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Social and Sustainability Legacy Report

Southern Construction Framework

2020/2021



Foreword

Business as usual has taken on a new meaning over the last year, it has challenged the built environment in a number of ways. Despite this, our projects have still met, and some cases exceeded key performance indicators. Critical to this resilience during 2020 and beyond is continuous development from a collaborative and integrated team approach - offering a flexible means of delivering social and environmental values targeted to the needs of the project.



Emma Bull
Senior Framework Manager

This document sets out our approach to further achieving truly sustainable legacies. Revising our social and sustainability legacy agendas, this document details our supporting processes, guidance's, KPIs and subsequent annual reporting.

We are striving to **raise the bar** for our public sector clients, aiming to achieve long term legacies through the built environment, whilst aiding our clients to exceed the requirements of the Public Services (Social Value) Act 2012, and the United Nations Sustainable Development Goals incorporating the need to end the UK's contribution to global warming by 2050.

St Osmund's CE Middle School



- ❖ Achieved 90%+ spend with SME's
- ❖ 55% with Micro and Small Enterprises
- ❖ Student site tours, assemblies and visit from 'Ivor Goodsite'
- ❖ Beam signing event, saving names and messages for posterity and inclusion of all students
- ❖ New building name competition

Littlehampton Leisure Centre



- ❖ Total Social Return on Investment (SROI) £380,346.24
- ❖ New employment created for four apprentices, six new entrants & two graduates
- ❖ Charities supported included: Chestnut Tree House, Chilgrove House Youth Centre and a Twelve Mile beach clean



Social Value and Sustainability to SCF

Social value to us comprises activities that engages project communities and provides long-lasting legacies beyond the project lifecycle. Sustainability comprises consideration to increase the long-term value of the built environment. From helping to increase turnover for a local SME and raising awareness of construction as a career option for everyone, to embedding net zero and increasing site biodiversity, our work helps provide a future sustainable construction industry.

Business as Usual Social Value

Our projects incorporate both TOMS (Themes and Outcomes) KPIs, which are key themes of social focus, prioritised by Clients, and ESP's (Employment and Skills Plans) which specifically focus on employability, training and career awareness raising.

TOMS Theme	TOMS Outcomes	Client's Priority Rating 10 (highest) - 1 (lowest) All columns to be completed
Jobs: Promote Local Skills and Employment	More local people in employment More opportunities for disadvantaged people Improved skills for local people Improved employability of young people	
Growth: Supporting Growth of Responsible Regional Business	More opportunities for SMEs and VCSEs Improving staff wellbeing and mental health Cyber security risks is reduced Social Value embedded in the supply chain	
Social: Healthier, Safer and more Resilient Communities	Crime is reduced Creating a healthier community Vulnerable people are helped to live independently More working with the Community Our Occupiers are more satisfied	
Environment: Decarbonising and Safeguarding our World	Carbon emissions are reduced Climate Impacts are reduced Safeguarding the natural environment More buildings are certified Sustainable Procurement is promoted Resource efficiency and circular economy solutions are promoted	
Innovation: Promoting Social Innovation	Social innovation to support responsible business Addressing Needs and Priorities as identified by stakeholders Social innovation to enable healthier safer and more resilient communities Social innovation to safeguard the environment and respond to the climate change	

2.0	Retail, sports, leisure & entertainment	£3.6-£6m	£6.1-£10m	£10.1-£15m	£15.1-£20m	£20.1-£30m	£30.1-£40m	£40.1-£50m	£50.1-£60m	£60.1-£70m	£70.1-£80m	£80.1-£90m	£90.1-£100m
1	Work Placements – persons	4	5	6	8	9	10	11	12	13	13	14	14
2	Jobs Created by NSAFc	2	4	7	8	9	10	11	11	13	13	14	15
3	Construction Careers Information, Advice & Guidance (CCIAG) Events	1	3	3	4	5	6	7	7	8	8	8	9
4		93	157	246	345	492	690	887	1084	1281	1478	1675	1872
	a. Apprenticeships												
	b. Traineeships												
	c. New entrant trainees												
5	Qualifying the workforce	7	11	13	15	19	21	24	26	30	30	33	34
6	Training plans	2	3	3	3	4	4	4	4	4	4	5	5
7	Case Studies	Project specific – to be agreed pre-approval											

TOMS provides the basis to strategically focus social value activities, and our ESP's ensure tangible outcomes for increasing individuals' employability and employment, training and raising careers in construction awareness.

**1427 TRAINING WEEKS
DELIVERED IN 2020**



21 CAREER EVENTS



KPIs & Statistics

Supporting the local economy, our projects exceeded the minimum requirements for percentages of SME's procured through our projects at 82% of all spend.

**68 WEEKS OF WORK
PLACEMENTS**



42 NEW JOBS CREATED



Career Development within SCF

“I’m extremely grateful to SCF and DCC for providing me with this opportunity during such a difficult time. Having Graduated from University in the middle of a pandemic I was extremely nervous about my prospects of securing a Graduate role. However, through the ‘Step In’ scheme I have been provided with the opportunity to learn about a new industry, therefore widening my career ambitions, and I have even been provided with first class training to help me progress in my role at such an early stage.

The SCF Teams based in both Devon and Hampshire have been extremely welcoming and have even adjusted their own ways of working to provide me with remote training. I’ve already been involved with some exciting projects, and now look forward to assisting SCF further by expanding my knowledge on public procurement and construction.”

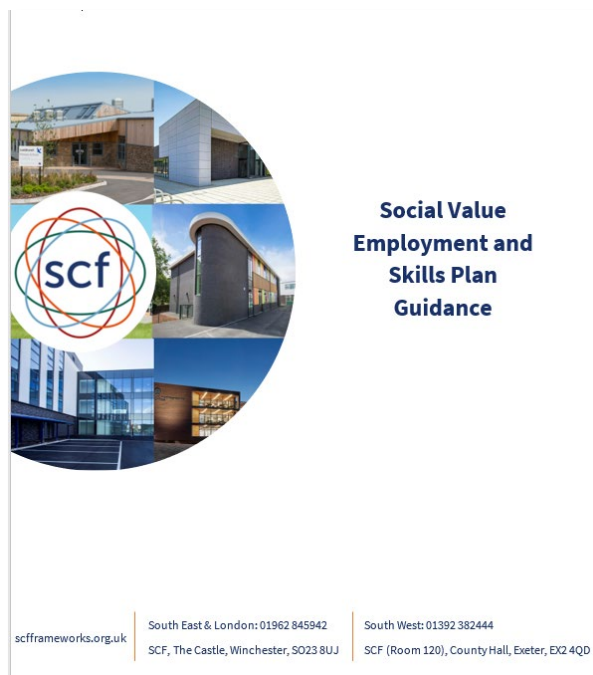
Millie Perkins
SCF Procurement Graduate
 **Apprenticeships**
National Apprenticeship Week 2021
8 to 14 February



Raising the Bar

Social Value

The standard Employment and Skills Plans (ESP) embedded into our projects are used to ensure tangible employability, training and career awareness raising is undertaken as standard. After review and discussion, the Social Legacy Workstream Group, comprising of social value leads from the collaborative partners, elected to update the guidelines for the ESP. We wanted to ensure our guidelines encapsulated new and developing areas of focus, particularly around employability groups, and, following the challenging year of 2020, provided for delivering KPI's in a more virtual environment with specific regard to work experience and career events.



The SCF ESP Guidance has been created and shared with clients, reflecting the changing environment of employment and skills in the built environment.

Over many years we have proven the benefit of true collaboration, with established KPIs, illustrating and sharing framework best practice, and helping to support further sustainable pipeline from public sector clients who have their communities needs at the heart of their projects. Our Tier 1 contractors have shown they can meet the ever-increasing needs of the local communities and prove the work undertaken provides long term legacies - from long term employment to establishing new community groups and sustaining a local economy.

Until now however, we haven't gathered data on clients supporting the strategy through the key gateways. To garner a full 360° view on the social legacies achieved, we have now included 'gateway scorecards', providing contractors a method of benchmarking, scoring, and celebrating our clients that work collaboratively to assist in achieving a true sustainable legacy.

Business as Usual
Sustainable Development

>56 MILLION SME SPEND
82% average SME spend in 2020



**67% OF ALL SME SPEND
WITHIN 30 MILES OF
THE PROJECT**



**2,300 NEW
SUBCONTRACTORS
REGISTERED FOR SCF
PROJECTS ON LSC**



**THE FIRST PASSIVHAUS
LEISURE CENTRE IN
EUROPE UNDER
CONSTRUCTION IN 2020**



**2 PROJECTS WORKING
TOWARDS BREEAM
EXCELLENT IN 2020**



**9 PROJECTS WORKING
TOWARDS BREEAM
VERY GOOD IN 2020**



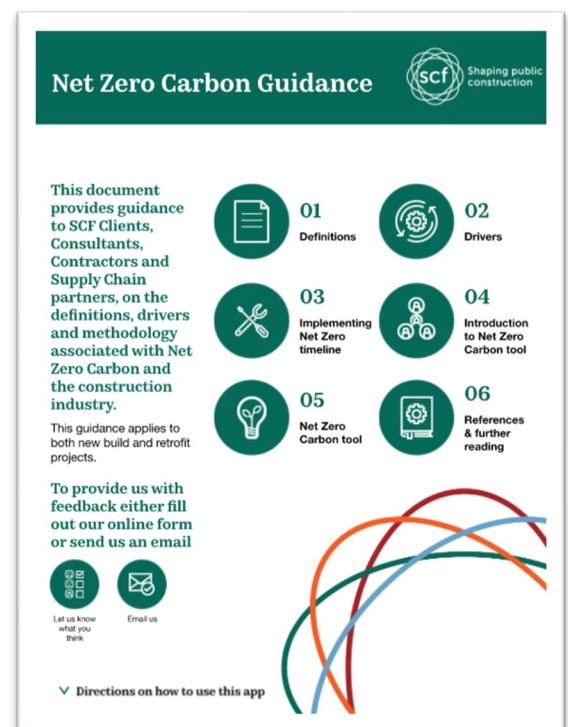
Raising the Bar

Sustainable Development

Our Climate Emergency Response Group has created a Carbon Toolkit, for use at the earliest stages of our projects, which comprises.

- Jargon-buster including context of Net Carbon in Construction both Embodied and Operational
- Top 20+ mitigations for consideration by clients and full design teams, including consequential effects of changes
- Supporting resources and further information for subsequent development stages

Following utilisation of the tool, SCF contractors are fully committed to undertake detailed technical project carbon analysis using their carbon measurement tools during the second stage. In addition, a carbon benchmark target will be placed within the SCF Time and Cost Benefit forms for measuring subsequent improvements in carbon reduction measures through the project gateways.



QR Code for the Net Zero Carbon Tool, alternatively look at our website under 'Legacy'



Raising the Bar

Local Supply Chain

In addition to the regular gateway reporting of SME usage for tender and procurement opportunities, SCF's Main Contractors utilise the Local Supply Chain portal to advertise and award tender enquires during the second stage. Throughout 2020, over 250 trade packages were administered on LSC which includes for full client access, providing full transparency of the tendering process and package returns. In addition, through the systems 'Work Radar', registered SME's/Micro Businessess/VCSE's are able to view and subsequently register an interest with the winning contractor for a tendering opportunity.



Over 2,000 unique SCF SME's were registered on this system in 2020, and the uptake is increasing daily with an average of 120 suppliers per project expressing an interest in work packages. In addition, the system contains a unique and expanding database for Voluntary, Community Social Enterprises (VCSE's) for direct access and visibility of SCF projects.

Additional SME support was developed in 2020 with the Supply Chain Sustainability School, launching in 2021 SCF are now a partner of the school providing unrivalled free-to-access resources for SME's as well as an ability to measure business sustainability performance and improvement plans.



Chiltern Lifestyle Centre



- ❖ 10 new jobs created including 4 new apprenticeships
- ❖ Sub-contractors apprentice development programme, supporting continual learning
- ❖ 9 work placements, careers events, talks and STEM Workshops to local schools and colleges

SCF Consult Sustainable Development

The SCF Consult framework, launched in 2020, further extends the SCF sustainability offer.



WSP adopts a net zero commitment supported by science-based GHG emissions reduction targets.



“There is no greater agenda than mitigating climate change. Whether by cutting carbon, protecting nature, or advocating for a fair transition, achieving a net zero future will allow us to build back better. Every day, I see this ambition driving our experts.”



Achieved net zero carbon in 2020. Ongoing commitment to adapt circular economy and further reduce embodied carbon.



“Our goal is to be a leader in sustainable environmental practices and to continually improve the environmental credentials of our operations, projects, and client services.”



Leading the change towards a more sustainable and equitable future by partnering with clients providing solutions that help achieve environmental and social value ambitions.



“Sustainability will be at the heart of our future offices. As issues such as climate change continue to make headlines, designing and developing offices that encourage longevity and foster environmentally responsible initiatives is essential.”

Supporting Documentation

Supporting our strategies and outlining the framework partners commitments, we have created and updated our policies. Our new **Social Value Policy** and **Carbon Tool** has been created and embedded into our new charters, to see them [Click here](#) or scan the QR code.



Sustainable Development Charter

All framework partners are committed to positively promoting Sustainability for SCF projects encompassing positive social and environmental legacies. The commitments outlined here are recognised in the built environment as critical to address to meet local, national and global goals including the net zero carbon ambition, working with communities to deliver a net zero future. They will provide a consistent structure for the framework to ensure each project provides a future-proof and lasting legacy.

All Project Phases

- Generate lessons learnt and missed opportunities to enhance Environmental Sustainability and Social Legacy and utilise those from previous projects
- Ensure Life Cycle Analysis and SCF Carbon Advisory Tool are used to inform the design in accordance with best practice guidance
- Use Baseline Carbon Assessment and Gateway process to ensure that Environmental sustainability is considered at every stage


All partners to seek opportunities within their remit for:

- Climate change mitigation and adaptation
- Biodiversity enhancement including nature-based solutions
- Air Quality improvements
- Circular economy opportunities
- Reduction of water consumption in the delivery and use of the building
- Ensuring compliance with the requirements of the Modern Slavery Act and the Gangmasters and Labour Abuse Authority Construction Protocol
- Providing positive support and engagement with the SCF Social Legacy Workstreams and compliance with the Social Legacy Policy and Legacy Charter

Preconstruction Stage

- Undertake a baseline carbon assessment
- Utilise a carbon concept design checklist and ensure this is passed onto the delivery team
- Apply the use of locally produced materials within the specification wherever possible
- Set and design to an embodied carbon target based on the LETI





Legacy Charter

All framework partners are committed to ensuring projects provide a positive long-term social legacy as much as possible, exceeding the Public Services (Social Value) Act 2012 and clients needs and drivers to meet local, national and global goals. The following commitments outline specific ambitions and undertakings as suitable, with quantifiable legacy outcomes supporting the social and economic benefits for communities. The charter is designed to produce meaningful, long term legacies and not monetising social value.

All Project Phases

- Generate lessons learnt and missed opportunities to enhance Social Legacy and utilise those from previous projects to drive improvements, develop long term initiatives through collaborative working and provide the best possible opportunities for individuals and stakeholders
- Align social value objectives with those detailed in legislative and local needs, ensuring positive long term legacies

All partners to seek opportunities within their remit for:

- Utilise the SCF Themes, Outcomes and Measures (TOMs) Framework and the Employment and Skills Plans (ESPs) to plan, develop and deliver
- Ensure positive support of local economies through engagement with SME's and Voluntary, Community and Social Enterprises (VCSE's) where relevant
- Supporting a healthy minds agenda for all project stakeholders
- Aiding in the removal of slavery and labour exploitation from the construction industry by obligating framework contractors to sign the Gangmasters and Labour Abuse Authority's Construction Protocol

All partners to seek opportunities within their remit for:

- Supporting employment and training opportunities for individuals with barriers to employment
- Support VCSE's through direct tendering opportunities and business support
- Ensuring alliance of own recruitment policies with supporting employment groups
- Open and collaborative approach to locating new local SME's and VCSE's
- Using the SCF Local Supply Chain tool
- Ensuring > 65% of project value in SME spend within 30 miles of the project
- Providing positive working environments for those with barriers to employment (for example disability confident scheme and similar)
- Support Princes Trust, ex forces, ROTL / ex-offender programmes or supporting agencies
- Ensuring compliance with the requirements of the Modern Slavery Act and the Gangmasters and Labour Abuse Authority Construction Protocol
- Providing positive support and engagement with the SCF Social Legacy Workstreams and compliance with the Social Legacy Policy

We have also supplemented our case studies with social and environmental achievements, look [here](#) for more information.

Marlborough Primary & Special School



- ❖ Reclaimed over 80,000 bricks and salvaged demolition materials for site fill
- ❖ 4 direct apprentices, 2 since progressed to Construction Management
- ❖ Extensive support to Chelsea Estate Youth Programme and Dalgarno Trust Foodbank

Conclusion

Despite the physical constraints in 2020, significant contributions have been made to inspire a new and returning workforce to the built environment through our social value work, as well as the creation of sustainable employment and the supporting continual development of employees engaged on our projects. Creative methods of delivering social value have been adopted from virtual work experience and training opportunities to employment sustained through on-site activities and supporting services.

Our sustainability working group has engaged readily and enthusiastically in a virtual environment. Identifying a client need and providing a solution with the carbon tool and enhancing our offer with the partnership with the supply chain sustainability school and the specialist consultant framework

Taking these achievements forwards, our priorities for 2021 include **driving good practice** with clients through our client scorecards and using this valuable feedback to help identify further needs and solutions. **Exceeding ESP KPI's** through virtual platforms and greater reaching out to beneficiaries from those seeking employment to those looking to upskill. **Identifying new SME's and VCSEs** building on the captive virtual audience and reconsidering the Meet the Contractor traditional approaches through the creation of a tier 3+ event. **Striving towards net zero** through engaging with the Cambridge Code, aligning targets and activities through the National Association of Construction Framework partners, and participating in a research project for alternative construction materials.

A note from our Operations Lead

Despite the challenging year I'm really pleased to see the progress the SCF team have made with important Social and Sustainability initiatives. Yes, right now these things are in vogue and we see more and more brilliant examples of contractors and clients going above and beyond in these areas. This has always been at the heart of SCF since our inception, where once we our Employment and Skills plans were market leading, they are now just a small example of the excellent work SCF does to support client's aspirations.



Kingsley Clarke
SCF Operations Lead
(South West)