

Homes Leadership Group Meeting

Thursday 23rd April 2020

Date: Thursday 23rd March 2020 – Teams meeting

Attendees: Andrew Day, John Dwyer (*Telford Homes*), Amit Patel, Roger Morton (*Vistry Group*), Jamie Roberts (*Reconomy*), Mandy Messenger (*Advanté*), Jenny Herdman (*HBF*), Louise Clarke (*Berkeley Group*), Adrian Hill (*Bellway*), Brian Holcroft (*McCarthy & Stone*), Eugene Meehan (*O'Neill & Brennan*) Emma-Jane Allen, Robyn Conway and Sophie Coyle (*Supply Chain Sustainability School*)

Apologies: Cara Palmer – Maternity Leave (*Wates*), Patrick Guest (*Arnold Laver*), Joan Meakin (*Taylor Wimpey*), Sarah Pratt (*Barratt Developments*), Andrew Sharpe (*Grosvenor*), Stephen Horridge, Clive Perry (*Redrow*), Craig Lucas (*Inland Homes*), Ian Heasman (*Taylor Wimpey*), Rob Worboys and Gemma Tovey (*Lovell*)

[Please note these meeting notes are to be read in conjunction with the agenda and final slide deck as circulated to all.](#)

Meeting notes

1. Welcome & introductions

Brian Holcroft (*McCarthy and Stone*) was introduced to the group, with an interest in joining the School as a Partner.

2. Agree minutes of last meeting and review actions

An update was provided on progress on actions in the actions log. For full details please review the updated action log. Key points were:

- Update on the work of the People Matter Charter. Homes Partners encouraged to consider signing up and joining the [webinar](#) on 28th May 10.00-12.00.
- The final outputs from Homes collaboration on modern slavery resources are to be released next month and added to the School modern slavery resource library.
- Each Partner can benefit from 5 workshops per year (for supply chain or colleagues). These can be virtual events or face to face (post COVID-19).
- Priority supplier lists for 95% of Homes partners are 1.5+ yrs old. Once lists are provided the School can calculate the total number of unique companies across priority supplier lists, and target marketing accordingly.
- All leadership group meetings until Sept 2020 will be virtual.
- The School are continuing dialogue with HBF and UKGBC around a carbon event for the supply chain.

The previous meetings minutes were agreed.

ACTIONS:

- **Partners** to view the [Charter and the roadmap](#) on the School website and contact helen@actionsustainability.com for more information (*Ongoing*)
- **Partners** to review submitted content for modern slavery resources and provide any final feedback (*30 April 2020*)
- **School** to upload modern slavery content on to the school website for use (*ASAP*)
- **School** to update the workshop catalogue to advertise new course content (*ASAP*)
- **Partners** to consider whether they would like to engage with the School to undertake any of the modern slavery workshop content – contact SC to arrange (*Ongoing*)

- **Partners** to contact SC to organise other workshops for their colleagues or supply chain (*Ongoing*)
- **Partners** to send SC their updated priority supplier lists to upload on their dashboards (*Ongoing*)

3. School response to coronavirus

3.1 Impact on 2020-2021 business plan & budget

EJ Allen outlined the School response to coronavirus, scenario planning for the School and how this will affect Homes priorities for 2020-21. Key points were:

- Scenario planning outlined, assuming delivery of all outputs committed to through restricted funding, for 20% reduction in Partners and 40% reduction in Partners, as agreed at the AGM in March 2020.
- Discussion on how this would influence the Homes priorities for 2020-21 and agreement that these would not change. Key activities could continue virtually. KPI's will need to be reviewed.
- The importance of the School's Wellbeing SIG. They are due to publish a report in June. Important to explore how the School can support companies with wellbeing priorities during this period.
- The Government's advice is that employees can still complete professional development and training whilst furloughed. Both Vistry Group and Telford Homes are encouraging furloughed staff to complete training. Everyone in Telford Homes' LMS has work assigned from the School resources. They have seen requests from staff for further CPD resources to complete. *Has the School seen an uptake in e-learning since COVID-19?*
- Consultation documents Part F&L have been delayed, also effecting the London Plan guidance relevant to Part L. There could be a natural slippage in sustainability priorities due to coronavirus.
- AD (*Telford Homes*) has received very positive feedback on the School overall from colleagues, but as a global business would there be broader licensing opportunities outside France and Australia? E.g. Holland are introducing new child labour laws. MM (*Advante*) offers to support on any work in Holland.

ACTIONS:

- SC to send Brian Holcroft the Homes business plan for 2020/21 and action log from previous meeting (*Complete*)
- **School** to continue to monitor statistics on resources accessed and website hits (*Ongoing*)
- EJ to discuss progress with broader licensing opportunities overseas with the wider Action Sustainability team, and feedback to the group accordingly (*End June*)

3.2 Virtual events – progress & future plans

Sophie Coyle outlined the marketing and comms plan for Q1 and introduced the 'Lockdown Learning' programme of virtual events. Key points were:

- All webinars are now CPD accredited and will be uploaded onto the website resource library as recordings.
- School team have completed virtual facilitation skills training, and training on how to use different platforms including Zoom, Click Meeting, Teams, Mural and Kahoot.

- Very positive feedback received so far from the School's Lockdown Learning. No show rates (% of those who book onto a virtual event, but don't join the session) are lower than face to face events, currently at an average of 25% across all events.
- Resources accessed, user logins and individual assessments completed have increased substantially since the new website launched and are much higher in comparison to this time last year. In the period since coronavirus these numbers have remained consistent.
- Assessment of website statistics will be continually reviewed by the marketing team.
- The School are looking at ways to reach out to furloughed staff and engage new people, and to increase website use.
- AD (*Telford Homes*) asked whether it is worth moving Homes London Briefing Webinar due to lack of attendees and as home builders will be returning to work soon, it may get more uptake in a couple of months?
- AD (*Telford Homes*) – are we able to get data on our internal staff accessing the School platform?
- Partners can access all the charts and reports shown in the slides e.g. most popular resources, downloads of resources, assessments etc through their partner dashboards. Lockdown Learning programme features webinars for partners on how to make the most of your partner dashboards.

ACTIONS:

- SC (*SCSS*) and AD (*Telford Homes*) to discuss the Homes London briefing (*complete – the business bytes session will go ahead on 5th May as planned*)
- JH (*HBF*) to share the upcoming Homes London Briefing webinar on social media, to reach out to those who cannot access their emails during furlough (*ASAP*)
- MM (*Advante*) to speak with SC about emailing furloughed colleagues through their HR team to encourage them to access the School's online learning and events (*ASAP*)
- **Partners** to encourage colleagues and the supply chain to join School events and training through the new Lockdown Learning Schedule (*Ongoing*)
- **Partners** to suggest to SC any key topics of interest for a virtual event and consider possible speakers from their organisations (*Ongoing*)

3.3 What more can the School do to help?

The School asked the Group how we can support them through this current period and the challenges as a result of the COVID-19 pandemic. Key points were:

- Agreement from the group that the current crisis shows the value of the School. It is a good opportunity to move people further towards overcoming fears of online learning and get the message out to the supply chain. NHBC are gaining over 1000 attendees at their online events, although attendees are predominantly from Homebuilders rather than their supply chains. The challenge is how to best communicate the benefits of the School.
- This is an opportunity for the School as people are getting used to using different software and doing things remotely. Fundamentally changed perception and attitude of working from home. Businesses more receptive to agile working. It also has a benefit of reducing carbon by using these technologies.
- AD (*Telford Homes*) Cost and benefits of the School's training is helpful to share with colleagues.
- AD (*Telford Homes*) A challenge of furlough period is that Telford Homes have no health and safety training on their platform. Can the School do something on this?
- Using video in meetings makes a massive difference from an engagement point of view.

- What can the Partners do to help the School? Looking at ways for the supply chain to stand up together to show achievements.
- Could the School run an event on supporting the supply chain through COVID-19? - The supply chain are seeing different responses and ways of responding from clients and there is no general response, every company has their own approach to it. Doing an event with one approach would be difficult. Agreement that a huge benefit would be something (a forum? case studies? Hub of solutions?) to give the ability to share best practice between clients and the supply chain.
- Is there an appetite among Partners for the School to facilitate a round table event to bring together homebuilders and the supply chain to discuss better co-ordination through the supply chain around demand for materials, what they might want and when, and how to build in more flex into the system?
- It is difficult to know what the future looks like, what the pressures will be and how the School can help. Continuous dialogue will help.
- Agreement that Partners should use the current momentum to encourage staff to use the School's resources.
- Discussion on when homebuilders are returning to site – to start beginning of May but varying between organisations.
- The School has a role in reinforcing recommendations of other industry organisations e.g. Safety Construction Industry Council guidelines. Links could be provided on the School COVID page.
- Supply chain challenges include supply of materials, health & safety of sites to get them open and that they cannot plan comeback until main contractors come back.
- Agreement that a major issue right now is the mental health and wellbeing of employees due to changing circumstances. EJ confirms that the School's Wellbeing SIG is looking at this and how we can help.

ACTIONS:

- SC (SCSS) to send Andrew Day monetised Partner Value slide (ASAP)
- EJ (SCSS) to set up conversation with Brian Holcroft on next steps to becoming Partners of the School (ASAP)
- **School** to continue to encourage use of video and technology development through meetings and events (Ongoing)
- **School** to explore the roundtable suggestions and feedback proposals accordingly
- JD (Telford Homes) to send EJ Safety Construction Industry Council guidelines on remobilising to be uploaded as a School resource (ASAP)
- **School** to feedback importance of health and wellbeing work to the Wellbeing SIG
- **School** to investigate ways of sharing knowledge between the supply chain and clients through COVID-19 and beyond (Ongoing)

4. 2019-2020 Impact Survey results

They key stats from this year's Impact Survey were outlined by EJ Allen. More detail can be found in the AGM recording or on [the website](#). Key points were:

- 1,100 members completed the impact survey, compared to 800 in 2019-2020.
- Modern Slavery and FIR (Fairness, Inclusion and Respect) continue to be the topics where the School has the biggest impact.

- Only 37% of responding members reported reductions in carbon emissions in 2019-2020 (up 3% on last year), however the % of those who said the School had helped them achieve this has increased by 11% to 69%. It is expected that with the School's focus (in all School markets) on carbon in 2020-2021, and the work of the School's climate action group, these figures should be significantly higher next year.
- The School's impact on members' business performance, cost savings and collaboration is high and a major benefit that both the School and Partners should share more widely.
- The number of corporate assessments reduced this year, but likely due to Partners/Members wanting to wait for the new website launch before actively promoting the School to their supply chain. The individual assessments and reassessments increased dramatically which can be attributed to the new website and diversifying of users.
- 58% increase in resources accessed in 2019-2020 compared to 2018-2019. Since the launch of the School platform in October, there has been an explosion of website activity and resources accessed.
- 12,500 downloads of e-learning in 2019-2020, and over 15,000 hours of face to face CPD training.

5. AOB & date of next meeting

- The School is a finalist in the Construction News Awards under the Supply Chain Excellence Category.
- Next meeting to be 10 June 2020, 10.30am -12.30pm as a virtual meeting on Teams.