

SUPPLY CHAIN SUSTAINABILITY



Oct - Dec 2021

Supply Chain Sustainability School

Progress report

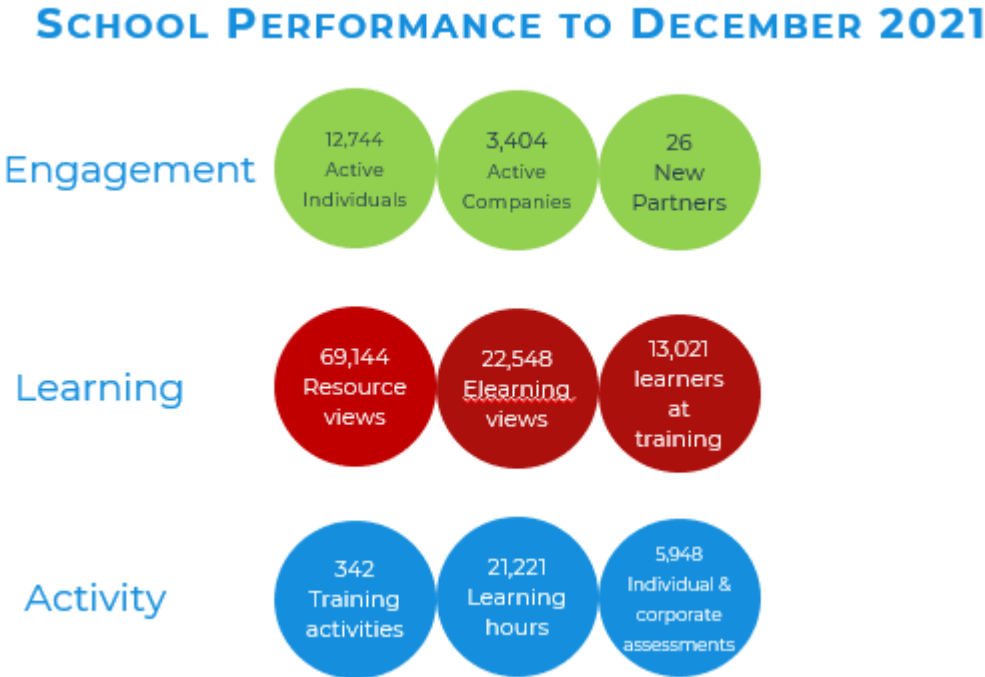
1. Summary by numbers

1.1 Progress against KPI's

There are currently 3,404 organisations and 12,744 individuals who have become active since 1st April 2021. This is fantastic news as both targets for the year have been surpassed. Planned activities remain on track to meet end of year targets.

The Illustration below shows key highlights for the financial year to date:

Illustration 1:



Progress Report

Table 1 below shows a summary of planned activity and progression for each sector:

Deliverables	Actual/ Target	Const	FM	Homes	Infra	Offsite	Wales	Scot	FIR	Digital	Procurement	Entire School
Active companies*	2,844/ 2,860	727/ 550	1,029/ 1,000	1,182/ 1,500	927/ 750	473/ 400	702/ 450	464	--	--	3,404/ 3,235	
Active Individuals											12,744/ 12,600	
Business Bytes*	4	4 (inc Conference)	4	2	4	3	8	4 (Ambassador or Network)	3	2	21/29	
Training Workshops	8	12	12	12	14	4	4	40	12	47	175/189	
Lunch & Learns*	4	4	8	8	8	2	0	22	12	10	146/164	
Learners @ training**	920	550	1,380	1,200	1,000	400	400	2,300	1,140	1,640	13,021 /14,880	
Learning Pathways	1	-	1	-	--	--	-	-	-	-	2	
FIR Ambassador	-	-	-	-	--	--	-	567/600	-	-	614/600	
E-learning downloads	-	-	-	-	4,991/ 2,000	--	-	-	-	-	22,548 /8,000	
Assessments	-	816/ 150	-	158/1,608 200/1,500	203/ 340	540/ 60	94/563 120/240	-	541/500	473/250	614/ 5,334 600/3,000	
Re-assessments	-	239/80	-	114/360 550/900	50/ 120	151/ 60	97/120 120/240	-	-	-	555,1,246 700/1,000	
Bronze/ Silver/Gold	519/600	108/250	203/300	-	-	--	175/150	-	-	-	665/600	

*Wales & Scotland School have some events that are part of the sector business plans (denoted in brackets)

** Bracketed figures indicate potential for double counting against the entire school target. For example, a company can be active in more than 1 market sector but would only count once towards the overall target.

Key:	On target	Concern	Focus required	No target
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Please note: In the new system Wales & Scotland are viewed as regions. There are two ways to look at the reporting for these regions:

- Looking at the number of companies with a Welsh or Scottish postcode.
- Those who have an interest in these regions but are not actually located there.

The figures above illustrate figures from the second bullet point.

In addition, as there has been a joined-up approach towards the face-to-face training activities, there are several activities which are not 'sector specific' so the figures above will not necessarily add up to the total.

1.2 Online Face to face training activities

The online training activities remain popular. In Q2 the marketing team reported a slight downfall in attendance figures. Looking at Q3, this does not look to be a concern however will continue to be monitored. December naturally saw lower attendance figures due to the Christmas period.

There have been just over 13,000 learners attending workshops, Business Bytes and Lunch & Learns to date. The virtual format remains popular, and initial results from the Impact survey support this with the majority of members indicating that they prefer this method for the training sessions.

Table 2. Training activities taken place to date

Type	No. of sessions	No. of learners	No. of learning hours
Business Bytes	21	2,832	5,664
Workshops	175	3,579	8,947
Lunch & Learns	146	6,610	6,610
Total	342	13,021	21,221

The number of learner hours is calculated as follows:

- Business Bytes = 2 hours x no. of learners
- Workshops = 2.5 hours x no. of learners
- Lunch & Learns = 1 hour x no. of learners

1.3 Engagement in the School

The communications and marketing continue to engage members to learn through the School using the various resources and tools on offer. The marketing

team have developed several new campaigns to focus members on learning. This is detailed later in the report. The effect of these new initiatives has been incredibly successful which is illustrated below.

Table 3 Comparison of Active organisations, individuals and engagement over 12 months and since April:

	2021	2020	2019	2018	2017
Active Organisations* (over a period of 12 months)	4,022	3,208	3,188	2,567	2,630
Active Individuals* (over a period of 12 months)	15,475	6,772	5,948	4,239	4,368
Active Organisations (1 st April – 31 st Dec 2021)	3,404	2,420	3,174	2,564	2,145
Active Individuals (1 st April – 31 st Dec 2021)	12,744	--	--	--	--
Resources & eLearning accessed (1 st April – 31 st Dec 2021)	44,415	37,423	19,456	13,277	7,288

* Figures from 2017 – 2020 were final figures recorded at the end of the FY to represent a full 12 months. e.g., 2020 represents data from April 2019 – March 2020. Figures for 2021 represent the current 12 months period.

Table 4 focuses on the month-by-month engagement from individuals. Engagement around resources and elearning continues to build. Again, the campaigns that the marketing team have implemented over this year have influenced this strongly.

Table 4. Engagement tracker

Month	Resource views (not eLearning)	E-learning views	Virtual face to face training
2020			
December	3,326	1,583	218
2021			
January	4,129	1,557	1,637
February	5,610	2,476	1,382
March	6,074	2,651	1,864
April	4,981	2,340	1,340
May	4,075	2,008	1,211
June	5,091	2,334	1,525
July	5,440	2,408	1,262
August	5,057	2,853	1,047
September	5,314	2,455	1,619
October	6,161	2,733	1,424
November	6,599	3,544	1,898
December	4,195	2,022	856

It is also interesting to analyse which type of resources are being used by the members. The table below illustrates this.

Table 5. Analysis of popularity of resource type

Unique Resource Views	Oct	Nov	Dec
All Resources	7,933	8,870	5,323
Documents	1,644	1,494	1,063
E-learning	2,357	2,894	1,605
Tool	137	187	92
Videos	2,591	2,712	1,660
Weblinks	1,204	1,583	903

The top five resources each month are listed in the table below. This is likely to be driven by the communications that go out to members encouraging them to use specific resources based on the theme for that month.

Table 6. Top 5 resources each month

Top 5 Resources	Oct	Nov	Dec
#1	Carbon Footprinting & Measurement	Carbon Reduction, Offsetting And Net Zero	COP26 Round Up
	196 views	267 views	178 views
#2	Introduction to Climate Change and Carbon	Carbon Footprinting & Measurement	Heat Mapping: how to prioritise your impacts
	194 views	201 views	86 views
#3	People Matter Charter	Introduction to Climate Change and Carbon	Introduction to Lean
	141 views	184 views	76 views
#4	Carbon Reduction, Offsetting And Net Zero	Energy management efficiency - Sustainability Short	Introduction to Climate Change and Carbon
	111 views	178 views	69 views
#5	Sustainability Strategy - Sustainability Short	Carbon Reporting	Carbon Footprinting & Measurement
	84 views	148 views	68 views

1.4 Quality ratings of events

All events that are run are measured against three KPI's: quality; impact (change) and relevancy. These are based on good or excellent responses. The below table illustrate results for the training run to date:

Table 7. Table showing KPI ratings for Change, Relevancy and Quality

Year	Target and measure	Rating	Virtual change +/-
April - Dec 2021	95% of employers will rate the training quality as good or excellent	95%	0%
	90% of employers will rate the training received as relevant to their needs	89%	-1%
	75% of employers agree training will change the way they do business	83%	-2%
FY 2020/21	95% of employers will rate the training quality as good or excellent	95%	
	90% of employers will rate the training received as relevant to their needs	90%	
	75% of employers agree training will change the way they do business	85%	

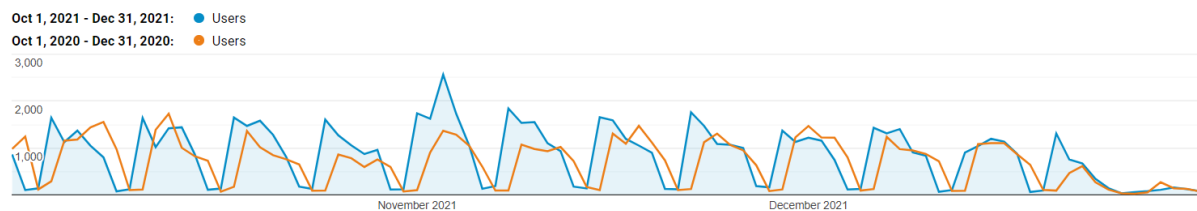
The internal team continue to meet regularly to discuss feedback received from those who attend the training to ensure that the offering is continually improved.

2. PR, Marketing & Communications

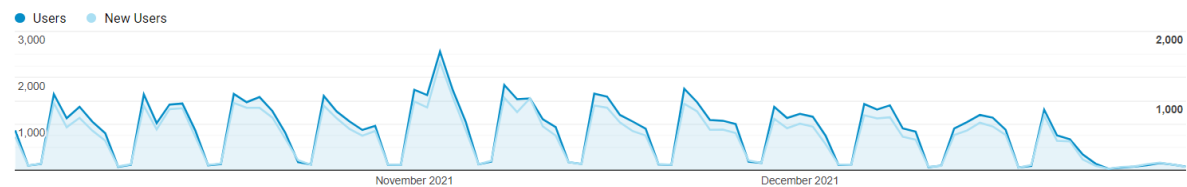
Website

In Q3 2021, the School acquired 50k users reflecting the same web traffic as Q2. November was the best performing month, with an increase of 88% users YoY due to COP26 campaign activity.

When comparing Q3 to the same time last year, the School received an additional 15.23% users (6k users) and an increase of 26% page views YoY.



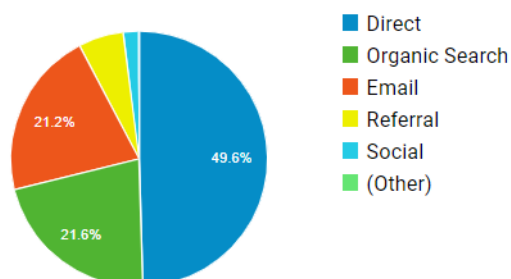
The School continues to receive an influx of new users each quarter, with Q3 welcoming 44k new users to the supplychainschool.co.uk website.



The School is continuing to receive international visitors, specifically users from the USA (14.3%), the Netherlands (4.17%) and Finland (3.78%). This reflects the Q2 report.

Half of the School's web traffic continues to be acquired from users directly typing the School's URL into a search bar or bookmarking in browser @ 49.6%, showing how well established the School has become. Organic search and email continue to be the two largest channels to get users to the website @ circa 21%.

Referrals are the fourth highest acquisition route, with the top referrers in Q3 being carbontrust.com (258 users) and goconstruct.org (178 users), due to the COP26 campaign (see below).



The most popular markets continue to be Construction (789 page views), FM (263 p/vs) and Infrastructure (162 page views). These also reflect the top performing markets for the whole of FY20 and FY21 and therefore this is a recurring theme for the School.

Sustainability topics continue to be in high demand, receiving 7.2k page views in Q3, with Social Value slightly edging over Carbon with 880 page views vs. 770. Fairness, Inclusion & Respect also continues to perform well, receiving 3.3k page views across Q3 and this Quarter migrated over it's own topic header (note: it still also remains under the 'Sustainability' header also).

For the Groups tab, the Labour Group's 'People Matter Charter' received 8.58% of the total traffic, followed by 'About Our Partners' (5.53%) and 'Become a Partner' (4.3%). This followed the same pattern in Q2.

Media coverage

The School featured in slightly less press activity in Q3 @ 22 mentions, including:

- Speedy CEO Russell Down, and Shaun McCarthy OBE, chair of the Supply Chain Sustainability School, at the opening of Speedy's new low carbon innovation hire centre.
- Complimentary news recognising how SCSS are “doing a great job” and “changing organisation’s culture”. Separate interviews featuring Wyn Prichard (NPTC), Russell Down (Speedy Hire), Graham Edgell (Morgan Sindall) and Geraint Rowland (Costain Group).
- Partnership press features with a new technology sustainability showcase – Futureworx.
- A partnership with Balfour Beatty on a Net Zero Survey ‘Greening the Chain - Overcoming barriers for a Net Zero Supply Chain’.

- Podcast featuring David Emery discussing BIM and Modern Methods of Construction.
- SCSS included as a one of the "200 architects, consultants and built environment bodies demanding bold regulations and purposeful policies from world leaders at the COP26 summit."

The School also received many articles from members of the School announcing their updated Bronze/Silver/Gold status, as well as new Partners announcing them joining the School.

Please refer to the table below for all media coverage in Q3.

Publication	Title	Date	URL
SIPTech Construction	Blog: Environment & Sustainability	01-Oct-21	https://www.siptechconstruction.co.uk/environment-sustainability
Building Design	Countdown to COP26: Maria Smith & Jerry Tate	04-Oct-21	https://www.bdonline.co.uk/briefing/countdown-to-cop26-maria-smith-and-jerry-tate/5113916.article
Business News Wales	Why Addressing the Need for Green Skills in Wales is Imperative	6-Oct-21	https://businessnewswales.com/why-addressing-the-need-for-green-skills-in-wales-is-imperative/
Architects Journal	Allford: 'Support our urgent message to governments ahead of COP26'	6-Oct-21	https://www.architectsjournal.co.uk/news/allford-support-our-urgent-message-to-governments-ahead-of-cop26
Business News Wales	Why Addressing the Need for Green Skills in Wales is Imperative	8-Oct-21	https://businessnewswales.com/why-addressing-the-need-for-green-skills-in-wales-is-imperative/
French Chamber of Great Britain - Info magazine	Calculating the carbon emissions of a supply chain - article by Shaun	27-Oct-21	https://en.calameo.com/read/0046011499255a68fafcb?page=22
Supply Chain Digital	Supply chains crucial to net zero effort - Balfour Beatty	28-Oct-21	https://supplychaindigital.com/sustainability/supply-chains-crucial-net-zero-effort-balfour-beatty
Scottish Construction Now	Robertson Group becomes a climate positive organisation	2-Nov-21	https://www.scottishconstructionnow.com/articles/robertson-group-becomes-a-climate-positive-organisation
Housing Today	Industry demands 'bold' action from politicians on climate	2-Nov-21	https://www.housingtoday.co.uk/news/industry-demands-bold-action-from-politicians-on-climate/5114503.article
Kent Online	Lower Thames Crossing budget pledge by National Highways to benefit local businesses	5-Nov-21	https://www.kentonline.co.uk/gravesend/news/local-businesses-to-help-build-8bn-tunnel-256936/
Speedy Services	SPEEDY LAUNCHES INDUSTRY FIRST LOW CARBON INNOVATIVE HIRE CENTRE	10-Nov-21	https://www.speedyservices.com/news/speedy-launches-industry-first-low-carbon-innovation-hire-centre
Lynch	SUPPORTING THE SUPPLY CHAIN SUSTAINABILITY SCHOOL PLANT CHARTER UPDATES	10-Nov-21	https://l-lynch.com/news/supply-chain-sustainability-school-plant-charter
MK Citizen	UK's first low carbon tools and equipment hire centre is launched in Milton Keynes	11-Nov-21	https://www.miltonkeynes.co.uk/business/uks-first-low-carbon-tools-and-equipment-hire-centre-is-launched-in-milton-keynes-3453900
Buckinghamshire Live	More than 100 new jobs created by new innovation centre in Milton Keynes	13-Nov-21	https://www.buckinghamshirelive.com/news/buckinghamshire-hire-news/more-100-new-jobs-created-6202538

Publication	Title	Date	URL
Listen Notes	David Emery Supply Chain Sustainability School- The Golden Thread, BIM and Modern Methods of Construction for the SME sector	15-Nov-21	https://www.listennotes.com/podcasts/the-digital/david-emery-supply-chain-fnpleMvcdtl/
The Business Desk	North West business briefs: DAM Health; HOST; Speedy; Smart IR; Sherwin-Williams	16-Nov-21	https://www.thebusinessdesk.com/northwest/news/2089079-north-west-business-briefs-dam-health-host-speedy-smart-ir
Shopfitters.org	Free Courses And Resources From The Supply Chain Sustainability School	24-Nov-21	https://www.shopfitters.org/sustainability-school/
Construction Manager Magazine	How construction is embracing sustainability and circularity	30-Nov-21	https://constructionmanagermagazine.com/how-construction-is-embracing-sustainability-and-circularity-2/
Baxall Construction	Embracing a BIM culture and the proactive engagement of modern methods of construction, Baxall's commitment to sustainable construction is evident in our achievement of projects to the challenging BREEAM and Code for Sustainable Homes Standards and subsequent industry awards.	1-Dec-21	https://www.baxallconstruction.co.uk/innovation/environmental/
Construction Update	BAUER TECHNOLOGIES ACHIEVES GOLD STANDARD IN SUSTAINABILITY	15-Dec-21	https://construction-update.co.uk/2021/12/15/bauer-technologies-achieves-gold-standard-in-sustainability/
Powerday	GOLD SUPPLY CHAIN SUSTAINABILITY SCHOOL MEMBERSHIP HELPS POWERDAY SPREAD SUSTAINABILITY MESSAGE	16-Dec-21	https://powerday.co.uk/news/gold-supply-chain-sustainability-school-membership-helps-powerday-spread-sustainability-message/
KBB Review	Moores invests in staff training for a more sustainable future	21-Dec-21	https://www.kbbreview.com/41635/news/moores-invests-in-staff-training-for-a-more-sustainable-future/

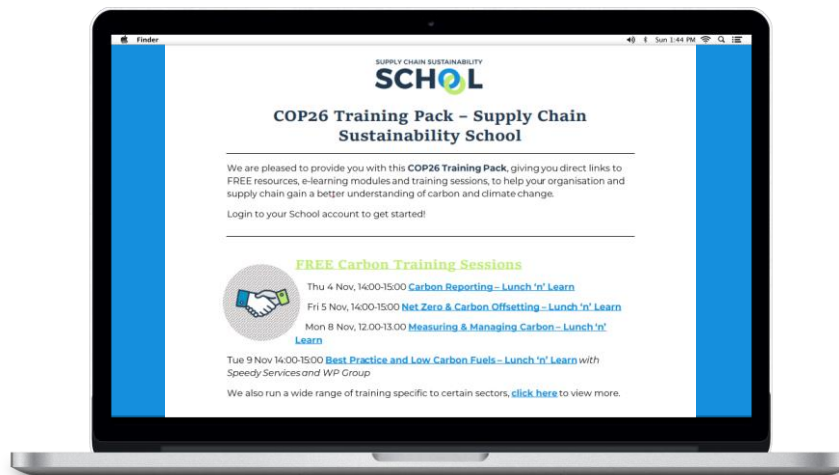
Partnerships

The School sponsored the Sustainability Summit at London Build Expo 2021. The School team were present at the conference through multiple opportunities, including hosting a networking lunch on Wednesday 17 November, plus Action Sustainability subject-matter experts represented the School on panel discussions to discuss Modern Slavery in Construction and Social Value in Construction.

Multi-channel Campaigns

1) COP26 Campaign

A 6-week COP26 campaign was launched on Thursday 30th September and ended on Friday 12th November. A COP26 Training Pack was developed, including carbon virtual training, learning resources and the Carbon Calculator. This was distributed to members via web, social media and email marketing. Social media assets and copy were also sent to School Partners to share on their channels, internally and with their supply chain.



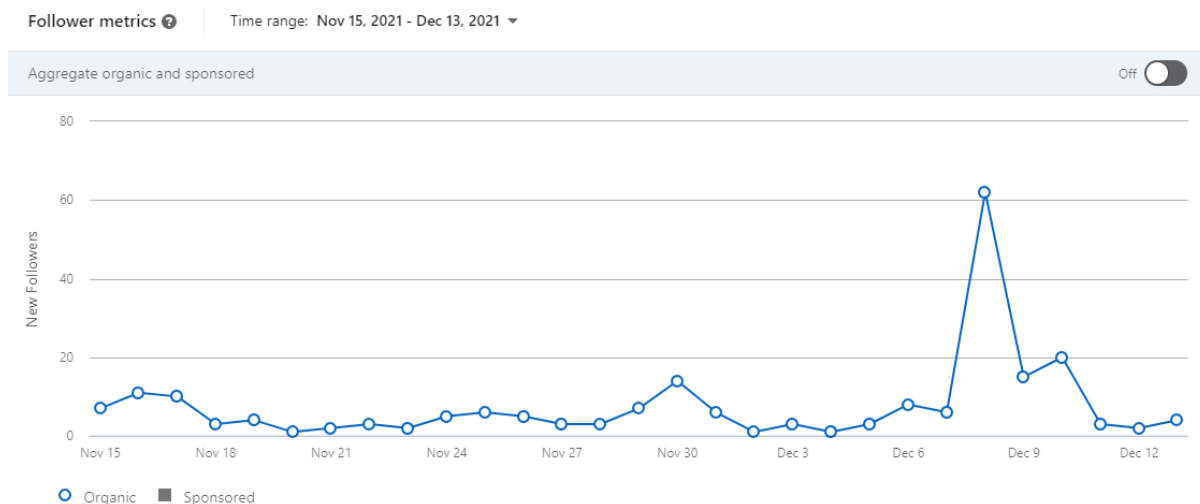
Members were highly engaged with this campaign, success measured through high page views (2.1k), resource views (3.7k) and the number of training attendees (557 users from 345 member companies attended COP26 programme of training). Examples of Partners sharing with their supply chain include Willmott Dixon, Redrow, CITB, and Speedy.

2) Christmas Campaign

For the annual Christmas Campaign, the School marketing team trailed something different to previous years.

Launching for one week from 6 Dec, members could enter to win a Sustainable Christmas Hamper by following the School's social media accounts, reading a COP26 resource and answering a ten question quiz (see here). The objective was to collect data, acquire more social media followers and educate people on the outcomes from COP26.

The measurement of campaign success was engagement and number of social media followers gained. With 459 entries, the COP26 resource was accessed over 200 times and the social media posts received over 2000 impressions, 200 clicks with an increase of +933% of social followers vs. the previous day. Email was the most powerful tool with 1.5K clicks.



Content and Email Marketing

There have been some key developments within content and email marketing, including:

- Carbon Education Series (automated):** In October, the marketing team launched the first email educational series, aimed to help members build learning on a particular topic via a series of emails. Carbon was the first stop on the sustainability series, as voted by the Leadership and Ops Groups. By every key metric, the carbon email automation series was a success. The average open rate across the seven total emails was 17.31%. The average click rate across the seven emails was 2.26% with the Managing & Measuring Sustainability receiving the highest CTR the School seen in FY21 @ 8.2%. For every single email, the increase in the featured resource being accessed three days after the email compared to three days before was huge. Averaging from the lowest with increase of 204% from 50 to 152 for email 1, to 1087.5% with an increase of 8 to 95 for email 6. Across an educational campaign containing six resources, this resulted in 978 resources being accessed in the three days after the emails were sent. The conversion rate of people clicking on the resource link to accessing it was consistent across all six emails, ranging from 20.88% at its lowest to 24.93% at its highest. Members clearly saw the email content as being reflective as to what the resource was about.

- **Re-engagement Campaign (automated):** The marketing team launched two 6-week campaigns to identify users who were not active on the School and re-engage them through an email automation series. The objectives were 1) to identify users who are not active on the School and re-engage them 2) display more realistic statistics of active members on School reports 3) to clean up our email database and improve our open rates 4) reduce database cost (fee per subscriber). Across the two campaigns, 11.9k contacts were unsubscribed from our email database and 15.8k members will be suspended from the School accounts. Once suspended, if a User decides to sign in again in future, their account is re-activated at “member” level.
- **People Matter Charter series (automated)** – Continued. A year-long email series for those who join the People Matter Charter. Its aim is to welcome, engage and retain annual signatories to the charter.
- **Training Session alerts** – Continued. ‘TrainingAlert’ weekly email engages members to the SCSS free training sessions, generating between 450-650 clicks to the website.
- **Resources alerts** – A monthly newsletter is distributed on the first Wednesday of every month and is focussed on promoting the free resources available on the School, plus updating members on what’s happening in each market. This generates between 300-1500 clicks to the School’s website per send. Q3 has proven particularly engaging with October and November newsletters receiving both a 3.6% CTR @ 1500 clicks.
- **FIR Ambassador alerts** – A FIR email template was redesigned in Q3 to make the email cleaner, appealing and more engaging for FIR ambassadors.
- **Market updates** – A monthly news article is created for each sector featured on the School’s News Page, highlighting top stories in the media and recommending training sessions and resources for those interested in that market. [Click here for an example.](#)

Email marketing continues to be a big focus, with plans to launch more educational series in the form of a customer journey, focussed on key topic areas (to engage members with resources) and an acquisition campaign (to acquire 'potential' priority suppliers).

In FY22-23, the School will be upgrading to Force24 - the UK's Fastest Growing Marketing Automation Platform. This will allow the School to gain more insight on users visiting the website via web tracking, enabling tailored campaigns via an extremely personal level. Furthermore, campaigns will engage members in different ways through hyper-personalised dynamic content.

Social Media

Twitter is the School's platform with the most followers @ 5.3k, but LinkedIn is following close behind with 4.8k followers – an increase of 10.42% from Q2-Q3. LinkedIn is the School's most engaging platform @ 932 engagement rate vs. 380 engagement on Twitter during Q3.

Platform	# Followers	# Posts	Engagement	What's going well?
Twitter	5.3k	257	380	Posts and engagements both massively improved, with followers going up slightly compared to Q2-Q3
LinkedIn	4.8k	153	932	Followers, posts, and engagements are all up QoQ!
Facebook	163	53	36	Posts and followers are up

The most engaging posts on LinkedIn in Q3 were:

- CITB Construction Skills LnL (26 likes, 9 shares, 35 engagements, 5,030 impressions)
- COP26 Christmas quiz announcement (8 reactions, 1 comment, 2 shares, 101 engagements, 849 impressions)
- Best Companies announcement (41 reactions, 4 comments, 46 clicks, 1,843 impressions)

The most engaging posts on Twitter in Q3 were :

- DfMA – Role of digital design (6 retweets, 9 likes, 3,500 impressions, 35 engagements)
- DfMA – Why not? (7 retweets, 6 likes, 2,292 impressions, 57 engagements)

- DfMA – The Latest Thinking resource (4 retweets, 7 likes, 897 impressions, 33 engagements)

The most engaging posts on Facebook in Q3 were:

- LondonBuild Expo announcement (7 likes)
- TXM Plant partner quote (4 likes)
- Best Companies announcement [video] (23 views, 3 likes)

KEY

**Followers: The total number of followers for SCSS pages.
*Posts: The total number of posts published to SCSS pages.
Engagement: The total number of likes, comments, and shares received on content associated with SCSS pages.

2. Sector Group Progress

The following section gives a summary of what each group are currently focusing on.

2.1 Construction

The Leadership Group have been going through the business planning process and have identified the following priorities for next FY (these are to be refined at the next meeting in January 2022):

Collaborate to cut carbon

- Joint promotion of the carbon calculator, carbon learning pathways and carbon related training
- Capture case studies
- Use business bytes as a platform to drive take up of low carbon materials
- Collaborate to generate social value
 - Support the School's social value working group in developing new resources, predominantly for SMEs
- Drive and capture impact in the supply chain
 - Create new cross sector member focus group to give the members 'a voice' to drive the School to do even better
 - Develop and embed common learning pathways for high risk / high impact suppliers
 - Capture impact in the supply chain via case studies and assessments
- Collaborate to develop a common, risk-based approach to supply chain transparency (back to raw materials)

Key activities which will take place in Q4 are:

- The launch of sustainability learning pathways for groundworks companies
- Ongoing promotion of the carbon calculator
- Case study lunch n learn from Mitchellson, a member talking about how they have engaged with the School and the resulting benefits.

2.2 Homes

High level priorities identified by the group as part of business planning for 2022-2023 (focus for each priority will be agreed at the leadership group meeting in January):

- Collaborate to cut carbon
- Circular economy and resource efficiency – build on packaging pilot from 2019
- Drive and capture impact in the supply chain

Key activities for Q4 are:

- Collaborate with the newly launched Future Homes Hub, promoting their consultations on topics such as embodied carbon and ESG sustainability metrics
- Launch of sustainability learning pathways for groundworks companies
- Delivering net zero in the Homes sector
- Finalise business plan for 2022-2023

2.3 Infrastructure

The infrastructure group has primarily focused on inviting senior speakers from key client organisations and other stakeholders. The discussions from these sessions have led to the formation of three key sub-groups:

- Client carbon group – initially focusing on understanding the Net Zero policies of infrastructure clients and finding simple ways to explain them to their SME supply chain
- Utilities group – initially focusing on common learning pathways and performance metrics

- Social Value Group – initially focusing on guidance on PPN 06 for SMEs and explaining the various measurement and monetisation tools on the market

Attendance at monthly infrastructure meetings remain high with 40-50 partners regularly attending.

2.4 FM

The Group met in December and undertook an initial business planning exercise for FY 2022/23. The main findings were that Sustainability remains the group's priority focus, followed by Procurement, Digital, FIR and People. Other challenges were identified such as, work will be required to support FM suppliers in collating usable data on scope 3 emissions. In procurement an opportunity exists to do more work encouraging improvements from suppliers that are common to the FM Partners. Partners would like to find better ways to measure, report and reward in house and supplier delivered activities that deliver social value.

The Annual FM conference will be delivered jointly with the School's Digital Leadership Group, focusing on how the digital agenda is increasingly beginning to affect FM and how sustainability benefits can be achieved through adopting digital technologies. A focus will be sought on the carbon reduction and people-based aspects of sustainability.

2.5 Offsite

2021 proved to be an amazing year for the offsite group with all engagement and training targets being exceeded at least three months ahead of schedule. In addition, the group have successfully worked with RIBA to launch the Design for Manufacture & Assembly Overlay to the RIBA plan of works that has now been download over 500 times form the RIBA and School sites. In December a series of 10 short DfMA videos were launched that can be viewed on the School site or [You Tube](#). In Q4 the new Offsite training needs assessment will be launched.

2.6 Wales

The Wales Leadership Group have heard about and discussed the Retrofit challenge with presentations by Wyn Prichard as well as Malcolm Davies of

Welsh Government; the circular economy was being addressed by Celsa UK, a manufacturer of steel from recycled materials; Balfour Beatty described their work to deliver social value in Wales.

Dave Emery spoke at the 'National Social Value Conference: Wales', where he chaired a round-table discussion about Social Value in construction alongside Balfour Beatty, Morgan Sindall and Akerlof.

The Business Planning sessions showed that Social Value and Sustainability are the most significant areas of interest, therefore at the January meeting of the group the keynote speaker will be Sophie Howe, the Future Generations Commissioner for Wales.

2.7 Scotland

In Scotland, the School's membership and engagement levels continue to grow.

At a recent meeting, the School's Leadership Group for Scotland agreed their top four priorities as Carbon, Sustainability Strategy, Sustainable Procurement and Social Value. These issues would therefore be fundamental to the 2022/2023 business plan for Scotland.

The School has been involved in developing a Scottish Government Waste Targets Route Map for Construction & Demolition. It is also supporting work on the Circular Economy through a pilot project with Shaw Contract (a manufacturer based in Dumfriesshire) which aims to achieve a sustainable, viable circular economy model for carpet tiles and resilient flooring manufacture, installation and re-use.

The School has delivered supply chain webinars on use of Timber in Offsite Construction, Designing & Embedding Resilience in Infrastructure Projects, and Low Carbon Regeneration. Guest experts/presenters included the New Model Institute for Technology and Engineering (NMITE), Nature Scot, Clyde Gateway and Scottish Water.

Five Sustainability Skills Workshops were delivered for SSE staff during the lead-in to COP26, with an average of 1,750 attendees at each session. A new series of

similar sessions is now being planned for SSEN's supply chain and external stakeholders.

2.8 FIR

The Fairness, Inclusion and Respect Programme soft launched the FIR Assessment Tool at the recent CECA Inspiring Change Awards Conference showcasing the platform that has been made freely available for industry via the School. Third party accreditation is carried out by CHAS and SeeThings (the originally assessors for CITB BeFaIR framework which the FIR Assessment aligns to) who will be the independent assessors for any organisations wanting to obtain accreditation. Quality assurance will be conducted by NOCN.

FIR as a topic has a new home on the supply chain school website. Its previous home was a subtopic under sustainability <https://www.supplychainschool.co.uk/topics/fir/>. The new home for FIR has been broken down into the following subtopics to explore FIR Tool kit, FIR Assessment, FIR Ambassadors, FIR Case studies, Commitment, Working Practice, Employment, Site Environment and Supply Chain.

February is FIR month, and the plan is to promote all the new tools available including the FIR Ambassador learning Journey. This is learning pathways for ambassadors to reach bronze, silver, and gold status. The month will end with a virtual conference to highlight the tools, case studies, the work of the FIR programme and support offered plus industry panel discussions.

2.9 Digital

The Digital Topic continues at a steady pace against the CITB deliverables with webinar delivery of great content such as *Robot adoption and the SME challenge*, *Demystifying BIM*, *Digital Leadership in Practice*. What has proven to be popular is the Digital Training course available to a cohort of 10-12 participants from an organisation to be trained together over a course of 8-10 weeks. The course mixes case studies of technology adoption from leading projects and contractors in our sector, with the academic knowledge of UCL lecturers who form Digital Outlook to deliver this.

Digital will be collaborating with the FM group, together hosting a virtual conference on 22nd February 2022 titled Exploiting Digital for sustainable FM. The

conference will be examining how digital data and technologies are helping Real Estate to become more safe, productive, and sustainable.

2.10 Procurement

Supply Chain Improvement Programmes (SCIPS) has dominated focus in recruiting organisations to become a SCIP. The offer is 10 selected Partners to receive 5 workshops and 20 days of consultancy time per programme. The programme has 2 options:

- **Learning Journey:** Working with a cohort of 15-20 procurement and commercial professionals to improve skills and implement the learning
- **Diagnostic Journey:** Working with groups of buying supplying organisations to understand how productivity can be improved through better relationships.

A “Collaboration” piece of work to industry was introduced on November 2021 with the collaborative partners, CECA and Nottingham Trent University, at the CECA 25th Anniversary conference highlighting what each partner has to offer and how the group are working together.

3. New Knowledge Development

3.1 Plant Category Group

The [Minimum Standards Version 2.0 \(2021\)](#) was approved by the group and came into effect on 1st November 2021. It now supersedes [Version 1.0 \(2019\)](#), however both still remain on the [Plant Category Group page](#) on the School to show the changes that have been made and how the industry has progressed over the last two years.

There are 21 signatories to the [Plant Charter](#). There is a new requirement for signatories to report against the Charter. Each signatory must provide evidence to the School against each commitment and then receives a charter status (bronze, silver or gold) depending on the number of points they achieve.

The Plant Group was represented by the School at a variety of conferences and events in October and November, including National Highways Plant Innovation Day; Construction Plant-Hire Association Conference; CAT Command & Technology Day; International Power Access Federation (IPAF) Annual Conference.

Future activities for the group are focussing on:

- Developing a sustainability short on best practice on sites.
- The development of a roadmap for achieving net zero in plant and equipment by 2050.
- The development of a calculator to understand the whole life approach when procuring and hiring equipment, including carbon and cost.
- To have School approved eco-driver training schemes, which would include a minimum criterion of pre-defined learning.
- Additionally, the Group is engaging with Achilles to discuss how signatories charter status could be used in PQQs - to demonstrate that a level of sustainability knowledge is already achieved and therefore bypassing other questions.

3.2 Labour Category Group

The labour group are in the process of establishing targets and priorities for 2022/23 business planning with the emphasis being on Employment & wages standards and Skills and Training for the year. For this year however the group has been working on the following:

- Embedding the People Matter Charter – there are 120 signatories with 40 of these commitments coming from the automated process launched in the summer. Just 30 signatories away from the target 150.
- Right to work guidance – is in the drafting stage that will provide members with best practice advice on how to ensure that right to work checks are in place and how issues such as GDPR affect the process. The aim is to launch this by the end of the financial year.

- Remediation and Access to Remedy Guidance – is being drafted and refined on how to establish effective remediation processes in the area of Modern Slavery. The aim is to launch this by the end of the financial year.

3.3 Waste Category Group

Over 65 School Partners are now engaged with the group at some level with strong attendance and participation at meetings and sub-groups. The wide range of skills and backgrounds amongst the group membership, including procurement, operational, sustainability, marketing and product development is helping the group deliver some excellent content and project activity. Some priority activities are addressed below.

- The largest project in development is the creating of a web based composite resource to help reduce whole lifecycle waste from construction projects. Based broadly around the structure of the Green Construction Board/Construction Leadership Council's Routemap for Zero Avoidable Waste in Construction. This will offer quick access to practical, project-based resources addressing all stages within the construction process from design to demolition and incorporating measurement and monitoring.
- Work on packaging and the plastics agenda continues, much assisted by a highly productive relationship with HMRC's Indirect Tax Team. Incoming changes such as the Plastic Packaging Tax and Extended Producer Responsibility will have a considerable bearing on how School Partners and members address the issue of packaging. Further guidance will be distributed as soon as it appears, and the Group may need to consider focusing its events strategy further to help deal with any short-term problems or challenges. Work is also now underway with some of the School's Utilities partners to develop workshop content addressing responsible plastics use.

3.4 Special Interest Groups:

Carbon

The successful launch and roll-out of the Carbon Calculator has increased exponentially the number of participating members in the Climate Action Group. Since August, 139 School Partners have been set up in the system, and 854

Supplier companies have completed their registration process. Furthermore, the data submission rate has also boosted with 266 suppliers already reporting data via the Carbon Calculator, surpassing previous engagement levels.

As part of the support plan for suppliers, the School continues to deliver monthly lunch 'n' learns that include an online demo session of the Carbon Calculator and an introduction to carbon. Having reached 250 suppliers in only 4 webinars, a key priority for next year is to bring in a wider audience and offer more guidance on data collection and the benefits of carbon reporting. This includes sharing e-learning material and key case studies that outline the positive impact of carbon management on resource efficiency, cost reduction, and other sustainability areas.

The last meeting decided a clear insight on the direction of travel with the Carbon Calculator and an action plan, that emphasizes on providing further Partner support to onboard their supply chains, system improvements and additional carbon guidance for suppliers, is being developed.

Wellbeing

The Wellbeing SIG will soon be publishing the new Sustainability Short on Wellbeing, which looks at Wellbeing through the elements of Physical, Mental and Financial, and how to create balance between all three. The group is also developing an automated Wellbeing Workplace Questionnaire, in collaboration with Eileen Donnelly and the What Works Centre for Wellbeing.

Social Value

Following the kick-off meeting it was agreed to create three workstreams which area:

- *Guidance for SMEs* – Partners suggested challenges and points which will be covering in a guidance document for SME suppliers and buyers
- *Learning Pathway and Knowledge Library* – there is a need for case studies on Social Value, and e-learning on Social Value themes and outcomes (SMEs)
- *Independent review of analysis tools* – Tool summary report consisting of criteria shared by partners to include in the summary report for Tools

Currently there is ongoing consultation with Partners through the Partner newsletters and via the School groups for feedback on these proposals. On 12th January 2022 a session is planned to discuss with Partners the updates on Social Value workstreams and plan for 2022-23. The plan is to release SME guidance and Social Value tools in the early weeks of April 2022.

Retrofit

The School board have confirmed that the School should be covering retrofit and that groups such as the Homes, Construction, FM, Wales, Scotland and Interiors all need to ensure that they understand what the retrofit challenge means to their market. After a few retrofit 'virtual' conferences and lunch n learns in the last half of 2021 an initial meeting has been held with interested Partners and also support organisations who are active in this area. The terms of references are currently being scoped out.

If you are interested in joining the next meeting, please contact Paul on paul@supplychainschool.co.uk

4. New Partners

The School welcomes new Partners this quarter:

Certas Energy Suppliers, North Wales Construction Partnership, Galldris, Celsa Steel, London Square, Ervia, Unipart Rail.

End.