



[Higgins Homes in partnership with Southwark Council](#)

**Former Cherry Garden Primary School
Employment and Skills Plan**





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Introduction

The Section 106 of this Employment Skills Plan (ESP), as designated by “The National Skills Academy for Construction” (NSAFA). The Planning Act obliges developers to agree an Employment Skills Management Plan with the local authority – **Southwark Council**.

This plan meets the obligation, outlining how skill levels within the local labour market are to be developed throughout the project construction lifecycle and the eventual occupation of the building.

Company Overview

Higgins Homes is a true expert in the creation and sales of residential properties and the perfect partner for your project. With the benefit of being part of a larger organisation, offering skills and experience beyond compare. This close-knit relationship gives us the strength to build any scheme and meet every challenge.

Higgins Homes is one part of Higgins Group PLC, which consists of other subsidiary companies including, Higgins Construction and Higgins Investments. We work together to make a formidable team, with experience to deliver a huge range of successful developments in a challenging economy.

We make the most of our talented workforce across the business to deliver construction and development excellence to our clients. Through collaboration, we create thriving communities in which people can live, work, learn and play, and which they can be proud to be part of.

The Development

Location: Cherry Garden School Site, Southwark Park Road, Bermondsey, London SE16 3XU

Demolition of existing building on site along with the D&B of 56nr dwellings for mixed tenure (26nr Affordable Rented for LB Southwark and 30 nr Private Sale for Higgins Homes). 54nr units are constructed in a single block raising to 6 storey high with 2nr, two storey houses. Construction includes associated communal courtyard garden and private amenity space, drainage and onsite parking for the 2nr houses only in the form of driveways

- Cost – £15,241 million
- Duration – 91 Weeks



- Architects - Alan Camp Architects

The project will be starting Jan 2021 and is due to end Sept 2022

Key Contact:

Name: Amy Ross – Head of Social Value
Email: amy.ross@higginspartnerships.co.uk
Mobile: 07803406445

Project Objectives

Amy Ross – Head of Social Value, employed by Higgins, will lead on the Former Cherry Garden School project in Southwark, delivering on the KPI's.

Amy specialises in; Social Value, community regeneration and delivering initiatives pertaining to Training & Employment, Project Skills, Housing Plus and Sustainable Community Development.

For this project, the local schools that will be involved are: St. James the Great Primary School, Harris Free School and The Belham Primary School

Our Partners on the project will be - Southwark Works, Jobcentre plus, Training providers, Southwark Construction Skills Centre, Lambeth College

As positions on site become available, requests are made via our site team to find suitable candidates for the post. As an organisation we work closely with the local community to help those who are unemployed, whilst ensuring that our targets are met, and that our workforce are living local to the project.

We are happy to use our client's nominated provider as a source to support local unemployed residents. The usual procedures are screening through the CVs (3 – 5 days), interviews are arranged as soon as a candidate can be available. Following the interview, the selection and offer process takes between 2-3 weeks. Candidates are given a 13-week contract, which will be extended if successful.

We provide opportunities for local residents to access jobs created during the construction phase of the development and subsequent occupation. Opportunities will include labouring, traffic marshall, and site administration. We provide apprenticeships including bricklaying, carpentry, electrical, plumbing and other management trainee opportunities.

We always aim to ensure that the people who live in the communities closest to our construction projects are given the opportunity to gain new skills to access employment and to support career development

The National Skills Academy for Construction programme, developed by CITB-Construction Skills and



leading industry employers, which is currently being rolled out at major construction projects across the UK - providing companies with a training and leadership framework to up-skill their workforce. It enables it to deliver high quality, tailored, project-based construction training for apprentices, trainees and existing employees. The programme aims to attract new talent to the industry and help companies save an estimated £17million annually by reducing the number of on-site mistakes.

Delivery – Construction Phase

Providing pre-employment training for local people who are unskilled, while contributing to reducing unemployment in the community. The pre-employment training for local people involves a general introduction to the world of work in construction and 2 weeks of mentoring e.g. shadowing an experienced labourer who can provide guidance.

All vacancies will be promoted locally with Southwark Works, and local agencies and partners to attract candidates.

Following a successful interview, we also provide CSCS training for people who do not currently hold a card, working in partnership with specialist training providers.

Procurement of goods and services – As our project progresses through each stage, local businesses will be utilised where possible for the purchase of materials and procurement of goods & services. Using local businesses helps to boost the local economy, keeping spend invested into the local area.

Training of staff – We work with local colleges and universities where possible, however Higgins also have our own training providers, who can attend any sites for training when required.

Supporting the development of skills for subcontractors, we have adopted the National Skills Academy strategy, for the delivery of the skills required for our subcontractors.

Providing opportunities for local residents - Vocational training (NVQs), CSCS card), Internships and Apprenticeships (Multi-trade, Bricklaying, Carpentry, Electrician, Plumbing).

Employment & Apprenticeship Agencies



- Southwark Works
- Southwark Construction Skills Centre
- Groundwork London
- Job Centre plus
- Others TBC

Anticipated Labour Schedule

The table below sets out how we will deliver our recruitment objectives throughout the project.

Start Date	No. Required	Occupation	Training Opportunity	Duration (weeks)	End Date
TBC	6	Labourer	H&S, Traffic Marshalling, Banks Man, First Aid	26-52 weeks	TBC
TBC	1	Carpenters Mate	H&S, First Aid	26-52 weeks	TBC
TBC	1	Plumbers Mate	H&S, First Aid	26-52 weeks	TBC
TBC	1	Electricians Mate	H&S, First Aid	26-52 weeks	TBC
TBC	1	Trainee site manager	H&S, First Aid, SSSTS	26-52 weeks	TBC
TBC	1	Trainee surveyor	H&S, First Aid	26-52 weeks	TBC

Apprenticeships

Under the employment and training section 106 agreement, Higgins are to deliver 11no. Apprentices.

Our apprentices are appointed to 1 year fixed term contracts, which are extended subject to attendance and performance review.

Start Date	No. Required	Occupation	Training Opportunity	Duration (weeks)	End Date
Jan 2021	1	Admin / Document Controller apprentice	1 st aid, H&S	78 weeks	TBC
TBC	1	Carpentry Apprentice	1 st aid, H&S	78 weeks	TBC

Apprentices do not need prior experience, although a Level 1 qualification is preferable.

To source candidates we will work with local colleges who have candidates seeking apprenticeship employer placements.



We also have the opportunity to upskill local persons who have been directly employed on the project who want to gain skills and progress through the apprenticeship-training route.

Amy Ross will arrange mentoring for all local persons she will work closely with the student, college and supply chain to keep learners on track with their training programmes, and help workers to sustain their employment.

On completion of the project or the apprenticeship, if there are other Higgins projects in the area, we always aim to redeploy apprentices to our neighbouring projects. In the event we cannot redeploy we will liaise with our wider network of partners.

Higgins work placements

Work placements are a good means of getting back into work after long-term unemployment. It is also a great incentive to attract young people to try out the sector or find out about a role before progressing their studies or career routes. The work placements are offered to anyone who is thinking about working in construction, for people deciding if it is something for them, or to even build up someone's confidence. 1-week taster placements are unpaid, we can also offer longer-term paid placements from 2 weeks to 4 weeks, unemployed persons claiming benefit must inform their job centre plus work coach if they decide to undertake a work placement.

Subcontractor Engagement

Working with our supply chain and subcontractors we safeguard workers where possible to ensure contracts are renewed and transfers are made to another site at the end of the build.

Upskilling the work force by developing their skills through education or training. We have regular Higgins subcontractor meetings. We will specify from the start of the project S106 targets to be achieved and we help enable subcontracts to employ and train local people.

Local Businesses

As a contractor we always aim to work with local suppliers and SME's to provide services and as such hold Meet the Buyer events and support small businesses with procurement processes to create opportunity and to boost the local economy.

Monitoring and Reporting



The table below is an example of how we record our labour information. In line with GDPR, this document is held confidentially and password protected. This information will be shared only to one designated appointed person for the purposes of the S106.

	Name	Post Code	Start Date	End Date	Training Undertaken
1	Smith				
2					
3					
4					
5					
	Total number of Staff				
	Total number of Staff from the borough				

Local Corporate Social Responsibility Activities (CSR)

For each of our projects we aim to engage with local schools from nurseries through to colleges and universities. Volunteering staff time to provide career advice, and support to enhance the curriculum. Activities include; site visits, mentoring, mock interviews, assemblies, presentations, team activities, taster days etc. We are also proactive in promoting health and safety in construction, and raise awareness of road safety.

Higgins are focussed on community engagement and effective communication, we therefore work closely with the steering groups and active community groups to keep people updated with the build.

We identify local charities or provisions in need of support, and deliver fundraising, sponsorships of volunteering time to deliver outcomes for the area.

End User/Occupation phase

Employment

Higgins will employ local persons as required under the section 106 agreement. Where required we will host careers and job fairs in the local area to attract candidates.

Training and development opportunities

All local operatives will be provided with a full site induction and offered basic site training; this will be discussed with the operative after their probation.

Personnel and recruitment strategy

We will endeavour to employ local persons and provide equal opportunity to work within this industry. There may be occasions where HR or H&S expertise is required, if we believe a person may be at risk



working on site, and the relevant procedure will be implemented.