



UWTSD Glyndŵr Development Social Aspects Assessment

CABAT Consultancy LTD is committed to promoting sustainable development through its policies, strategies and services, thus achieving best value for money in the widest sense. The aim is to build stronger communities, reduce social exclusion, poverty and encourage the development of the local economy.

Section 1 - Target Recruitment and Training (TR&T)

As part of CABAT's commitment to the community, 5 Key performance indicators (KPI's) have been enstated to deliver opportunities and a better quality of life for all involved with the project.

- **KPI Work Experience Placements**

This target describes work experience attendance on National Skills Academy for Construction (NSAFC) projects for students from Schools, Colleges and Universities who undertake a work-experience placement. This KPI is aimed at providing students with the opportunity to carry out tasks agreed by the education provider and the employer enabling the learner to gain a meaningful insight into the construction sector.

- **KP2 Work Experience (Not in Education)**

This target describes work experience attendance on National Skills Academy for Construction (NSAFC) projects for persons who are not enrolled in a course of education/study and who undertake a work-experience. This can include individuals from organisations such as Princes Trust, Probation Service, Job Centre Plus, Women into Construction, Armed Forces re-settlement programmes, Workways+, Shaw Trust, Third Sector organisations or local community organisations.

- **KP3 Jobs Created (New Entrants)**

This target describes the creation of new and sustainable job opportunities for new entrants into the sector and as a result of the project are required on the project site by CABAT or subcontractor. These could be: a) Apprentices, b) Persons previously unemployed or c) Graduates.

Activity	SEWSCAP Requirement
Person Weeks	416
Previously Unemployed Weeks	200
Jobs Created (NEETS/Undemployed)	8
Training Weeks	16 Trainee Weeks
Apprentice Weeks	120 Weeks
Graduate Weeks	40 Weeks
Work Experience Weeks	32 Weeks
Community Initiatives	
Community Hours	250
Community Evenings	1
Consierate Constructors Scheme	40
Newsletters	Quaterly
Local Business'	30% of the workforce from Wales
	15% from Swansea area
Local Labour	30% of the workforce from Wales
	15% from Swansea area

Table 1: Shows the person weeks,community initiatives and local labour targets CABAT will reach in accordance with SEWSCAP framework.

Principles of including a NSAfC community benefits scheme include:

- Seeking local partners,
- Feeds into Future Generations Act,
- Access to local training,
- Supply chain sustainability,
- Green and sustainable sourcing
- Committed to ethical employment,
- Promoting wellbeing of young & vulnerable.

The South East & Mid Wales Collaborative Construction (SEWSCAP) Framework's mission is to achieve best value arrangements for South & Mid Wales through competitive procurement, whilst driving regeneration, continuous improvement and best practice. As such, minimum prerequisites have to be achived on CABAT's Glyndŵr development, these are presented in **Table 1**.

As one of the South Wales' leading constructors, it is our intention that appoximately 52 person weeks per £million invested of work is given to newly employed, gradautes, work experience placements and persons not in education, emplyment or training under 24 (NEET's) on this project. The main sources of this labour have been highlighted in **Table 2**.

Table 2: SA1 Primary sources of labour.

Institution	Contact
 Prifysgol Cymru Y Drindod Dewi Sant University of Wales Trinity Saint David	Name: Email: Tel:
 Swansea University Prifysgol Abertawe	Name: Email: Tel:
 Gower College Swansea Coleg Gŵyr Abertawe	Name: Email: Tel:
	Name: Email: Tel:
 Gyrfa Cymru Careers Wales	Name: Email: Tel:

- KP4 Construction Careers Information

CABAT regularly visit employment workshops and perform science, technology, engineering, and mathematics (STEM) school engagement interactions to increase awareness of the opportunities available within the industry, what it is like to work in Construction and how to get into the sector. These activities are formally structured and are agreed by the Project Manager Adam Meyrick and the participating organisation.

- KP5 Qualifying the Workforce

This target relates to CABAT giving training to its directly employed work force as well as making educational resources available to its subcontractors. Qualifications can include vocational awards/diplomas, apprenticeship completions, professional qualifications, leadership and management courses including ILM, health and safety, (including IOSH, NEBOSH, SMSTS & SSSTS). Additionally, CABAT are obliged to set up annual training plans which incorporate free health and safety training, asbestos awareness, facelift training, SUSAs and toolbox talks.

Section 2 - Supply Chain Opportunities

As part of CABAT's membership to the 21st Century Schools and Education Programme; A legislative long term investment for schools, colleges and universities to develop them as hubs for learning, this project is required to have a minimum of:

- 30% of workforce will live within the "SA" postcode,

- 60% of workforce from Wales,
- 2 community newsletters sent out to residents per project,
- 2 types of materials produced in Wales; e.g. Welsh steel, slate incorporated into the structure,
- 80% of supply chain costs spent in Wales,
- 85% of construction waste diverted from landfill,
- Fair payment system (FPS) payment within 21 days.

To achieve these milestones CABAT will procure most of the aforementioned labour through the Government's "sell2wales" website. The website gives opportunity for Welsh subcontractors to gain public sector work.

Section 3 – Community Initiatives

CABAT will help deliver various social advances that will help impact deprivation and meet the socio-economic needs of the SA1 area. The proposed site is situated approximately 500m South-East from the Waterfront Community Church (WCC) which is a voluntary organisation aimed at organising community activities, hardship relief (food and clothe banks) and raising funds for disaster and famine relief abroad. Throughout the project CABAT employees will assist WCC by taking part in fundraising events and by donating food and clothes to the community.



Image 1: Waterfront Community Church (Meyrick, 2019).

As part of the construction industries movement to achieve further gender equality, CABAT will frequently hold women in construction talks to Saint Thomas Primary School which will be conveyed by members of the in-house team. Saint Thomas Primary School will also be given the opportunity to decorate the site hoarding with artwork, to give the area a positive impression of the

construction site. Furthermore, one afternoon every 6 weeks, 4 members of the in-house team will perform litterpicking patrols around the area of Kings Dock to help clear rubbish potentially harmful to the local area. Signage in and around the site will be provided bilingually in both English and Welsh, additionally educational resources will also be provided in this manner.



Image 2: Saint Thomas Primary School (*Saint Thomas Community, 2018*).

CABAT regularly undertakes audits upon its supply chain to help eradicate labour abuses and to report evidence of modern slavery. All of CABAT's in-house team are mental health first aiders who are trained to recognise the signs and symptoms of common mental health issues and to effectively guide that person towards correct support. The Well-being of Future Generations (Wales) Act 2015 motivates CABAT in all of its construction developments from inception to completion. To ensure CABAT are working towards the same purpose, place seven well-being goals help drive us, these are illustrated on **Image 3**.

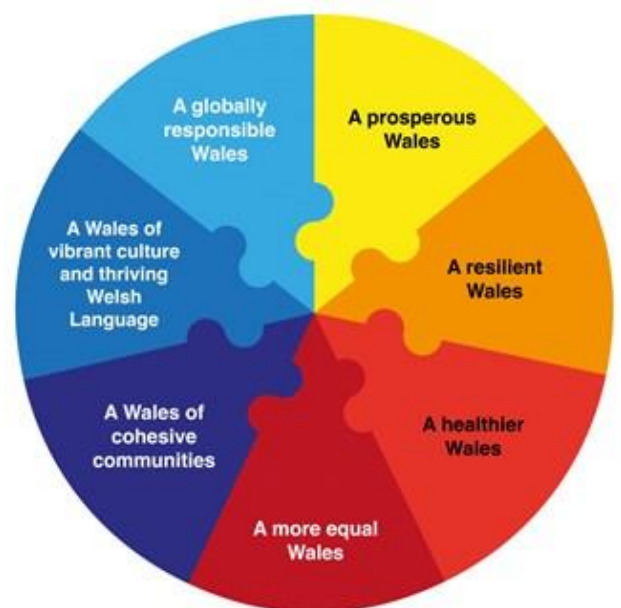


Image 3: 7 Well-being goals under the Well-being of Future Generations (Wales) Act 2015 (*Welsh Government, 2015*).

Prior to the commencement of the development, including any demolition and site clearance works, a Construction Method Statement (CMS) by CABAT Building Surveyor, Alex Morgan. Detailing all necessary pollution prevention measures for the construction phase of the development will be submitted and approved in writing by the Local Planning Authority. The approved statement shall be adhered to throughout the construction period and shall provide for:

1. The parking of vehicles of site operatives and visitors;
2. Loading and unloading of plant and materials;
3. Storage of plant and materials used in constructing the development;
4. Erection and maintenance of security hoardings;
5. Wheel washing facilities;
6. Measures to control the emissions of dust, dirt and noise during demolition and construction;
7. A scheme for recycling / and disposal of waste resulting from demolition and construction works;
8. The hours of work during the construction phase of the development including the traffic delivery movements into and out of the site.

These measures shall be incorporated in order to prevent pollution of the environment, protect the residential amenities of the area, to secure the satisfactory development of the site and to minimise traffic impacts on the surrounding highway network.