



Devon & Cornwall Police



PCC
Office of the Police and
Crime Commissioner
Devon and Cornwall



Shaping public
construction

Social Value Report

Exeter Police Station

Devon and Cornwall Police

August 2020



WILLMOTT DIXON

SINCE 1852

Contents

2 UN Sustainability Goals Report

13 Social Value Road Map

15 Social Value Case Studies

Supporting military leaders into construction careers

Adopt a school to inspire young people about construction

Steve 'Rocky' Crompton an inspiring start in construction

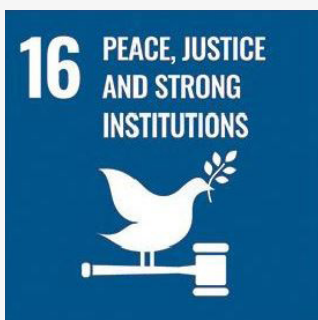
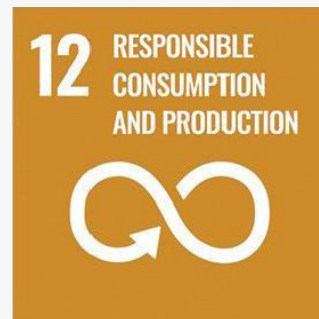
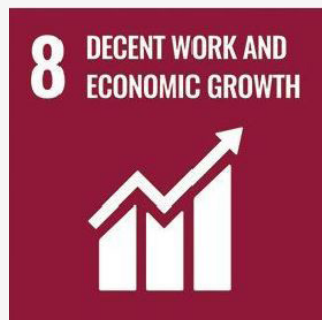


[Click here to watch our sustainability video, produced for Devon and Cornwall Police on week 53/80 of Exeter Police Station's construction.](https://vimeo.com/user50611202/review/448859954/736e19539a)
<https://vimeo.com/user50611202/review/448859954/736e19539a>

UN Sustainable Development Goals

How our partnership with Devon and Cornwall Police
is supporting the UN Sustainable Development Goals





The Sustainable Development Goals

The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.

The 17 Goals are all interconnected, and in order to leave no one behind, it is important that we achieve them all by 2030.

As of August 2020, we are aligned with 14/17 of the goals at Exeter Police Station.



No Poverty

Supporting people into employment is essential for achieving poverty reduction and sustainable economic and social development. Having an SCF Employment and Skills Plan in place for the project has had many wide ranging benefits for the local community, including helping people get into jobs and training, promoting apprenticeships, encouraging work experience and providing careers information for young people and the unemployed.

In June 2019, we delivered the Willmott Dixon Building Lives Academy in collaboration with CoLab Exeter, Exeter Jobcentre and Weston College to remove barriers to work and help local people get the qualifications needed to secure jobs in the construction industry. The free 2-week training programme had a focus on Health & Safety in construction, employability and personal skills. It included a Level 1 Certificate in Construction, a free CSCS test and card, as well as a site tour and the opportunity to undertake a work placement on our site.

We are working with Young Devon, a charity supporting young people who are not in employment, education or training. Our team have delivered numerous construction careers and employability sessions to their groups.



3 GOOD HEALTH AND WELL-BEING



Good Health and Wellbeing

The health and wellbeing of our people and our communities is of upmost importance to the region's economic growth, and the sustainability of the city and the communities that encompass it. Willmott Dixon's People Teams are continuously thinking of creative ways of engaging its people in health and wellbeing initiatives. As part of our health and wellbeing agenda, staff are offered the opportunity to partake in:

- Annual Health Checks
- Access to 60 Mental Health First Aiders for Support
- Flu Vaccinations
- Coast2Coast – physical/sporting activities
- Feel Good February
- Mental Health First Aider Training
- Monthly 'Dress Down' Fundraising Days
- Signposting for External Services and Professional Support
- Access to AXA PMI
- Best Doctors
- Employee Assistance Programme
- Doctor@Hand (previously known as MED24)
- Eye Care Vouchers
- Agile Working & Flexible Working
- Gym Membership Discount
- Weekly Provision of Fresh Fruit
- Office Gyms and Workout Sessions
- 'Bring a Healthy Dish to Work Day' initiatives
- Seated Massages and Mindfulness Sessions

Furthermore, to support the health, safety and wellbeing of the wider community, Willmott Dixon is an Associate member of the Considerate Constructors Scheme.

Throughout the duration of the project we welcomed a series of CCS independent audits that determine our 'performance' on key considerate practices such as; Care About Appearance, Respect The Community, Protect The Environment, Secure Everyone's Safety, Value Their Workforce. The project scored 45 out of 50 and received a Certificate of Excellence.

Our partnership with the Considerate Constructors Scheme aids us with identifying and implementing best practice health and wellbeing strategies and training opportunities, particularly with our wider workforce:

- Worker Fatigue
- Mental Health Awareness
- Drugs and Alcohol
- Occupational Cancers

Recognising the importance of raising awareness and promoting positive mental wellbeing across workplaces, the Middlemoor team developed a self-help and wellbeing resource board offering practical advice and contact information for issues like mental health, smoking, alcohol and drugs, debt, healthy eating, stress and exercise. The board was displayed in the site canteen and had a combination of loan books and take away leaflets available to Willmott Dixon staff and supply chain partners.



Quality Education

As part of our commitment to supporting the education and professional futures of students across Exeter and the South West region, the team at Middlemoor have engaged with over 1703 students from local schools, Colleges and the University. Activities included:

- Employability sessions, e.g. mock interviews
- Careers fairs
- STEM workshops and events, e.g. Big Bang Science Fair
- Construction careers talks
- Work experience placements
- Site visits

We have hosted work experience placements for two Year 10 students from St James School as well as for students from the University of Exeter and Exeter College.

In December 2018, Willmott Dixon 'adopted' St James School Exeter as part of the Constructing Excellence South West 'Adopt a School' programme which is aiming to buddy up construction companies with local schools to raise the profile of construction as a career choice with young people and improve its image at the same time. We have engaged with and supported 86 of St James' students to date, 17 of which have visited our Middlemoor site.

Throughout the duration of the project, Willmott Dixon have worked closely with Building Greater Exeter, supporting the initiative's school engagement programme. Willmott Dixon are also partners of the Heart of the South West Careers Hub. The Hub currently comprises 60 local secondary schools, colleges and FE institutes working together with employers, universities and career professionals to deliver the Gatsby Benchmarks and ensuring that careers outcomes are improved for all young people.





Gender Equality

We actively seek an industry that is balanced, diverse and inclusive and we believe that complementary teams deliver the best results for everyone. Willmott Dixon have a Diversity agenda with the company setting a gender parity goal of 50/50 by 2030. Understanding the perceptions of construction, our strategy challenges these perceptions and as a result, we are offering females the correct information to make informed decisions with relation to careers within construction. We have seen an increase in females pursuing careers since challenging these perceptions.

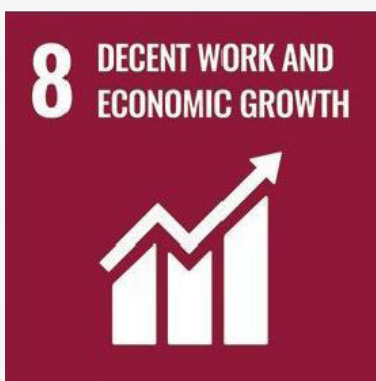
The Middlemoor team have hosted site visits for South West Women in Construction and Women in Property, network groups which provide women working in property and the construction industry with the opportunity to meet and share knowledge and experience. We have also hosted a female Civil and Environmental Engineering student on site for a work placement. Sally, who won the regional Women in Property Awards and made it to the national finals, spent a day a week on site for over a year to gain experience of a live construction project.

As part of our pledge to the Period Dignity and Period Poverty initiatives, we provide sanitary products in the female toilets on all of our sites across the region including Middlemoor. We buy the products from HeyGirls, a social enterprise whose profits go directly to help girls and young women in need.



Affordable and Renewable Energy

All electricity purchased by Willmott Dixon is 100% renewable. Any emissions we cannot avoid are offset through formal offset schemes. One offset scheme that has been supported is Ugandan cook stoves. Nearly all Ugandans rely on solid fuels such as charcoal or wood for cooking, which emit high levels of CO2 and air pollution. This project subsidises the sale of cleaner, more efficient cook stoves, and provides finance for those who cannot afford upfront costs.



Decent Work and Economic Growth

Having exceeded our SCF framework targets, we have been able to demonstrate through our own work and that of our supply chain partners and consultants that we contributed to the growth of the Exeter region – both in economic and social terms. We have achieved:

- 12nr local people into sustainable employment.
- 10nr work experience placements.
- Over 743 weeks of training on site.
- 28nr apprentices on site including 4 apprentices from Shared Apprenticeships South West (SWSA).

Recognising people's potential and supporting them into sustainable employment is something Willmott Dixon are passionate about. Technical Apprentice Dylan completed his apprenticeship with Shared Apprenticeships South West in July 2019 while working on the project and was subsequently taken on by Willmott Dixon directly supporting the site team with the completion of the Middlemoor project.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Industry, Innovation and Infrastructure

Willmott Dixon are steering group members of Building Greater Exeter, a council-led initiative aiming to increase the number of local people entering the booming construction industry in Exeter and to reduce the skills gaps and skills shortages facing the local construction sector. Our partnership with the network reinforces our local commitments to the city and its people. Together we have been able to maximise opportunities for employment, training and development whilst actively encouraging young people and those with transferable skills to join the industry.



10 REDUCED INEQUALITIES



Reduced Inequalities

Recognising the importance of bringing diverse people and communities together, we have donated £500 to the Plymouth Respect Festival and to Into the Mix, Torbay's Diversity Festival.

The team also organised a fundraising event on site to raise money for Pawsome Pensions, a charity supporting retired Police and Fire dogs.

Willmott Dixon have recently signed the Care Leavers Covenant. The Covenant is a promise made by private, public or voluntary organisations to provide support for care leavers aged 16-25 to help them to live independently. On a local level we support 'Step Forward', a Devon County Council led programme helping young care-leavers gain, develop and increase their skills, experience and qualifications.

11 SUSTAINABLE CITIES AND COMMUNITIES



Sustainable Cities and Communities

There has long been a strong military presence in the South West. Signatories of the Armed Forces Covenant, Willmott Dixon are supporting Military Leavers gain sustainable careers in the construction industry.

Working with the Royal Marines Charity and BuildForce, our team are offering careers advice and guidance, mentoring as well as work placements to those who are looking to transition to civilian life.

While being on site at Middlemoor, we attended several careers events for Military Leavers, engaged with over 100 individuals interested in a career in construction and hosted two Former Royal Marines on site for a work placement.

The Willmott Dixon Foundation 2020 impact target demonstrates our commitment to build strong and sustainable cities and communities. We set a target to enhance the life chances of 10,000 young people, in July 2019 we met this target one year early.

Since 1852 Willmott Dixon has been making a difference to communities. Long before the term 'social value' was coined, Willmott Dixon was carrying out charitable works in the areas in which we build - we can see this in the company's 1978 report and accounts which states:

"At Willmotts we have, for a long time ... provided aid not only in financial terms but in the service of our employees to many organisations."

The Willmott Dixon Foundation was established in 2011 to guide, monitor and collate the social and community investment activities of our people. We help people thrive using our skills, experience and knowhow to make a tangible difference.

<https://www.willmottdixon.co.uk/the-willmott-dixon-foundation>

Supporting the commitment made by Devon and Cornwall Police to re-plant 3 new trees for every tree chopped down across their sites, a team of Police and WD staff planted 220 new trees at Exeter's Ludwell Valley Park.



Responsible Consumption and Production



Engaging with and buying from social enterprises is a great way of maximising the positive impact we have on society as well as the environment. In 2018, Willmott Dixon signed up to Social Enterprise UK's Buy Social Corporate Challenge, committing us to increase the goods and services we procure through social enterprises. Since January 2019, we have increased the number of social enterprises we are working with by 100%. Between June 2018 and June 2019, we have spent over £450k with social enterprises.



On a local level we have signed up to ESSENCE, Exeter's social enterprise network. For our new Exeter office we have procured our office furniture through Ministry of Furniture, a social enterprise creating inspirational learning and workplace environments - 100% of the business's direct workforce are either disabled or people that were furthest away from the job market.

The site team used the wood waste collection service provided by social enterprise Community Wood Recycling, diverting more than 10 tonnes of 'waste' timber from the Middlemoor site for reuse or recycling. Community Wood Recycling contribute to environmental improvement and social justice by saving resources and creating work and training for local disadvantaged people.

We implemented a sustainable procurement plan to prioritise the purchase of construction materials that are certified as responsibly sourced to certified standards (namely BES6001). We achieved 60% of relevant materials sourced to this standard.

All temporary and permanent timber used on the project is from legal and sustainable sources (Certified to PEFC or FSC standards).

Climate Action

We have diverted 100% of waste from landfill. We are also embracing circular economy principles by re-using plastic protection. We have successfully trialled the recycled "black" correx (a plastic sheet used to protect finished elements of the building) replacing "white" correx, which is derived a 100% of virgin plastic.

Once the protection is no longer required we have arranged an agreement with our supplier to recycle it into new protection for use on other Willmott Dixon projects.

During construction, carbon emissions are being reduced as far as possible. As a Group we have reduced these emissions by 59% since 2009. At a site level this is achieved through efficient use of plant and equipment and efficient site set up and training. Unavoidable emissions are offset through a certified carbon offsetting scheme.





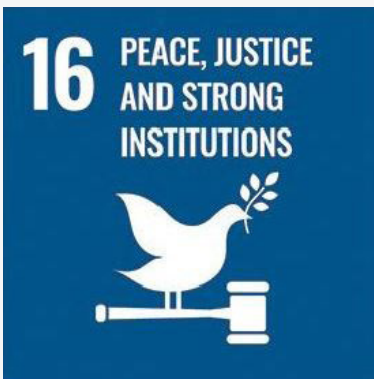
Life Below Water

Whilst the direct impact of the project does not impact the oceans, we are implementing strategies to reduce plastic waste. Our Exeter office is single use plastic free. This was supported by a 3 week work placement with University of Exeter Green Consultants with a sustainability / environmental focus. We continue to support sustainability students at the University through a partnership with the MSc Global Sustainability Solutions where we are working together on research projects and work placements.



Life on Land

We have implemented robust pollution prevention strategies to prevent pollution and negative impacts on life on land. Our environmental management procedures are certified to ISO14001 standard. We have also diverted 100% of construction waste from landfill.



Peace, Justice and Strong Communities

Together with our supply chain partners at Middlemoor, we have been supporting CoLab Exeter with their Alleyway Project, offering pro-bono construction advice and expertise. The project is aiming to 'redevelop' the alleyway between King William Street and Sidwell Street which currently has a reputation for being a 'hot spot' for antisocial behaviour, to create a safer and more inclusive space.

Our team engaged with 36 offenders and ex-offenders over the course of the project helping them start a new chapter in their lives. We donated clothes, water bottles and notepads to HMP Exeter's Departure Lounge and attended the prison's 'Check Out Work' events to speak to prisoners about job opportunities in the construction industry. We also supported individuals linked to Probation Services through our Building Lives Academy and employed a former offender as a Labourer on site.

Social Value Road Map



EXETER POLICE STATION, MIDDLEMOOR (£25.2M)

SOCIAL VALUE ROAD MAP



PROJECT AWARDED JANUARY 2018

- Social Value Manager assigned
- SCF targets set and ESP commitments established
- Social Value workshop
- Priority schools identified
- Key drivers/aspirations of Devon and Cornwall Police identified
- Initial engagement with local recruitment team
- Community Engagement plan established and distributed
- South West Shared Apprenticeships (SWSA) engagement

START ON SITE JUNE 2018

- Gateman starts on site
- Tetrahedron Challenge @ Exeter School
- Training opportunities demand plan sent to supply chain
- CCS Visit 1 – score 42
- Work placement Royal Marine 1
- CLOCS (Construction Logistics and Community Safety) inspection 1

- Site visit South West Women in Construction
- Careers Fair @ St Peter Church of England Aided School
- Work placement Royal Marine 2
- Health & Safety Assembly @ St Nicholas Primary School
- Management Trainee 1 starts on site
- Work placement female Civil and Environmental Engineering student
- Social Value update report
- Royal Marines Resettlement and Careers Fair at Lymstone
- WD join Building Greater Exeter partnership
- Site visit South West Women in Construction & Women in Property
- Site Operative starts on site
- Donations made to HMP Exeter Departure Lounge
- SWSA Technical Apprentice starts on site
- Site visits Woodwater Academy Year 5
- Cleaner starts on site

- Work placement for 2 Exeter College students
- WD become members of Exeter Social Enterprise Network ESSENCE
- Tetrahedron Challenge @ St Nicholas Primary School
- BuildForce Armed Forces Insight Day
- Work placement University of Exeter Green Consultant student
- Tetrahedron Challenge @ Woodland Academy
- CCS Visit 2 – score 44
- South Devon Steiner School site visit
- Young Devon employability sessions
- Careers talks @ Exeter College
- Social Value update
- Work placement T Clarke
- Adopt a School launch – site visit St James School
- Tree planting DCP & WD @ Ludwell Valley Park
- Site visits St Nicholas Primary School

PROJECT HANDOVER FEBRUARY 2020

- Careers Carousel @ Sidmouth College
- CCS Visit 3 – score 45 – Certificate of Excellence received
- 'About Me' sessions @ St James School
- WD Coast 2 Coast Legacy Challenge
- HMP Exeter 'Check Out Work' event
- STEM Careers Fair @ University of Exeter
- Support for CoLab Exeter Alleyway Project
- Management Trainee 2 on site
- Careers Day @ Honiton Community College
- Pawsome Pensions fundraising event
- Work placement Building Lives Academy candidate
- Work placement for 2 St James School students
- CLOCS inspection 2
- Big Bang Science Fair
- Building Lives Academy

COMMUNITY

EDUCATION

TR&T

- 82%** supply chain partner spend within the SW
- 220** trees planted at Ludwell Valley Park with Devon & Cornwall Police
- £500** donated to Torbay Diversity Festival and Plymouth Respect Festival each
- 250** water bottles, 250 notepads and 6 boxes of clothing donated to the Departure Lounge at HMP Exeter for people leaving prison
- Members of Exeter Social Enterprise Network ESSENCE
- Steering Group members of Building Greater Exeter
- Pawsome Pensions fundraising event hosted on site
- 1,703** pupil interactions undertaken through:
 - Work experience placements
 - Mock interviews
 - STEM workshops
 - Careers events
 - Construction challenges
 - Site visits
- 743** training weeks on site
- 10** work experience placements (including 2 Military Leavers)
- 28** apprentices employed – 4 apprentices through Shared Apprenticeships South West
- 12** local people into sustainable employment
- 27** NEETs (Not in Education, Employment or Training) and long term unemployed supported through Young Devon and Building Lives Academy
- 36** ex-offenders engaged with

Social Value Case Studies

Supporting military leavers into construction careers



Devon & Cornwall Police



Willmott Dixon offer work placements, mentoring, and construction careers advice and guidance to support people leaving the Forces in their transition to civilian life.

Signatories of the Armed Forces Covenant, Willmott Dixon are committed to supporting the Armed Forces Community. There is a strong Military presence in the South West and we very much value the transferable skills Service Leavers and Veterans bring into the industry.

Willmott Dixon's Wales & the West region therefore work closely with the Royal Marines Charity as well as BuildForce.

This is a collaborative, industry-led programme that aims to inspire and enable Service Leavers and Veterans to transition to sustainable employment in the construction industry. We joined the BuildForce Alliance in February 2019 providing industry advice, mentoring and work placements to their candidates.

The Challenge

Around 14,000 people leave the Armed Forces each year, equipped with highly valuable military skills like teamwork, punctuality, leadership and motivation.

Many Military Leavers are not aware of the opportunities available within the construction industry, despite the fact that there are many overlaps which make construction an attractive sector for Forces Leavers and also enable them to use their skills most effectively.

The Response

Willmott Dixon engage with military charities and organisations to assist people from the Forces to make the switch to civilian life and raise their awareness of the opportunities the construction industry offers.

Whilst building the new Police Station at Middlemoor, we attended the Armed Forces Resettlement and Careers Fair at the Commando Training Centre in Lympstone in 2018 and 2019, as well as the Armed Forces Insight Day in Exeter, speaking to over 100 Service Leavers about career opportunities in the industry.

We facilitated work experience placements at Middlemoor for two Former Royal Marines who were interested in a career in construction and wanted to explore the role of Building Manager.

During the placement subjects like Construction Health & Safety, Supply Chain Coordination, Commercial Management, Planning and Programming, and many more were covered.

The Results

The site team were very impressed with the mindset, work ethos and transferrable skills the two candidates showed while on site. The Forces Leavers on the other hand were thankful for the opportunity we provided.

"I just wanted to thank everyone involved in my work placement last week; I was made to feel welcome by all at Willmott Dixon. It was an invaluable experience that will help me make important decisions about my future."

Nick Whitaker
Former Royal Marine

Nick has since started a Degree Apprenticeship in Civil Engineering which he is very excited about.



Transferable Solution

Willmott Dixon will continue to inspire and enable Service Leavers to take up a career in the Construction industry and support the Royal Marines Charity and BuildForce with their work.



Adopt a school to inspire young people about construction



Devon & Cornwall Police



Willmott Dixon have 'buddied up' with St James School, Exeter, as part of the Construction Excellence South West 'Adopt a School' initiative engaging with 86 of their students whilst building Exeter's new Police Station at Middlemoor.

The Challenge

The construction industry is growing at an impressive rate with some 220,000 construction jobs being created in the UK over the next five years and the only thing preventing it from accelerating that growth is a lack of people with the right skills. In particular there is a lack of young people entering the industry which is put down to the poor image of the sector. Many construction companies are therefore facing skills and recruitment challenges.

Meaningful engagement with employers plays an important role in enabling young people to make informed decisions about their future careers. Research shows that a young person who has four or more encounters with an employer is 86% less likely to be unemployed or not in education or training.

The Response

With over 150 different job roles, construction is a sector which suits people from a multitude of backgrounds boasting a wide range of different skills, whilst offering lots of well-paid long term career prospects.

While on site at Middlemoor, Willmott Dixon 'adopted' St James School creating an ongoing partnership between the Exeter school and the construction company.

The aim was to inspire the next generation by providing access to real life experiences within the industry while helping the school to achieve the Gatsby Benchmarks.



The Results

To launch the adoption of the school, a group of 14 Year 9 students together with their teachers were invited to visit the Middlemoor site to learn more about the project as well as the different roles involved in a £24 million construction project.

Both the students and teachers very much enjoyed the experience and came away with the best of impressions.

Willmott Dixon facilitated work experience placements for two Year 10 students from St James, both on the Middlemoor site and in the office, and have since arranged a placement for a third student.

The site team also welcomed a Year 10 student on site for a morning, who was showing a keen interest in a career in construction and wanted to find out more about the project and the role of Design Manager.

Furthermore, Willmott Dixon have supported numerous careers and employability events and activities at the school.

Transferable Solution

Future site visits, work placements and career events are planned to help encourage more St James students to choose construction as a career.

"I want to say a huge thank you for today. What a fantastic visit we had and the students were so impressed."

Kelly Avery

Post-16 Transition / Student Mentor, St James School, Exeter

Steve 'Rocky' Crompton

an inspiring start in construction



Devon & Cornwall Police



Stephen or 'Rocky' as he is known on site didn't have the easiest start in life. Discharged from the army at the age of 20 for a gambling addiction, his life took a number of turns that involved alcohol, drugs and time in prison.

Struggling to overcome the trauma in his life, it wasn't until he started working as a labourer for Willmott Dixon that things started to change.

Joining the company in 2015 on the Met Office Supercomputer project, Stephen is now working with the team at Exeter Police Station, his third site for Willmott Dixon.

It wasn't until he had the security of a stable job and a supportive team that Stephen was able to work through his issues. An inspirational trip to Uganda for three months volunteering with a project that saves children off the street, also helped him to see a different side to life, and was the inspiration to set up his own charity.

1.5 years sober and clear of gambling, alongside working for Willmott Dixon he is now the CEO of his own charity and preparing to run 4,800kms across Africa.

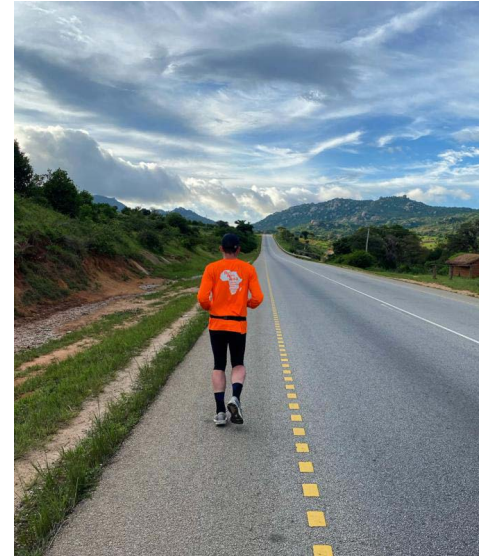
Stephen explains:

"I have always been hard working and Simon Whittingham, Willmott Dixon Operations Manager saw something in me and gave me the opportunity to come on board as a labourer and I have been working for him ever since.

The whole team have helped me, not only to turn my life around; they helped me to be in a better financial position, no debts, and a good credit rating. This has enabled me to set up my charity – run for child poverty- staging 24 hour running events to raise money for children that are suffering extreme adversity around the globe."

Stephen explains that it is hard to juggle a full time job on site as a labourer with that of a start-up charity but it is something that he relishes. Working for Willmott Dixon and being part of a close supportive team has helped him to be successful in setting up his charity.

Find out more about Stephen's inspirational journey and charity at <https://www.linkedin.com/in/steven-crompton-a28253193/>



"It is really important to be part of the team; it taught me how I wanted to be when I ran my own business. I have learnt not only a lot about construction, because I have worked every trade over the last five years, but I have learnt how to treat others. I have been part of the Willmott Dixon team since day one, that is what has kept me here and if it wasn't for that I wouldn't be where I am today, and that is major."

Stephen Crompton
Willmott Dixon

