

Homes Leadership Group Meeting Tuesday 21st September 2021

Date: Tuesday 21st September 2021

Attendees: Chair - Sarah Pratt (*Barratt Developments*), Gina Ciotaki (*Wates*), Olivia Ward (*Redrow*), Andrew Saxby (*Bellway*), Gemma Tovey (*Lovell*), Tobias Jones (*Crest Nicholson*), Sarah Le Gresley (*Michelmersh*), Ian Heasman (*Taylor Wimpey*), Amy Twist (*Countryside*), John Dwyer (*Telford Homes*), Mandy Messenger (*Advante*), Ross Carmichael and Hannah Groves (*Electrolux*), Fiona Graham (*Causeway*), Matthew Elliott (*Southern Construction Framework*), Ben Stone (*Keepmoat*), Peter Shepard (*Reconomy*), Sirio D'aleo (*Berkeley Group*), Amit Patel (*Vistry Group*), Sarah Coughlan (*Social Value Portal*), Emma-Jane Allen and Sophie Coyle (*Supply Chain Sustainability School*)

Apologies: Adrian Hill (*Bellway*) and Mark Kershaw (*Crest Nicholson*)

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

Matthew Elliott (*SCF*), Fiona Graham (*Causeway*) and Sarah Coughlan (*Social Value Portal*) were welcomed to the group as new Partners. Ross Carmichael and Hannah Groves (*Electrolux*) were welcomed to the group as potential School Partners.

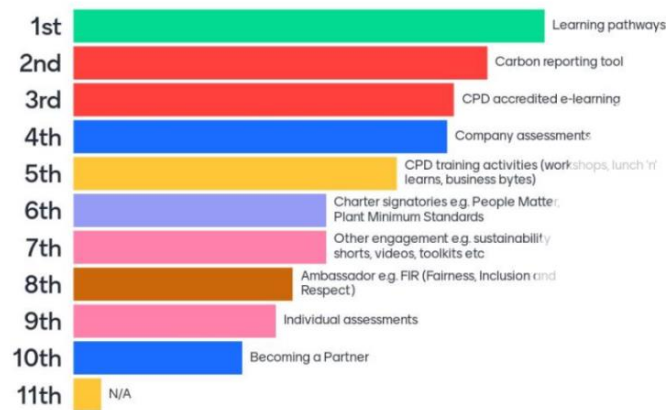
2. Reward and recognition for School members

Following on from discussions on the badging criteria at the last Homes leadership group meeting, and initial review work done by the Partner led Operations group, the group were asked to consider how the School recognises and rewards Members.

Key points:

- The School has grown significantly since the current badging system (Bronze/Silver/Gold) was developed in 2013 and is no longer reflective of the many ways in which members learn and engage through the School.
- The criteria relies heavily on completion of a company assessment; regular company assessments are required for Bronze or above in addition to accessing resources or attending training.
- Badges and levels are automated and time limited.
- There are lots of different ways for a Member to engage in the School now including Learning Pathways, Ambassadors, Charters, Carbon Calculator and Individual Assessments which are not acknowledged or rewarded in the current badging criteria.

The group were asked to rank how they want their supply chain to engage in the School:



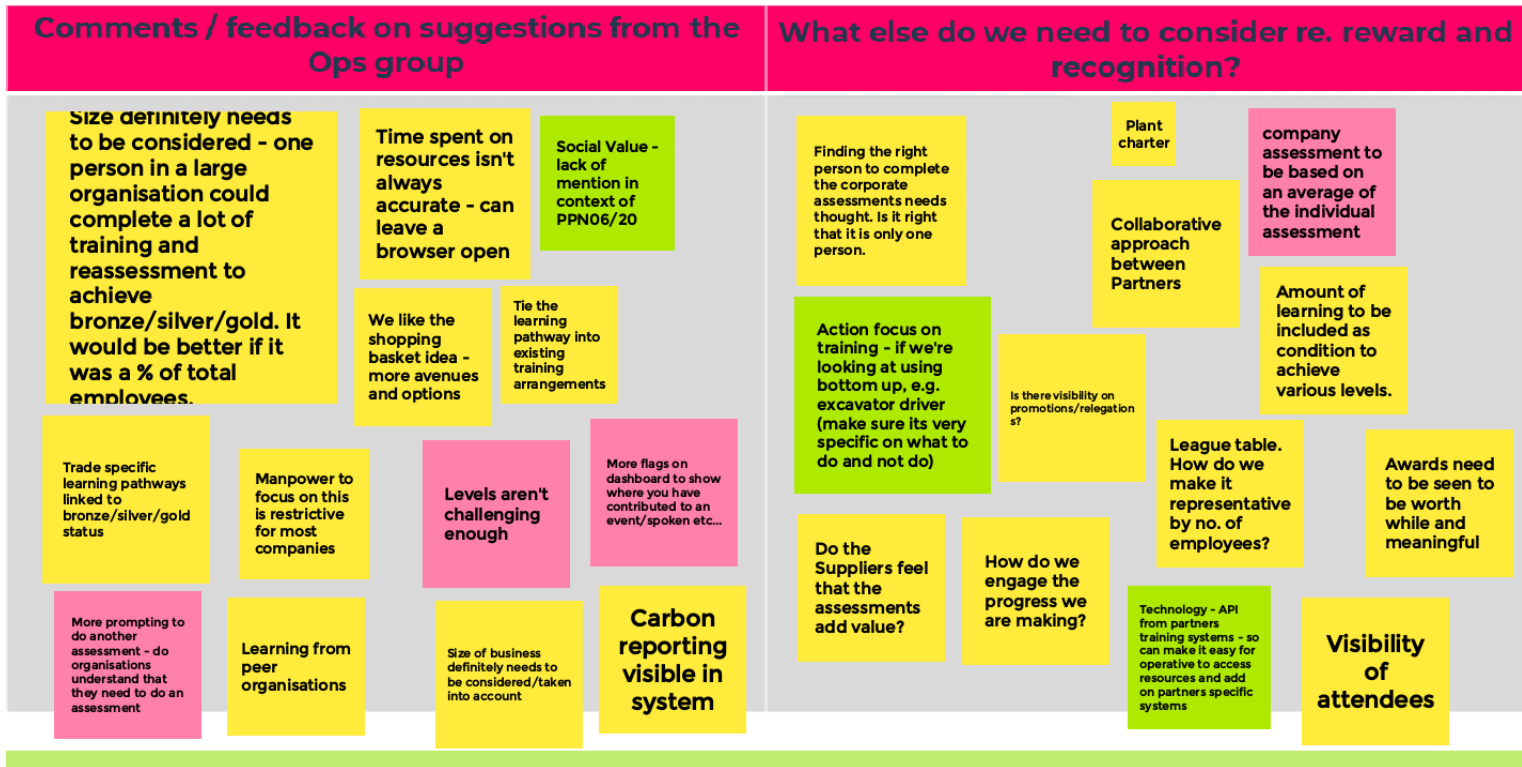
The group were asked to rank how they want their own organisation to engage in the School:



- Challenge with assessments is ensuring the correct person in an organisation is completing the assessment and that this reflects the entire organisation rather than one individual, to ensure validity.
- *SP (Barratt)* reported back on the work Barratt have done with the School to help demonstrate the supply chain's progress on developing their sustainability competence. Barratt developed a maturity matrix and assessment around 5 key topic areas. They have asked 140 high-impact suppliers to complete the assessment, that asks them to rank their competence level between 1-5 on carbon, waste, modern slavery, sustainable procurement and timber. Barratt category managers can use the matrix, which highlights target levels for each trade, to understand which suppliers are at the target level required. This could be another way to engage companies in the School. More information in the document shared with minutes.
- If suppliers have not reached their target level for Barratt on each topic, they are directed to recommended learning to develop understanding on the issues.

Homes Leadership Group Meeting
 Tuesday 21st September 2021

- The group were asked to comment on previous feedback given by the Operations Group and what needs to be considered for reward and recognition on the School:



Key points:

- Impact Survey can be used to explore how the School is making a difference to the progress of the supply chain on sustainability issues.
- Need to make rewards reflective by size of company.
- Learning Pathways should be included in the levels.
- Shopping basket approach provides more avenues to get to Bronze/Silver/Gold status which fits with the diversity of the organisations who use the School, and are a good way to engage more people.
- Automation or flags on the dashboard to highlight the assessment more clearly would be useful.
- Suppliers feel that assessments add value to their organisation.
- Manpower to focus on this is the most restrictive thing for Members.
- The School should be used as a vehicle to collaborate, and tackle issues collectively. The next business planning meeting in November aims to bring Partners together to deal with the issues collaboratively.

ACTIONS:

School to:

- Share Homes group feedback with the Operations Group for further development (*November*)
- Continue to use the leadership group as a vehicle to share best practice between Partners for engaging in the School (*Ongoing*)

3. Sustainability Learning Pathways for Groundworkers

Homes Leadership Group Meeting

Tuesday 21st September 2021

Following previous work on developing Learning Pathways for Groundworks companies (a priority outlined in this year's construction business plan), the School has continued progress on the pathways and EJ provided an update.

Key points:

- Recommend watching the [Willmott Dixon case study Lunch n Learn](#) which looks at the carbon and cost savings that can be made when tackling these issues with groundworkers.
- EJ has now consulted with around 10 Groundworks companies on the pathway.
- Agreed to focus on the beginner level pathway initially and then look at intermediate.
- New resources have been recommended and added to the pathway:
 1. [Guide to alternative diesel fuels and efficiency use of oils](#)
 2. [Concrete – tackling modern slavery in construction sector](#)
- Agreed that a resource on pollution prevention should be included as Groundworkers are first on site and have the biggest impact. [NetRegs](#) have been highlighted as an option. It is a detailed resource for a beginner level however it is such a high priority topic that it was agreed that it should feature.
- Agreed to launch the beginner level pathway and monitor its use / impact before launching an intermediate level for managers / procurers etc.
- Agreed each Partner should encourage their groundworks companies to complete the pathway – multiple emails from multiple customers will have greater impact rather than one letter sent from the School with multiple partner logos.

Next steps:

- Develop suggested copy for the first resource - the Partner statement – and share with group for feedback.
- Create a quiz based on learning from the pathway.
- Agree standard template email for Partners and agree who these will be sent from.
- *MM (Advante)* Important to consider who from the Partner organisation will ask the supply chain to complete the pathway, as you will get higher engagement if it comes from the contact who owns the relationship with the groundworker, rather than from an unknown. A follow up phone call would also make a significant impact.

ACTIONS:

Partners to:

- Share resource (must be freely available) that can be included on pollution prevention. If no alternatives are provided, the resource from Netregs will be included (*ASAP*)
- Provide feedback on the Partner Statement resource – Lovell and Bellway offered to provide initial feedback (*ASAP*)

School to:

- Share some suggested copy for the first resource – the Partner statement – with Partners and request feedback (*ASAP*)
- Create a quiz based on learning from the pathway (*ASAP*)
- Add in the netregs pollution prevention resource to the pathway (*ASAP*)
- Liaise with partners to get lists of key groundworks companies with a view to creating one central list, whose engagement with the pathways can be monitored over time (*November*)

Homes Leadership Group Meeting

Tuesday 21st September 2021

4. Operations update

The group were asked to review the operations report and update on progress on KPI's prior to the meeting. Key points:

- The School are running a [Future Homes Task Force Business Bytes](#) on 13th October with speakers from Barratt, Telford Homes, Thakeham and Places for People. Please share this with colleagues and your supply chain.
- In the business plan this year, it was agreed each Partner would share 1 case study from their business or supply chain on overcoming sustainability challenges for the resource library. This can be in the form of a video, written resource or at a Lunch 'n' Learn webinar.
- The People Matter Charter has been updated – there is now a People assessment and Learning Pathway to automate the process.
- [Carbon Calculator](#) was launched in September and has seen over 300 suppliers reporting with the tool, and over 70 Partners register for accounts.

ACTIONS:

Partners to:

- Share a case study with Sophie from your business or your supply chain on how you or your supply chain have tackled a specific sustainability challenge; what you did and resulting business benefits. This could be in the form of a video or a link to a written case study. These could include case studies already published. They don't need School branding (*ASAP*)

5. Action log

Urgent actions were highlighted in the action log. Partners to refer to the action log and check for any outstanding actions.

ACTIONS:

Partners to:

- Update priority supplier lists on the School dashboards. Contact Sophie if you need support (*ASAP*)
- Share feedback on Homes Leadership Group meetings with Sarah Pratt – what do you like about them? What works well? What could be improved? What agenda items would you like to feature in future meetings? (*Ongoing*)

6. AOB

- The next Homes meeting is on 17 November 2021, 10.00am – 12.00pm as a virtual meeting on Teams. This will be a business planning session for 2022/23 financial year.
- Everything is planned virtually for the rest of this financial year. Group will explore Partners preference for leadership group meetings at the next Homes meeting.

ACTIONS:

Partners to:

- Gather feedback from colleagues on what your organisation wants to get out of the School as a Partner over the next year, in preparation for the business planning session (*November*)

School to:

- Circulate a piece of comms that can be shared with Partners' internal colleagues to help encourage feedback / steer in preparation for the business planning workshop (*October*)