

HIGGINS BROOK, CHIPPING LANE, LONGRIDGE
EMPLOYMENT & TRAINING STRATEGY

1.00	TRAINING STRATEGY
1.01	<p>Barratt is committed to working with local schools and colleges to provide training opportunities for young people.</p> <p>Our development at 'Heritage Park' Silverdale, set the standard for our 'Legacy' programme and with the assistance of the Local Enterprise Partnership, County Council and Local Authority, a similar programme will be rolled-out in relation to the Speke site.</p>
1.02	<p>Training Partnership Arrangement</p> <p>Barratt Manchester has formed close links with a technical college in Newcastle-under-Lyme. It is our intention to form similar links in the Longridge/Ribble Valley area.</p> <ul style="list-style-type: none"> i A presentation was held for building-related NVQ students at NULC by Neil Goodwin (MD), John McNulty (Construction Director), Phil Torr (Contracts Manager), Martin McVarnock (Safety, Health and Environment Manager) and Mark Donlan (NHBC Area Manager). This introduced Barratt to the students and fields expressions of interest. ii A schedule of site visits by NVQ students was agreed. Students visit site in groups of 20-25, whereupon they were inducted and given a talk regarding the development process and the build programme. The group split into trades and then tours the site with a representative of the site management team and a relevant tradesman. Each visit lasted a day and lunch is provided. iii A schedule of visits by HNC/Technical students was agreed. These visits targeted specific modules within the courses and, in most cases, must coincide with a particular site activity. A specialist in each field gave a talk on the subject before touring the site to see the activity in action. This included ground improvement techniques, CDM, surveying, site investigations, foundation techniques etc. This provided invaluable site experience in such modules as geotechnics, Health and Safety, Materials and Construction Technology. Again, each visit lasted one day, with lunch being provided on site. iv The 'Barratt Challenge' targeted NVQ students and supplied materials, drawings, and a written specification so NVLC students could build three small demo pods using real construction techniques. This will involve a range of skills and different trades. The pods were built and marked for quality by John McNulty, Phil Torr and college lecturers. <p>The model used at Heritage Park is to be used as a basis for training at Higgins Brook, Chipping Lane, Longridge.</p>
1.03	<p>Barratt in the Community</p> <p>Barratt Manchester formed close links with schools in Newcastle-under-Lyme. It is our intention to form similar links in the Longridge/Ribble Valley area.</p>

	<ul style="list-style-type: none"> i. Students of St Luke's Primary School, Silverdale, were treated to a talk by Martin McVarnock on the dangers of construction sites. Students painted their own safety posters, which have been turned into boards for use on site. ii. St Luke's students also participated in a competition to design the show-area landscaping. A combination of entries was used and the children received a prize for their efforts. iii. A new play house was built by Barratt for students of Silverdale Primary School, which was specifically designed as a mini Barratt house. <p>Further details of our commitment to local communities can be found on our 'Barratt Legacy' website (barrattlegacy.co.uk). This has been specifically designed by the Manchester division to draw attention to our good work in the community.</p>
2.00	EMPLOYMENT STRATEGY
2.01	<p>Apprentices</p> <p>Barratt Manchester is to shortly take on two apprentices and the posts will be advertised on the Barratt 'Building Careers' website. The Local Enterprise Partnership, County Council, Local Authority or other local employment organisation will be notified of this so they can encourage local candidates to apply. Furthermore, Barratt commit to working with these bodies to market these posts locally.</p>
2.02	<p>Local Trades</p> <p>Barratt commits to adding local firms to its tender list. Access to these firms will be through liaison with the Local Enterprise Partnership, County Council, Local Authority or other local employment organisation. All firms must comply with our internal safety and insurance requirements to be successful.</p> <p>Barratt will monitor and disclose value of contracts awarded to local companies (Lancashire County Council boundaries).</p>
2.03	<p>Meet the Buyer</p> <p>Barratt commits to working with the Local Enterprise Partnership and other relevant organisations to hold a 'Meet the Buyer' event where local trades can meet members of the Construction and Commercial teams. At this event, awareness of the site can be raised thereby giving further employment opportunities to local trades.</p>
2.04	<p>Vacancies</p> <p>All vacancies are advertised via the Barratt 'Building Careers' website and are not targeted at local press. However, we commit to making the Local Enterprise Partnership, County Council, Local Authority or other local employment organisation aware of vacancies so candidates can be informed.</p> <p>Barratt commits to encouraging all sub-contractors working on site to advertise posts locally. Notification of this will be sent to each sub-contractor on appointment.</p>
2.05	<p>Monitoring</p> <p>As Barratt does not directly employ trades but, rather, several small sub-contractors,</p>

	<p>it is not possible to make monitoring of individual's addresses mandatory. However, every operative must sign-in each day and it is our intention to add an optional 'postcode' box to the signing-in sheet. All visitors will be encouraged to populate this box to enable ongoing monitoring. Sheets will be collated and sent to the monitoring authority on a six monthly basis.</p> <p>Monitoring of tendering to local trades and advertising of vacancies will also be monitored on an ongoing basis with records sent to the monitoring authority on a six monthly basis.</p>
3.00	SUMMARY
3.01	<p>Barratt is firm in its commitment to providing training and employment opportunities. Through our work in Silverdale, this division has demonstrated how we can work with local schools and colleges to give community benefit from the development process. This work goes beyond financial contributions of a Section 106 Agreement as it builds personal links between the site and the community.</p> <p>We believe we can successfully work to provide strong local training and employment opportunities.</p>