

# Crawley Developer and Partner Charter

## Kier

### How have you sourced labour locally?

As with all schemes we developed an Employment and Skills Plan (ESP) to support local employment and skills development in Crawley. This includes our regionally based Design Team and Supply Chain Partners offering opportunities to local residents such as work placements, apprenticeships and pre-employment training.

We work with our client to develop our project-specific ESP to carry out a potential candidates profile analysis, with support of local training and job employment establishments, in order to identify the skills and training needs of the local area.

The ESP is designed to ensure that the construction works benefit the local community and that we leave a legacy that enhances the local social wellbeing.

Our Senior Project Manager, Martin Perry, with support from our Social Impact Manager, Lucy Clarke, was responsible for the implementation of the project ESP and reported monthly to our Framework Manager or client and our Regional Operations Director Steve Cresswell.

### Please give details of any apprenticeship or work experience schemes that you have offered to local young people.

Throughout the project we employed six apprentices, one through Kier and five through our partner agency TraC.

We also hosted two work experience students from a local school.

### How have you supported local firms?

We regularly participate in local events such as seminars and where appropriate we consider sponsorship. We also have an established team managing our supply chain which goes out to the community and encourages local firms to join.

We also have an established Human Resource department which looks locally to recruit and will engage with skill and careers events where possible.

## **How have you involved the public?**

As a 'Considerate Contractor' and due to the nature of our work we are required to consider the public and always look to engage by communicating our public briefing and consultation events.

## **How have you promoted good and sustainable development?**

Kier has a wholly owned environmental organisation and always engages with a project design to deliver the sustainable aspects and as a considerate contractor we adhere strictly to all regulation such as how to deal with waste and look to go beyond if possible. We are not developers and would not engage with a developer that was not sensitive to the sustainable requirements.

## **How have you encouraged your sub-contractors and suppliers to abide by the charter principles?**

As part of our requirement of a sub-contractor they are audited and must be successful in order to join our supply chain. Audits are regularly undertaken by the team both before and during operations. We also require their commitment both in terms of environmental and employment management systems.