



# The Difference We Are Making

**The Willmott Dixon Foundation**  
Annual Review 2017

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 “What really matters is the difference that we are making to the lives of individuals and communities.” 

Alison Symmers,  
Head of Willmott Dixon Foundation

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The Willmott Dixon Foundation was established in 2011 to guide, monitor and collate the social and community investment activities of the Willmott Dixon family of companies which comprises Willmott Dixon, Fortem and Be.

Its Board members are:

**Rick Willmott**  
Chair of Willmott Dixon Foundation  
Group Chief Executive

**Alison Symmers**  
Head of Willmott Dixon Foundation

**Jonathon Porritt**  
Non-Executive Director, Willmott Dixon Holdings  
and Founder Director of Forum for the Future

**Nic Simpkin**  
Chief Executive Officer, Be

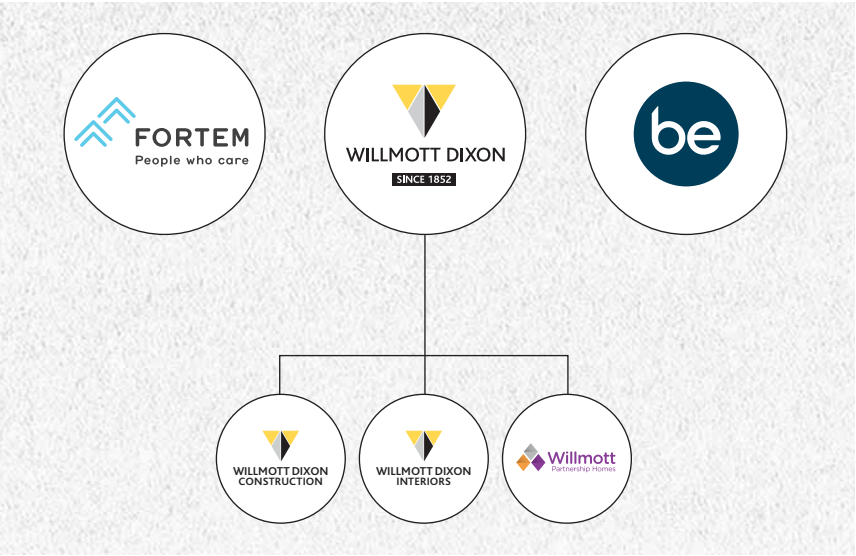
**Paul Smith**  
Chairman, Fortem

**Mike Hart**  
Chief Operating Officer, Willmott Dixon Interiors

**John Waterman**  
Chief Operating Officer, Willmott Dixon Construction

**Julia Barrett**  
Director, Willmott Dixon Re-Thinking

**Andy Geldard**  
Head of Communications, Willmott Dixon





# The difference we are making

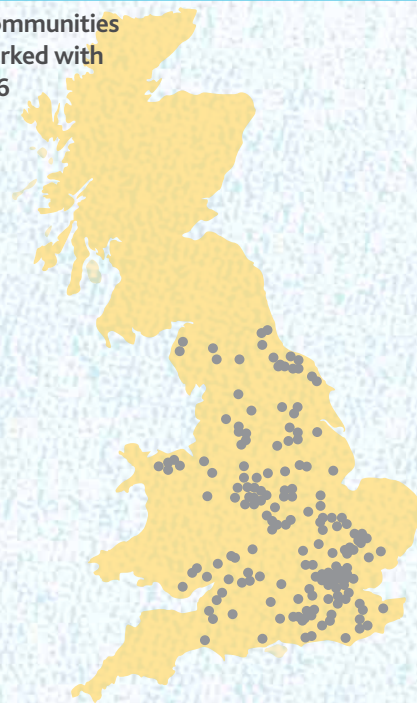
## Our Social Value Report for 2016

### What we put into the community

- 55,000** Over 55,000 hours of staff time invested by our people in community activities
- £711** value of community investment per employee
- 9,124** people visited our sites
- £1,119** average training spend per employee
- £6,000** We added nearly £6,000 to the fundraising efforts of our people through JustGiving
- £2.1m** value of our community investment
- 84%** of our people in our staff survey felt that the company took community investment seriously
- 300** We have over 300 people who have worked for the company for more than ten years
- Our impact target:**
- £3.36m** invested in the skills of our people
- 10,000** To have enhanced the life chances of 10,000 young people by 2020
- Our Foundation** collates, co-ordinates and guides all community investment and Social Value activity
- “To Willmott Dixon, Social Value means creating a positive impact on society and local communities.”**

### What we've done in the community

The communities we worked with in 2016



- 630** young people mentored
- 6.62%** of our people are in formalised apprenticeships, sponsored students or on graduate development schemes (exceeding our 5% Club commitment)
- 88%** of spend on our largest public sector procurement framework is with SMEs
- 153** Management Trainees
- £286,088** amount raised for good causes by staff
- 775** mock interviews undertaken
- Supply chain Sustainability School** We're part of a group looking at incorporating Social Value into Design
- 889** work experience opportunities provided
- 378** community events

On our largest public sector procurement framework

**Local spend**

- 38.06% within 10 miles from site
- 52.75% within 0-20 miles from site
- 79.37% within 0-40 miles from site

**Local labour**

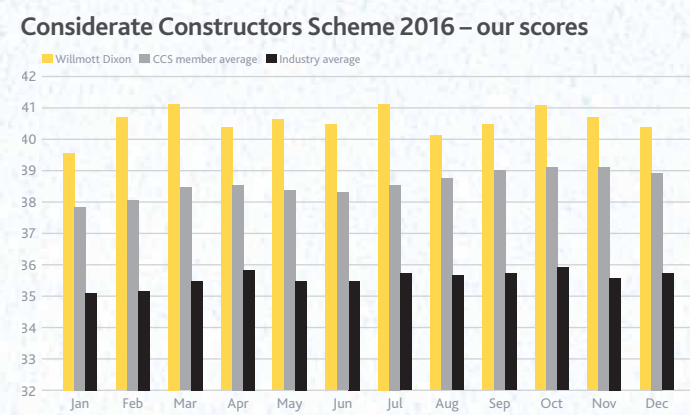
- 34.49% within 10 miles from site
- 55.09% within 0-20 miles from site
- 79.73% within 0-40 miles from site

**£10m** spent in contracts with social enterprises

**94%** of suppliers on our largest public sector procurement framework are SMEs

**74%** of our people took part in activities supporting the local community

**71** directly employed Willmott Dixon apprentices



### The impact of our activities in the community

- “I think I have been set up for life really.”** Ashley Leigh, electrical installation Apprentice
- 38** Our work with 38 social enterprises helped them grow
- 40.58** Considerate Constructors Scheme score 40.58 / 50. That's 5.34 above the industry average
- Sensory** We created sensory walls at two special learning facilities
- 50%** increased capacity for the Construction Youth Trust's practical training centre
- “I have learnt so many different skills.”** Marcus Armstrong, Plastering Apprentice
- “It helped me overcome some of my public speaking fears.”** Rob Elson, IT helpdesk

- 599** Transformed the life chances of 599 young people in 2016
- “Thank you for taking the stress out of my life.”** Householder for whom we arranged benefits advice, Ceredigion
- 87%** of our customers scored us 8/10 and above on the impact of our community investment
- “One of the people that we helped went for an interview and got a job. For me, that's what makes it all worthwhile.”** Ashley Coverdale, IT department

**Building People**

Out of 8 people on our Building People Programme 2 are now in full-time employment and 4 are enrolled in college to study construction

- “Fortem has helped me turn my life around.”** Matt Young, Carpentry Apprentice 1st year
- “Please keep doing what you do, because it makes the world a bit better every day.”** Paul Taylor, Construction Youth Trust

- “I am proud that I have got this job.”** A participant on the Mencap Employ Mes programme who was offered a full-time job on our site
- Renovated** We renovated the gardens at Queen Elizabeth's Hospital which benefited ex-forces patients and their families
- “Willmott Dixon is, truly, a company that is genuinely interested in its position as an integral part of the community.”** Norma Green, Chair of Yes Partnership
- 98%** of beneficiaries said that our community activities had a positive impact

**Skills gained by our Management Trainees from the challenge**

- “George hasn't smoked weed for three weeks now and after yesterday's tour he is determined to quit for good.”** Nadine Johnson, London Youth
- £2,194m** spent within 20 miles of our largest public sector procurement framework sites since 2010
- “It's been a real eye-opener. It's shown me what I want to do in life.”** James, participant on Good To Go
- 4,586** We made a difference to the life chances of 4,586 young people
- “It told me a lot about who I am as a person.”** Abdul Bassit, participant on Talent Match



I am delighted to introduce our 2017 report, which showcases some of the fantastic contributions our people made last year and the difference they have generated in local communities.

2016 saw our company undergo significant structural changes. We are a family of three sister companies: Willmott Dixon, Be and Fortem. While each company now operates with greater independence, in very different markets, they remain committed to delivering Social Value, and will continue to play an active role in The Willmott Dixon Foundation.

The structure of this Review reflects our new shape. It demonstrates how each sister company, and indeed the different companies within Willmott Dixon, are tailoring their Social Value activities to their clients' and customers' priorities, and the needs of the communities in which they work.

All three sister companies continue to work towards our shared target – to have enhanced the life chances of 10,000 young people by 2020. Our target is unique because it recognises that delivering Social Value is not about output (hours of work experience, for example) but about the impact these sorts of interventions have on people's lives. You can read more about how we measure the impact of different activities on page 9. I am delighted to say that by the end of 2016 we were more than halfway towards our target. We are confident that we will achieve our challenging goal.

The role of business as a force for social good has become an increasingly important topic in recent years. Through the Willmott Dixon Foundation we continue to contribute to the national debate. In 2016 we were part of a cabinet-backed social value task force that has developed a framework for improving Social Value across the country. We have learned a lot from this collaboration, and have started to implement the lessons learned in several different ways – you can read more about this on page 10.

Finally, we are very sorry to be saying goodbye to Alison Symmers who has been our Head of Foundation since its inception in 2011. Alison is taking a well-earned early retirement and we wish her well. Her legacy is that her determined approach has ensured that Social Value has become embedded within the very fabric of our businesses and will continue to go from strength to strength.



**Rick Willmott**  
Chair of Willmott Dixon Foundation  
Group Chief Executive

“Adding Social Value is part and parcel to the way we work.”

Rick Willmott



# Our community investment in a nutshell

## Where it came from

Company Contribution	£'000
Staff time	1,770
Cash donations	245
Gifts-in-kind	103
	<b>2,118</b>
<b>Leverage</b>	
Fundraising	286
<b>Supply chain:</b>	
Time	154
Cash donations	153
Gifts-in-kind	271
	<b>864</b>
<b>Total</b>	<b>2,982</b>

## Where it went

Focus Areas	£'000
Youth Unemployment and Inspiring Young People	1,131
Social Exclusion	133
Community Transformation	1,178
Health Charity	84
Arts and Culture	4
Other charities	452
<b>Total</b>	<b>2,982</b>

Our community investment data is collated in accordance with the standards of LBG<sup>1</sup>, of which we are a member, and is verified by Bureau Veritas<sup>2</sup>.

<sup>1</sup> LBG is a global network of companies which has developed a well-recognised and robust framework for measuring and benchmarking community investment

<sup>2</sup> Bureau Veritas is a professional services company that provides independent verification and assurance services.

## £2.1m

The value of the Community Investment from the Willmott Dixon family of companies in 2016

## 74%

of our people took part in community activities in 2016

## 83%

of our 2016 investment was in the value of staff time

## £578k

Our supply chain contributed £578,000 to our community activities. We think the actual figure is likely to be higher as we don't think we managed to capture everything!

## £286k

Over £286,000 raised by our staff for good causes

## £711

Value of Community Investment per employee

“Please keep doing what you do, because it makes the world a little bit better every day.”

Paul Taylor, Construction Youth Trust



# Our approach to community investment



## Our approach

Our approach to community investment and adding Social Value is simple. We want to make a positive difference to people's lives.

Every community is different, so we work with our customers and other stakeholders to identify local needs and priorities, and then develop activities which will have the most impact.

We know that by working with partners – clients, customers, supply chain partners, charities and other organisations – we can achieve more than we can on our own. This spirit of collaboration is at the heart of the way we do business.

We are constantly seeking ways to maximise the beneficial impact, we can have on local communities and on society as a whole. The collective learning on Social Value is growing rapidly and we are keen to share our experiences and knowledge with like-minded organisations so that we can all improve and maximise the benefits.

“The bit that was particularly important for us was the local spend, and that exceeded our expectations.”

Tom Blount, Boole Technology Centre



## Our focus

We focus our community investment and Social Value activities mainly in three areas:

### Youth unemployment and inspiring young people

We want to help young people develop the skills they need to find work, and we aim many of our interventions at young people who are at risk of becoming NEET (not in education, employment or training) or who have greater barriers to overcome. Working with young people requires significant resources and commitment from our teams, but it can also be very rewarding. Our people enjoy providing training, mentoring and other support, and frequently say how much they get out of the activities themselves.

### Social exclusion

People living in poverty, ex-offenders, those who are homeless or those living with a disability are just some of the people facing social exclusion. These people are often hard to reach and connect with, but helping these people is a key focus for us. There is a significant cross-over with our first area of focus as we work with many young people from difficult backgrounds, but we have also supported other excluded groups – for example, helping those in custody to steer away from re-offending through our work with prisons and young offender institutes.

### Community transformation

We know that thriving local communities can have a huge impact on the lives of the individuals, and we want to help them prosper. So we seek to employ local people and make sure that we purchase goods and services from local companies wherever we can.

In addition, over the past twelve months we have carried out hundreds of activities which aim to support local communities and help them to grow. These range from the modest – such as litter clearing – to mammoth make-overs involving hundreds of work hours from both ourselves and our supply chain partners.

Whatever the size of the undertaking our approach is to work with the right local people so that the work can deliver the maximum result.

The stories in this Review illustrate just some of the many ways in which we are focussing our Social Value work in these key areas.

“The Social Value submission made by Willmott Dixon was the single differentiator which secured them the project.”

Hampshire County Council



“We are able to trust Willmott Dixon to work with us and other local partners to deliver as much Social Value as possible.”

Tom Wilde, Trafford Housing Trust



## Our target

We have set ourselves the challenging target of 'enhancing the life chances of 10,000 young people by 2020'.

The target recognises that impact is key when it comes to Social Value. Giving a work experience opportunity to a young person is good, but it's the benefit – the skills to get a job – which is most important.

So how do we assess the impact of our interventions?

Our methodology recognises that:

- Some activities can have a greater impact than others: a classroom session on employability skills is likely to have less impact than an extended period of mentoring, for example.
- The impact of interventions may be more significant for people with greater barriers to overcome.

So on this basis, if an activity genuinely transforms a young person's life chances, we count that as one point towards our target. If we help a young person along the way – for example with interview skills – we count this as 1/3 of a point.

Figure 1 shows the sorts of factors we take into account when deciding if an intervention has enhanced or transformed lives. It's worth noting that we don't count some activities towards the target at all. For example, while careers fairs are beneficial for young people and sometimes even short conversations can change a young person's direction, in the main they are not transformational in themselves.

By the end of 2016 we had 'improved' the life chance of a total of 10,100 young people and 'transformed' the lives of 1,986 young people. Using our methodology, we have achieved 5,353 towards our target although we have made a difference to the lives of 12,086 young people – see Figure 2.

**12,086**

Made a difference to the lives of 12,086 young people

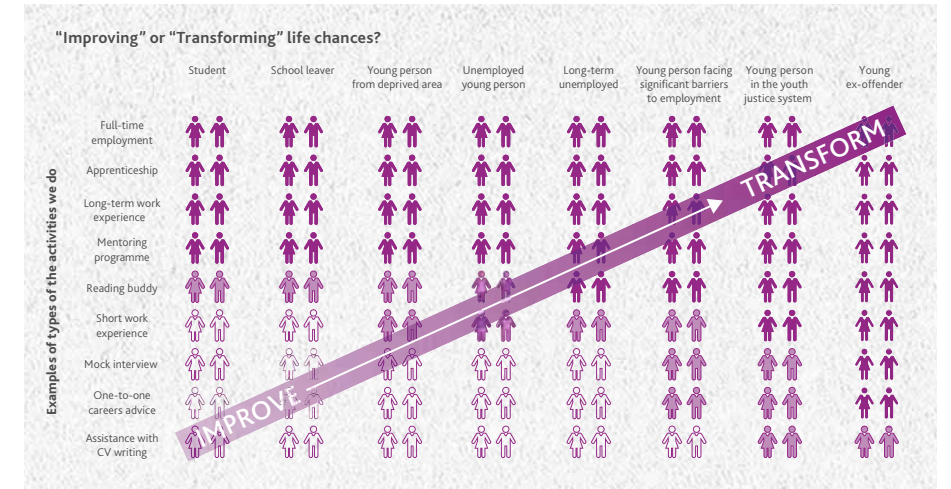


Figure 1

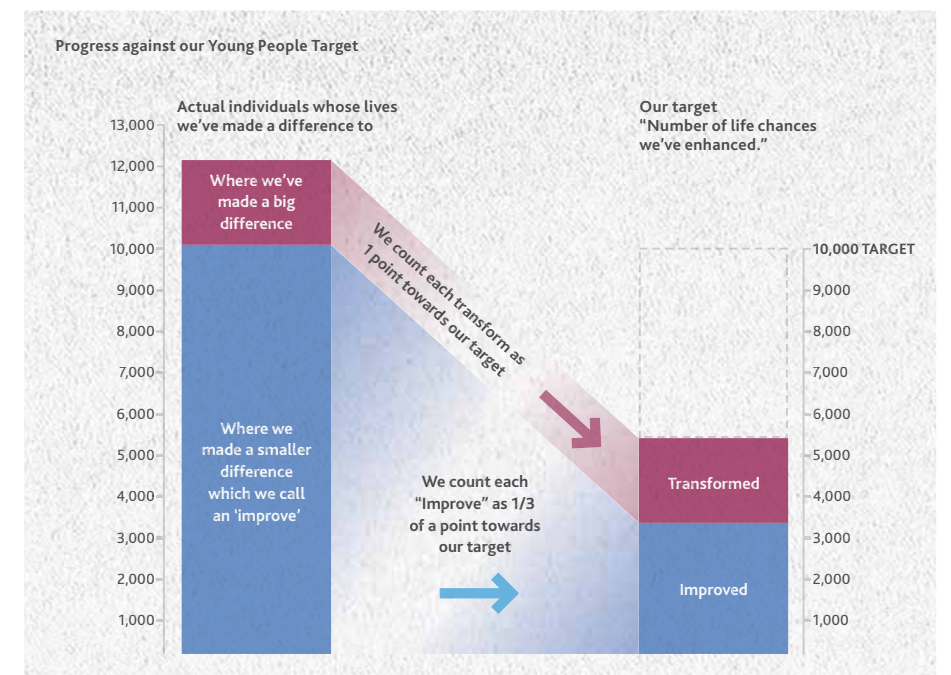


Figure 2





## Our progress

The strength of our Social Value work is that we constantly evaluate, learn and improve what we do.

### Social Value Account

In 2016 we introduced what we call our Social Value Account – a tool which helps us to calculate the value of our initiatives. It uses proxy financial data provided by an independent external expert<sup>1</sup> in the field, to provide us with an idea of the value of our interventions to society. Some of our projects have used this to demonstrate that equivalent financial value they added through community activities to the local area was 7-8% of the contractual value – and that is before you count the amount of money we spend in the local area on goods and services.

While we are clear that financial figures are not representative of the actual value of our interventions (for example, how do you truly value the benefit of helping a long-term unemployed person find a job – and the impact on their family and friends?), our Social Value Account is a valuable tool which helps us work with our customers to decide on the right kinds and levels of activities for them and their communities.

### Learning from Best Practice

Our participation in the Government backed Social Value Task Group gave us the opportunity to participate in the development of and review our own approach against the Social Value Maturity Index. As a result we are seeking to work more closely with our supply chain partners and also to integrate stakeholder feedback better into our review processes.

We were the only private sector company to present at the launch of the index at Portcullis House. Being part of the Task Group going forward gives us the opportunity to be part of those leading the way.

### New programmes

We constantly look to take part in and support new programmes which will add Social Value. In 2016 we have supported the Design Engineer Construct qualifications in three schools across the country. In addition we are working with HM Prison and Probation Service to develop an Apprenticeship Pathway programme.



Alison Symmers, Head of Willmott Dixon Foundation, explaining the business benefits of community investment at the launch of the Social Value Maturity Index at Portcullis House

“It is clear to me that CSR is embedded in the culture of the organisation.”

Peter Hopkins, Gatwick Diamond



**74%**  
of our people took part in community investment activities

**53%**  
Over 53% of the way to our 2020 Young People Target

**12,000**  
We've made a difference to the life chances of over 12,000 young people

“We applaud you for your empathy towards causes that reach out to the most socially excluded in society.”

Ethel Samkange, Betel UK



## Our challenge for Management Trainees

Each year, nominated Management Trainees from each part of the business are challenged to identify, plan and carry out a community project in their area. Competition is fierce and not only do the trainees gain valuable skills and an understanding of how adding Social Value is central to our culture and to the success of our business: The impact that their events have on the beneficiary organisation is huge.

Kristian Kerr from Construction Manchester won the challenge in 2016. His challenge helped children's hospice, Zoë's Place, which provides respite and end-of-life care to babies and infants suffering from life-limiting or life-threatening conditions. With his team of colleagues and supply chain partners, including architects, structural engineers and scaffolders, Kristian built a new summer house for the hospice, demolished a boundary wall and refurbished the surrounding nature garden area. This has not only provided a lovely place for the children and families to spend precious time, but will also enable fruit and veg to be grown by local volunteers which can be sold providing a future source of badly needed income. In addition, the project gave work experience to 17 young people, and also to a man recovering from a serious illness, enabling them all to gain valuable skills on the road to employment.



“...this project will help to support the care of babies and young children with life-limiting conditions for many years to come.”

Mark Guidery, Chief Executive of Zoë's Place Baby Hospice



2016 Trainee Challenge winner, Kristian Kerr

“It is something that as a charity, we would never have been able to afford without impacting on the vital work of the Hospice.”

Mike Mohan, Zoë's Place Baby Hospice



Also taking up the challenge in 2016 were Aaron Jenkins (Construction Wales and the West), Adam Dickinson (Fortem), Andrew Sizer (Partnership Homes Midlands and the North), Andrew Stevenson (Partnership Homes London and the South), Chris Dale (Construction Hitchin), Chris Lloyd-Evans (Partnership Homes London and the South), David Bennett (Construction Birmingham), Elliott Walker (Be), Jack Gunning (Interiors), Jonathan Skinkis (Construction Manchester North East), Matthew Roe (Construction Manchester – Yorkshire) and Sarah Mills (Construction Cobham). Look out for their stories on the following pages.

<sup>1</sup> Social Value Portal – [www.socialvalueportal.com](http://www.socialvalueportal.com)



# Willmott Dixon

## Our Construction, Homes and Interiors businesses



The following pages show some of the stories and key facts from the businesses of the Willmott Dixon company

**40,800**  
hours of our people's time on community investment activities

**43**  
Supported 43 apprentices on shared programmes

Over **£12,000**  
raised through fundraising efforts of our people

**73%**  
of beneficiaries said that our community activities had a positive impact

**£1.5m**  
value of investment by our Construction, Homes and Interiors businesses

## Construction Birmingham



Our Construction Birmingham team worked with Leicestershire Care's WIRE Project to offer ex-offenders work experience placements to help them to get back into work. As a result of hard work on his placement, James secured a full-time job with Willmott Dixon.



As part of the Derby Skill Build, 100 hours of work experience were given to two unemployed young people on our site in Derby.

**"It is so important for young people to gain real experience in potential careers."**

Diane Brocklehurst of Derby Skillbuild



Work experience placements were provided for students on construction courses at Leicester College. The four students who completed the placements are now full-time members of staff. One of the students, Kane, has since been promoted to Assistant Building Manager.

**6,000**  
Nearly 6,000 hours of our people's time

**81%**  
81% of beneficiaries said our activities had a high impact

**182%**  
Beat our Young People Target by 182%

**200**  
Provided nearly 200 work experience opportunities

**12**  
fundraising events

**3,000**  
Attended 14 school and careers events and talked to over 3,000 young people

**"Helped us to improve our services."**



Highbury Orchard Community



In just one week, a team of volunteers and supply chain partners supported trainee David Bennett in his challenge to totally transform the Highbury Orchard Community woodland area. The new footbridge, office and storage compound the team installed, together with other work they completed now means that the community woodland can provide more activities in a secure environment for children and adults recovering from mental health issues.



## Construction Cobham

“Willmott Dixon’s volunteering at Chestnut Tree House is invaluable and really does make a big difference.”



Vicky Norman, Chestnut Tree House Hospice



The ‘Ready For The Gate’ programme run by Cobham offers young offenders the opportunity to gain their CSCS cards, while they’re still serving their sentence.

At the end of the programme, at HMP Elmley in Sheerness, 12 of the participants secured jobs with our local supply chain partners.



Over 100 of Cobham’s people completed the ‘Lake District Legacy’ challenge, raising £103,500 for Chestnut Tree House – enough to pay for over two weeks of care at the hospice.



A team from Cobham donated their time to care for the grounds at Chestnut Tree House Children’s Hospice.



Working with the charity, Lives Not Knives, Cobham’s Sarah Mills led a team for her Trainee Challenge by creating and delivering a new Construction Traineeship scheme, including the provision of over 100 hours of work experience for young people. The programme was designed to help those who need the most support – including care leavers, refugees and those previously on the wrong side of the criminal justice system.

The scheme has been published on the Considerate Constructors Best Practice Hub.



After meeting people from Willmott Dixon at a school careers evening, Luke joined the company as a Technical Apprentice and is now training to be a Site Manager.

**57**  
Transformed the life chances of 57 young people

**87%**  
of the beneficiaries said the impact of the activity was high

**£18,500**  
Raised £18,500 for good causes through fundraising

**1,000**  
Over 1,000 people visited our sites

**7**  
community make-overs

**Won**  
Scape’s Community Impact and Legacy Award for London and South East



“I have learnt that collaboration is key to working together.”



Student from King’s Oak Primary School after completing SATRO Business game workshop

## Construction Hitchin



Our Community Manager, Stephanie Hensman, has been supporting the Yes Partnership Motivation and World of Work Conferences since 2015. She started as a table facilitator and has now been asked to join the committee to help develop conference content and impact metrics.



Our Hitchin office team has raised a total of £305.64 from monthly office dress-down days. Here the team have been dressed by the kids for Oxfam.

“Willmott Dixon is, truly, a company that is genuinely interested in its position as an integral part of the community.”



Norma Green, Chair of Yes Partnership

“My favourite part of work experience was visiting the sites and having hands on experience.”



Chloe Willicombe, Work Experience student



Hitchin sponsored the award for the North Hertfordshire Area Young Enterprise Company Competition and presented the award to a team from Lonsdale Special Needs School in Stevenage.

**50%**  
Over 50% of the way to our 2020 Young People Target

**£32,000**  
Value donated by our supply chain partners

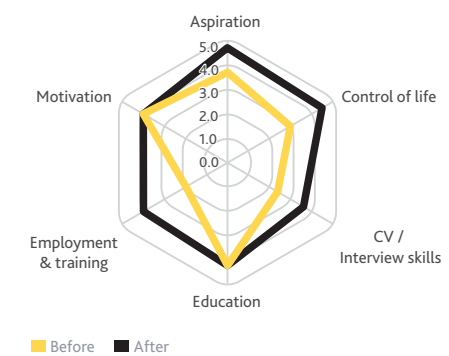
**51**  
mock interviews

**13**  
people mentored

**23**  
Training opportunities given to 23 local people

**Unique**

We created a unique outdoor maths classroom for Icknield High School which was Liam Tracy’s trainee challenge



A student with autism joined our Hitchin team for a one week work experience placement and was asked to rate the impact. The most surprising result was that afterwards he felt much more in control of his life.



After completing four months’ work experience on a Hitchin site through the Knights Templar Progression Programme, Harry Pearce joined us as a Technician Apprentice.



## Construction Manchester



The STEM (Science, Technology, Engineering, Mathematics) Careers day at Doncaster Primary school gave pupils, as young as 5 years old, the chance to take part in interactive activities run by the team.



The Commercial team headed to the Derwent Valley National Park to provide the much needed workforce to remove and replace a fence that had fallen into disrepair.



Ashley Leigh, aged 19, from Little Lever was successful in getting a Willmott Dixon Electrical Installation Apprenticeship through Bolton College.

“I think I have been set up for life really.”

Ashley Leigh, Electrical Installation Apprentice



“The Willmott Dixon Enterprise Day” gave 205 Year eights, at Altrincham Grammar School for Girls, the opportunity to produce a mock tender for a new school and try out being Estimators and Design Managers for the day.

“I would like to thank Willmott Dixon for providing such a valuable asset that will benefit all local people.”

Karen Swindells, Locality Youth Manager, Bennett Street Youth and Community Centre



10 pupils from Four Oaks Primary school have planted dahlias as part of the restoration work that our Manchester team has done for Stanley Park.

**3**  
separate Trainee Challenge events

**Winner**  
Trainee Challenge winner – Kristian Kerr

**140%**  
Beat our Young People Target by 140%

**£376k**  
Value of community investment by our supply chain partners

**46**  
work experience opportunities

**Apprentices**  
Three directly employed apprentices plus eight on a shared apprenticeship scheme

## Construction Wales and the West

“We are not just a contractor who builds and disappears.”

Richard David, Operations Manager, Construction



Wales and the West sponsored the Porthcawl Primary Power team in the National Formula 1 Challenge. The whizz-kids designed a car which sped to victory in the Jaguar Primary School Challenge, topping the South Wales podium. The successful event proved to be a great learning opportunity.



Our Wales and the West team defeated the Commando Challenge raising £1,700 for Devon Air Ambulance and Royal Marines Charity.



After speaking to our Wales and the West team at the CITB's campaign in a box event, Aaron has secured employment as a labourer with one of our supply chain partners. He is now planning to apply for Willmott Dixon's Management Trainee scheme in 2017.



Through a partnership with Job Centre Plus and local training providers, our sites gave full-time employment to 10 long-term unemployed people, including Kayleigh Jones who is now employed as a Site Welfare Operative.



Aaron Jenkins led a team of colleagues, for his Trainee Challenge to completely make over two Emmaus shelters for the homeless, in Bridgend and Bristol. Alongside laying car parks, building sheds, decorating, landscaping – and much more – the team supported the charity's ethos by also providing work experience for four of the charity's previously homeless companions, giving them valuable skills towards their search for employment.

**£264k**  
Value of our community investment

**£23k**  
Value of gifts-in-kind provided by our supply chain partners

**87**  
work experience opportunities provided

**21**  
people on shared apprenticeship schemes

**1,200**  
Over 1200 people visited our sites

**Challenge**  
Runner-up in the Foundation Trainee Challenge

“Our companions will benefit from your follow up work in supporting them with training and opportunities to develop their skills and find employment.”

Audrey Barnett, Community Manager at Emmaus Cardiff





## Willmott Partnership Homes Midlands and the North



The kitchen and cellar renovation completed by our Midlands and the North team allowed the St John's charity to link up with the charity FareShare to provide unsold food from supermarkets to those who need it.



Two ex-offenders completed work experience placements at our Oswestry site as part of the "Inspiration Agenda" Government initiative. After completing their work experience placements both ex-offenders were offered full time employment with our supply chain.

"Working with Willmott Dixon has been a delight."

Neil Hamilton, Stoke College



"I honestly thought that engineering was all about cars and planes. It's been really interesting to see how important engineers are."



Yasmin, aged 12 after completing a Women in Engineering day



Some of our Midlands and the North people spent the day building bird boxes with the pupils from Seymour Primary School, using materials donated by the team. The bird boxes were put up in the school grounds to be used for a project looking into nesting habits of birds, doubling the learning opportunity.



Our Midlands and the North team donated and installed a shed to the Maesbury Metals Workshop for adults with learning difficulties, helping them to gain employability skills.



For his Trainee Challenge, Andrew Sizer led a team of 25 colleagues and seven supply chain partners to restore the gardens at The Queen Elizabeth Hospital in Birmingham, which particularly caters for military personnel and their families. The area will now be enjoyed by the patients and their families for years to come.

**81%**  
of beneficiaries said our activities had a high impact

**£317k**  
Value of our community investment

**85%**  
of the way towards our 2020 Young People Target

**200**  
Over 200 work experience opportunities provided

**Site visits**  
for over 200 people

## Willmott Partnership Homes London and the South



As part of the Chadwell St Mary Centre's community development programme, our London and the South team, together with supply chain partner, St Lewis Design, spent a day clearing weeds and undergrowth from the Centre's garden.



The team from Aberfeldy raised £550 for Cancer Research UK by completing a sponsored climb over London's O2 arena.



Our Royal Holloway site team attended St Judes Primary school, Egham, to give a whole school assembly on the dangers of children going onto building sites.



For his Trainee Challenge, Chris Lloyd-Evans led a five day Building Lives programme offering eight young people the opportunity to learn a range of employability skills to help them start in the construction industry. All now hold CSCS cards, two are in full time employment and four have enrolled in college to pursue a construction career.



Raw materials and our people's time helped Tilbury Pioneer Academy build their ECO greenhouse. The greenhouse is made from 1,500 2ltr drink bottles collected by the school over the last year!



A thank you from St Judes

**2**  
separate Trainee Challenge events

**11**  
community make-overs completed

**200**  
Over 200 mock interviews completed

**250**  
Site visits for almost 250 people

**Considerate Constructors Scheme Award**

The Music Box project we won the CCS Bronze Award

"This was the best choice of my life."



Chace Cowlin, completed a shared Apprenticeship and has now been accepted onto the Management Trainee Programme

"Support and commitment really does make a big difference."



Allan Hopkins, Community Links Manager, The Warwick School



## Interiors

“It really inspired the young people to consider construction as a viable career path.”



Jodie McNally, Street League



13 unemployed young people were given the opportunity to complete a three week training programme to help boost their employability skills as part of Jack Gunning's Trainee Challenge. He also led a team to refurbish the Construction Youth Trust training centre so they can help more young people in the future.

After completing the programme one of the participants was offered a full-time position as a Site Operative.



31 unemployed young people, identified by charity Street League, were supported by our Interiors team through a three day residential employability skills training course.

After completing the course, eighteen year old Roland Hidaji secured a full time position working with one of our supply chain partners.



With help from the children of St John's C of E Primary School and Nick Webber, a local artist, our site team created a vibrant spray paint mural to help to teach the students about construction. Since the project, Nick has been accepted onto a PGCE teacher training course.



At careers fairs our team offer hands on carpentry and brickwork activities, for both children and parents, helping them to learn more about DIY as well as the construction industry.



Interiors' amazing band, made up of people from our Interiors team, raised £795 by performing at the Construction Rocks show. The money raised went to the Amber Foundation.

“I can't believe we've done it.”

Jack Dyer, Participant on Changing Lives programme



**179%**

Transformed the life chances of 80 young people – beating our target by 179%

**£66k**

Value of investment by our supply chain partners

**15**

fundraising events

**8**

community make-overs

**94%**

of our team members haven taken part in activities supporting the local community

“Made me believe in myself!”



Young offender, 18

## Functional areas



The in-house sustainability team ran a series of recruitment skills days for young people in Oakhill Young Offender Institute. As a result, one of the young people gained a place on a college course after release and another gained a work experience placement.

“Amazing! The young people have learnt a lot of interesting and valuable information.”



Kate Hobbs, Education Welfare Officer at Oakhill Young Offender Institute



The IT team collaborated with the Letchworth Job Centre to offer a bespoke three week career development and work experience programme. All the candidates have since found employment.



Over £700 was raised by the Finance team from dress-down day donations and given to a variety of different charities.



Group Chief Executive Rick Willmott and a team of our Managing Directors completed the Cyclotour du Léman – a 180km ride around Lake Geneva in a day, raising £22,575 for the Sir Simon Milton Foundation and Cystic Fibrosis Trust.



The Group HR team took part in the ELSA Enterprise and Employability Programme, “Get Work Ready” at five schools. The team conducted mock interviews and ran team activities to help the students identify the best answer to an interview question.

“Presenting some of the sessions has helped me overcome some of my own public speaking fears.”



Rob Elson, Willmott Dixon IT Helpdesk

**1,200**

hours staff time

**£3,800**

Raised through staff fundraising

**81**

people mentored

**300**

Over 300 mock interviews completed

“Students were so engaged in the task we couldn't prise them off. Brilliant activity!”

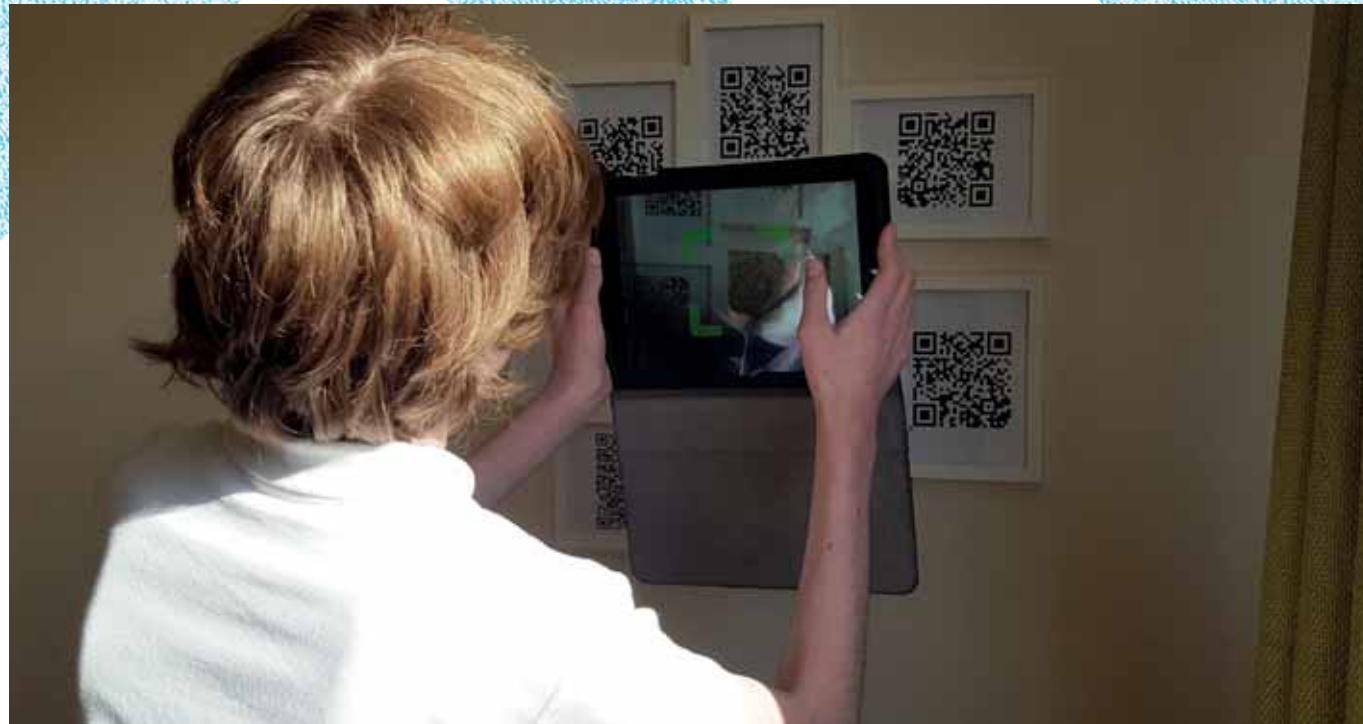


Dr James Finn, teacher at Nobel School



# Fortem

Our fully managed repairs and maintenance, and energy services company



The following pages show some of the stories and key facts from the three regions of the Fortem business

**50**  
50 charity events

**6**  
allotments transformed

**162**  
people mentored

**66**  
directly employed apprentices

**£9,500**  
Over £9,500 raised through fundraising by our people

**12,300**  
Over 12,300 hours of our people's time

## Fortem North

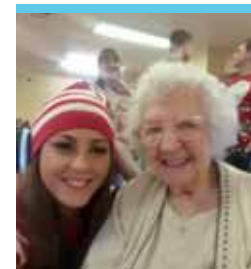


Our team in Rotherham raised enough money to send three local young people on the Wide Horizons Adventure Break. Three Fortem team members accompanied the young people on the trip to offer help and support.



At Newman Special School Fortem staff ran "have a go" workshops, allowing students to try their hand at tiling and joinery.

From the event one young person gained work experience within the Fortem admin team.



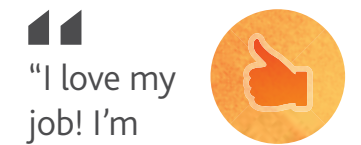
Our Management Trainees held a Christmas tea party in partnership with Together Housing.

Evelyn, 101 years young, had her first 'selfie' at the event.



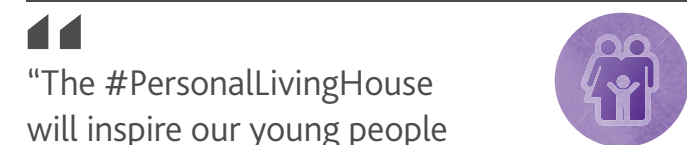
As his Trainee Challenge, Adam Dickinson led a team to refurbish the caretaker's house at Abbey School, including installing a new kitchen, bathroom and decorating throughout. The house is designed to help young people and their families learn the skills required for independent living and Adam's idea of using QR codes on the walls gave a new and innovative way to deliver instructions for using simple household items such as washing machines.

The refurbished caretaker's house now has an unexpected use as Social Services' 'crash pad' to safeguard children overnight before they can be taken to a care home or foster home. Often the alternative to staying at the 'crash pad' would be spending the night in a prison cell.



"I love my job! I'm proud to be a mentor."

John Compton, mentor to plumbing apprentices



"The #PersonalLivingHouse will inspire our young people to have the highest ambitions about their futures."

Luci Windle, Head Teacher, Abbey School



Becky secured a full time administration job with our supply chain, after completing work experience through the Fortem Opening Doors work experience programme.



## Fortem Midlands



Students at Kings Norton Boys' School took part in a STEM (Science, Technology, Engineering and Mathematics) event run by ambassadors from our Midlands team.



Our Birmingham team have continued their support for Sifa Fireside each month, cooking breakfast for homeless people in the local area.

“The residents of Birmingham both young and old have gained valuable experience through the opportunities of the work experience offered.”



Joan Goodwin, Chair of City, Housing Liaison Board



The Fortem 4Life Training Academy in Aston runs trade taster sessions, employability workshops, construction awareness open days, Women into Construction events and basic DIY sessions.



Our team in the Midlands ran a two day specialist programme at the Fortem 4Life Academy, for children who struggle with mainstream school education. The programme included trade skills such as fixing a plug and tile cutting.



Our apprentices spent the day painting the fence at Acorns Children's Hospice to brighten up the garden.

“Thank you for taking the stress out of my life.”



Householder for whom we arranged benefits advice, Ceredigion

## Fortem South



Our Oxford team raised over £1,700 for Cash for Kids and collected donations for children who would not receive anything at Christmas.



Our team supported Brooklands College with their joinery course, including judging their competition.

“Working for Fortem has given me a new lease of life.”



Gary Fowkes, studying NVQ level 3 in plumbing and gas



As part of the allotment project our Paragon team helped Walton Charity to clear and prepare a new allotment area ready to be used by the local residents.



Our maintenance team took part in an Action Maintenance day, completing repairs on over 40 communal areas in one day.



Our team donated chocolates they had collected to the local children's hospital at Christmas, which helped them to have a more festive time.

**£547**

We raised £547 for Herts Young Homeless which provided 22 people with a bed for the night

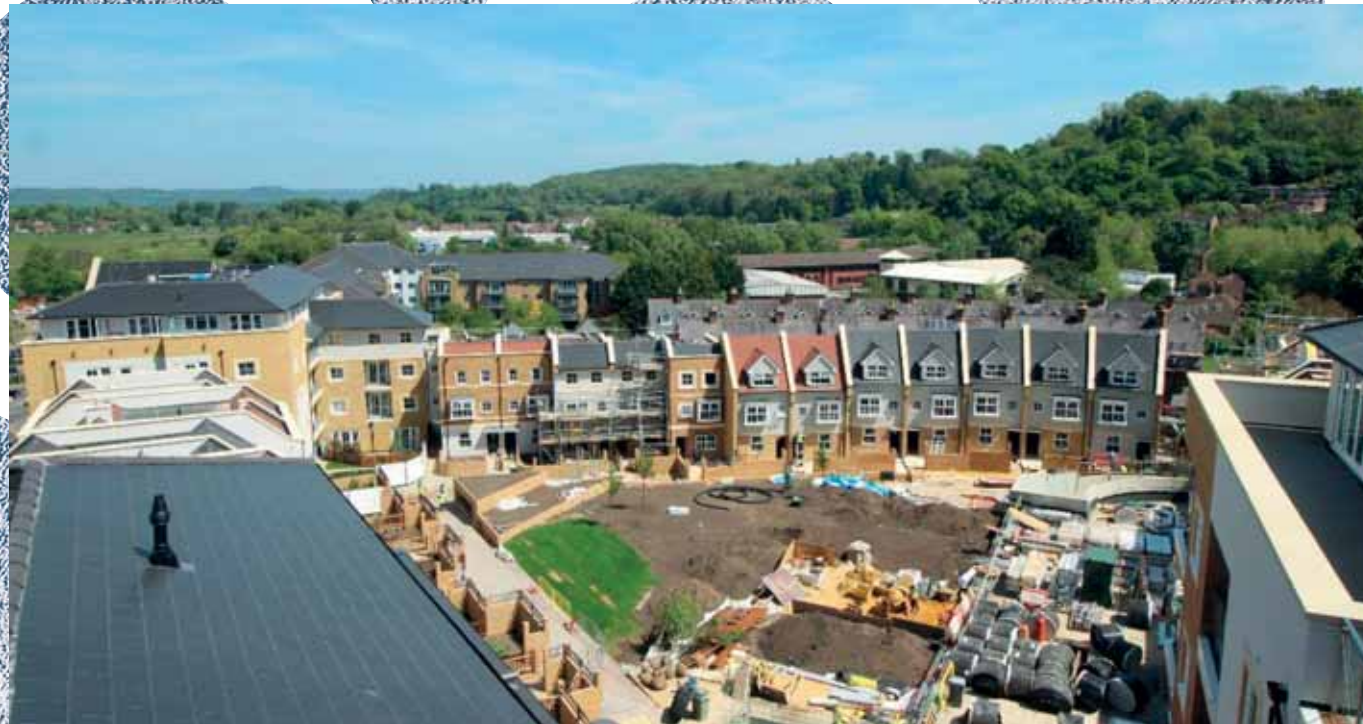
“You inspired us all!”



Marion Truscott, Department for Work and Pensions



# Be Our residential development company



As a developer Be takes a holistic approach to Social Value. Their philosophy is that building great places to live creates well designed and inclusive communities that will add Social Value in the long-term. Developments form the foundation for new communities to develop and existing ones to grow.

As well as working to ensure that the companies who build the developments match our approach, the small Be team also take part in hands-on community investment activities such as those on the next page.

## Be

We helped our summer apprentice secure full-time employment with the NHS.



As his Trainee Challenge, Elliott Walker led a team which planted 420 trees to start Cheshunt School's new biodiversity zone.



By implementing a small parking fee to visitors, our site in Sevenoaks raised £3,600 for the homelessness charity, Porchlight.



Be sponsored City of Westminster Active Westminster Awards. The awards celebrate the contribution of individuals and clubs who make a difference through sport and physical activity in Westminster.



Staff from Be ran a second Talent Match event aimed at 18-24 year olds, who had been out of employment or training for at least a year and faced significant barriers to employment. At the end of the event, two attendees were offered work experience with Be's office and site teams.

"It simply couldn't have happened without your support."



Councillor Steve Summers, Cabinet member for Sports and Leisure, Westminster Council

**1,400**

Over 1,400 hours of our people's time

**420**

We planted 420 trees to create a biodiversity zone

**83%**

of beneficiaries said that the community activities had a positive impact

**£8,000**

Over £8,000 fundraised

"It told me a lot about who I am as a person."



Abdul Bassit, participant on Talent Match event



## Organisations we've worked with Our supply chain partners



We couldn't achieve what we do without the support of our supply chain partners whose contribution of time, money and goodwill is invaluable. Mentioned below are just some of those who played a part. We would like to thank them all.

777 Demolition & Haulage Co. Ltd  
A.T. Jones & Son Ltd  
ACL Brickwork  
Acorn MPS  
Aggregate Industries  
Alandale Group  
Altro Flooring  
Amber Scaffolding Ltd  
Attleys Roofing Ltd  
Athena Civil Engineering  
AVV  
Bailey Fabrications Ltd  
Bailey Streetscene Ltd  
Barnsley Brickwork  
The Bennie Group  
Bathgate Flooring  
Beard Construction  
Beresford Flooring  
Blok n Mesh  
BMS  
Bonwyke  
Bracknell Roofing  
Brewers  
Briggs and Forrester  
Broadsword Group  
Broken Colour Decorators Ltd  
Broxap  
Buildbase  
C&L Timberkits Ltd  
C.H. Carpentry  
C.Kew Installations Ltd  
Cartwright Communications  
Central Essex Interiors Ltd  
Charnwood Fencing  
City and Kent Cleaners  
CMB Engineering  
CMC Flooring  
D M & C Ash Ltd  
Dale Studios

Deconstruct UK Ltd  
Deep Contractors Ltd  
Deepdale Solutions  
Derry Building Services  
DES Electrical Contractors UK Ltd  
Domestic Sprinklers  
Dulux  
DWJ Harkin  
E Brit  
East Midlands Demolition  
Elliott UK  
EML Installation Ltd  
England Carpentry  
Everest Miles Decorating Contractors  
Express Drylining Ltd  
Falcon Green  
Falcon Tower Crane Services Ltd  
Farncombe Smith 1990 Ltd  
Fast Track  
Foundation Developments Ltd  
Four Bay Structures Ltd  
Franklin Hire Ltd  
Fraser Brickwork Ltd  
FST Services Ltd  
G P Masonry Contractors  
Gallagher Group  
Gerflor  
Gibbs Surfacing Ltd  
Glamorgan White Lining  
Globe Scaffolding  
Green Square  
Greenfield Joinery  
Grid Point  
GRS Roadstone Ltd  
Harlequin Office Furniture  
Harrison & Rowe Plasterers  
Heritage Brickwork Ltd  
Hever Ltd  
Horizon Tilers  
HTA Architects  
Ian Williams Carpentry Ltd  
Interfix Services Ltd  
ITC Cabling  
JG Bricklaying  
Jarvis Contracting  
JBW Commercial Services

Jewsons  
John Peck Construction Ltd  
K&F Electrical Ltd  
Kane Group  
Korbuild Ltd  
L&D Carpentry Ltd  
Lawmens Ltd  
Leay Ltd  
Lee Brothers  
Levene Brickwork Ltd  
Lewis Facilities Ltd  
LJJ Ltd  
M J Robinson Structures Ltd  
M Logan & Sons  
Madigan Gill Ltd  
Maybourne & Russell Ltd  
McDermott  
McGinley Group  
MK City Plumbing & Heating Ltd  
MMK Civil Engineers Ltd  
Morris Vermaport Lifts  
MSK  
New Tredegar Skip Hire  
NRA Roofing & Flooring Services Ltd  
OAK Drylining Ltd  
Oakfield  
O'Keefe Construction Ltd  
Parker Plant Ltd  
PAW Structures  
Phaze Electrical  
Plaza Builders Ltd  
Powerday  
Prestige Plastering & Renovations Ltd  
Price Fencing & Landscaping Ltd  
Protec  
R&M Developments Ltd  
R&M Williams  
RB Electrical  
Rixonway Kitchens  
RLC  
RnB Flooring  
Roofline Group Ltd  
Rose Building Services Ltd  
Roseville Projects Ltd  
Roylands Contractors Ltd  
S B Electrical Ltd

Sage Roofing  
SD Carpentry  
Sharpline  
Shine Food Machinery Ltd  
SJD Electrical  
Southern Industrial Roofing Ltd  
Sparrow Plumbing & Heating Services  
Specialized Fabrications Ltd  
Speedy Hire  
Squibb Group  
St Lewis Design Ltd  
Stats Utility Connections Ltd  
T&G Carpentry  
Togher Construction Ltd  
The Sussex Sign Company  
Travis Perkins  
View Civils  
Warwick Group Ltd  
Winters Electrical  
WysePower Ltd

## The charities and good causes we supported



In addition to our work in local communities, over the course of the year our community and fundraising activities have been able to help the following:

2 Wish Upon a Star  
Acorns Hospice  
Action for Children  
Action Medical Research  
Age UK  
Alex White Memorial Fund  
Alzheimer's Society  
Amber Foundation  
Autism West Midlands  
Barnardo's  
Birmingham Children's Hospital  
Bluebell Wood Children's Hospice  
Bobby Moore Foundation  
Bowel and Cancer Research  
Brain Tumour Awareness  
Branch Out Foundation in Canada  
Branch Out Neurological Foundation  
Breast Cancer Now  
Breast Cancer UK  
British Heart Foundation  
Cancer Research UK  
Centrepont  
Chestnut Tree House Hospice  
Children in Need  
CHIP and Transition Dorking  
Construction Youth Trust  
Crisis  
Cystic Fibrosis  
Dekamile  
Dementia Awareness Society  
Dementia UK  
Ear Foundation  
Emmaus  
EPIC CIC  
FareShare  
Festival of Excitement  
Fisher House UK  
Frost and Snow  
Genes for Jeans  
Great Ormond Street  
Herts Young Homeless

Highbury Orchard Community Woodland  
Inspire  
Keep Bristol Warm  
Latch  
London Youth  
MacIntyre Charity  
Macmillan Cancer Support  
Multiple Sclerosis  
Noah  
Nottinghamshire Hospice  
NSPCC  
Oxfam  
Penny Brohn UK  
Prince's Trust  
Queen Elizabeth Hospital Birmingham Charity  
Red Nose Day / Comic Relief  
Ronald McDonald House Charities  
Rotherham Hospice  
S2 Foodbank  
Save the Children  
Sea Cadets  
Sheffield Children's Hospital  
Shelter  
Sifa Fireside  
Sports Relief  
St Basil's  
St David's Hospice Care  
St John Centre  
St Mary's Hospice  
Street League  
Teenage Cancer Trust  
The British Heart Foundation  
The Kensington Chelsea Foundation  
Tiny Tickers  
Tower Hamlets EPB  
Trafford Hall  
Wallace and Gromit's Grand Appeal  
Welsh Dragons Burns Club  
Wide Horizons  
Willen Hospice  
Wood Green Animal Shelter  
Zoë's Place







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**FORTEM**

People who care



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