region.’

- Louise Seddon, Social Impact Business Partner

# CIVILS

The GRAHAM York Street Station Redevelopment Project Team - together with our client Translink - recently hosted a Community Opportunities Event at NICVA in Belfast.

We were pleased to welcome 30 representatives from voluntary, community and social enterprise organisations, employability specialists and educational providers across North Belfast. The event provided an opportunity to meet with our teams and partner organisations to find out more about the project works and the range of opportunities available through the project



Community Opportunities Event At NICVA



Thanks so much for hosting such a lovely event yesterday.

It was great to have the opportunity to meet with different sectors and know that companies like yours are genuinely interested in social impact".

- Charity Representative



February

# FEBRUARY

## Building South

The month of February saw us focus on foodbanks for the next of Procure Partnership's twelve 'key monthly themes' working group outcomes for non-project specific social value.

February's theme saw contractors working collaboratively with community groups to donate resources and volunteer their time to help foodbanks.



FEBRUARY

NATIONAL APPRENTICESHIP WEEK:  
JOE SILSON & CAMERON HODGSON

## GRAHAM Interior Fit Out

During National Apprenticeship Week, we celebrated emerging talent across all divisions in GRAHAM with a series of videos that champion our apprentices and support their professional development.

In this clip, we see the wonderful camaraderie and respect shared between mentor and trainee, with Project Manager Cameron Hodgson telling us what a great asset, Assistant Site Manager, Joe Silson, is to the team.



Scottish Apprenticeship Week

March

MARCH

## Building North

An extra 225,000 construction workers may be needed by 2027, according to the latest Construction Skills Network (CSN) report. That is a stark warning to our industry that we need to accelerate our efforts to fill skills gaps and create a sustainable future by building future talent.

Part of our strategy to tackle the ongoing skills shortage is the recruitment, training and development of new entrants. Graduate and Modern Apprenticeships have been unlocking potential for the company – and for our apprentices.



The construction industry is experiencing a real skills shortage. There is a concerning lack of qualified people available to fill vacancies, and in a bid to address this, GRAHAM has made a significant investment in the training and upskilling of colleagues with the aim of building future talent – and retaining existing skills for the company."

- **Debbie Rutherford**, Social Impact Manager



## GRAHAM Interior Fit Out

The GIFO team in the Leeds Office supported IWD this year by chatting over lunch (kindly organised by Document Controller, Teresa Mann) and partaking in a raffle to raise funds for women's charity, Refuge.



GIFO Team at Leeds Office support International Women's Day by Raising Funds for Refuge

# MARCH



Supply Chain Breakfast Event at Crown Works

## Building South

In March this year Project Manager, Gary Irving, and Contracts Manager, Dean Bradbury, hosted a supply chain breakfast at The Crown Works, Birmingham.

The event created a lynchpin platform for the supply chain to engage with and access local service provision to support our s106 social value agenda and help deliver 2,165 person weeks through local labour, new employment, apprenticeships, work experience and training opportunities.

March



GRAHAM Asset Management Attend School Careers Day and SEN presentation at St Birinus School

MARCH

## Facilities Management

On 8th March, Sally-Ann Lyon, Senior Contracts Manager, Joanna Szajnocha, Project Coordinator, and Peter Colley, Reactive Maintenance and H&S Coordinator, attended a Careers Fair at St Birinus School in Didcot, Oxfordshire.

They started the day by speaking with some students with SEN (Special Educational Needs) about how valuable the skills of our neurodiverse colleagues are and the benefits neurodiversity brings to the workplace.

March



BFS College Site Visit

## Building South

The BFS Site team had a great turnout of Level 4 and Foundation Degree Construction Students from South West College recently, who enjoyed learning more about the various career opportunities on offer in the construction industry from field experts.

March

March



# MARCH

## Group

According to National Literacy Trust (NLT) research, one in five children between the ages of five and eight do not have a book of their own at home.

GRAHAM has joined forces with The Children's Book Project to support a book donation drive to try to make a difference to those children who possess very few books of their own, or even none at all.

# Group

In our March '20 Minutes With...' podcast episode, we spoke about the importance of nurturing literacy skills in children and how we as a company are doing our part in helping pupils to read through the Chapter One volunteering scheme.



20 Minutes with... Stephen Hughes, Suzannah Dunn & Laurie Stewart



Thank you Amy and Team GRAHAM for inviting me to be a guest speaker. It was great to part of '20 Mins With...' and talk about Chapter One and the difference we can make together!

A big thank you to Team GRAHAM and the volunteers for supporting children on their reading journey!"

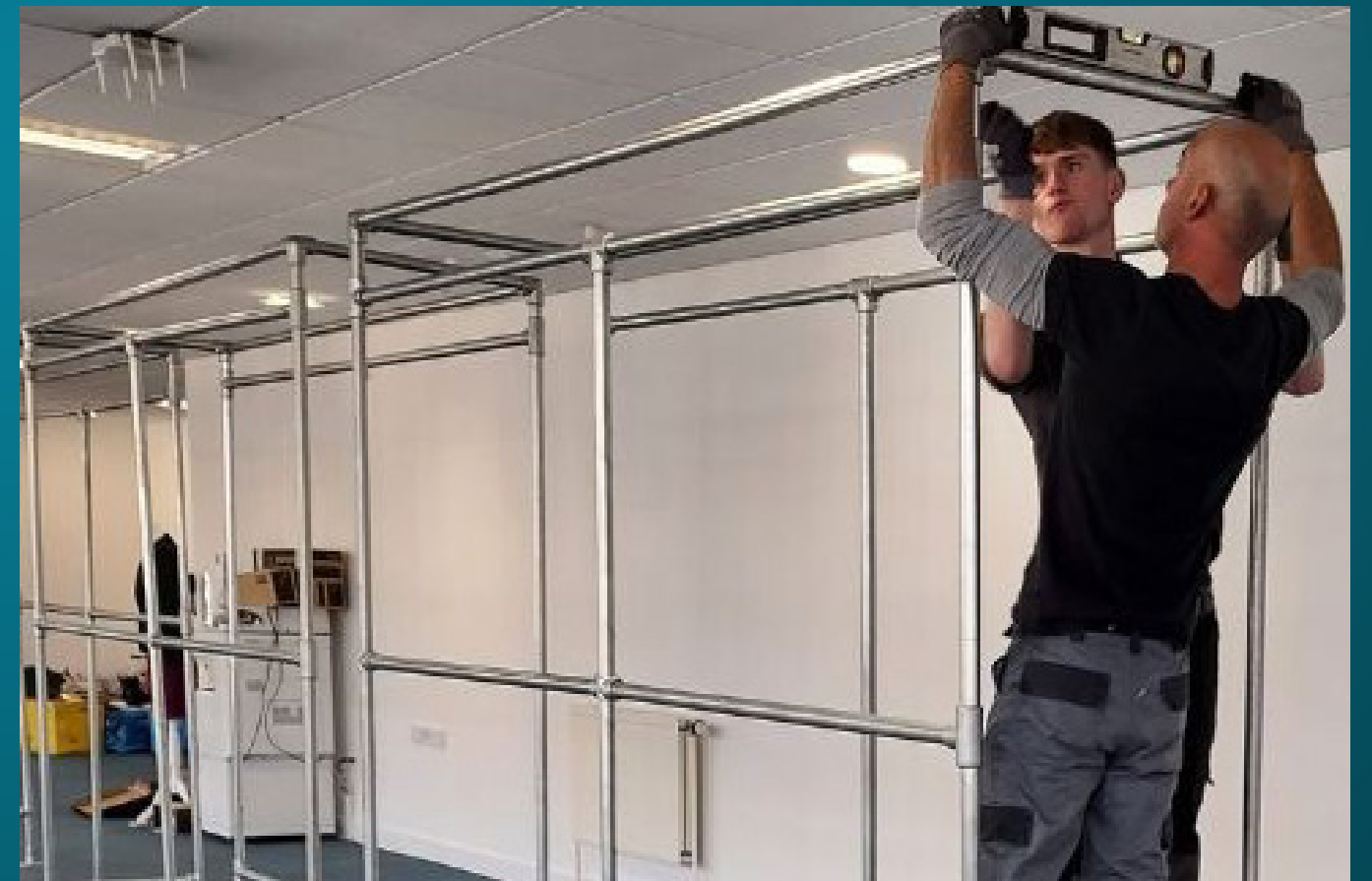
**- Anna Ansted,**  
Corporate Partnership Manager with Chapter One

## Civils

As part of our work on the National Highways Construction Works Framework, we have been engaging with communities to help deliver lasting impact in the local area.

Our teams have been working with the West Raven Community Garden – an independent charity that works in an area of Peterborough with high deprivation.

They support residents with health and wellbeing, employability and youth programmes, tackling social isolation, exclusion and environmental issues through their Community Café & Garden.



CWRR Team Support Smart Works

GAM attend Solihull Disability Confident Event



**Solihull**  
METROPOLITAN  
BOROUGH COUNCIL

**Need help  
finding the right  
candidates?**

The Employment & Skills Team  
at Solihull Council is funded to  
help local businesses with  
their recruitment.

Get in touch today  
Scan the QR Code  
to email us

or call  
**0121 704 6869**

MARCH

## Facilities Management

On 22nd March, Alan Millar, Regional Director for GRAHAM Facilities Management, attended the Disability Confident event in Solihull for employers to learn more about the support available for those with seen and unseen disabilities.

Disability Confident is creating a movement of change, encouraging employers to improve how they recruit, retain and develop people with disabilities.

Alan spent the day with other organisations, and stakeholder groups, that work to support people with disabilities of all kinds to get back into work.

March



2023 Qtr 1

# IMPACT

---

Social Impact Stories