

STOPPING TO MAKE A CHANGE

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PLEDGING MORE

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SUMMER**2017**
Your employee magazine



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INDUSTRIAL CADET OF THE YEAR

Callum Finch (pictured) celebrates a well-earned accolade

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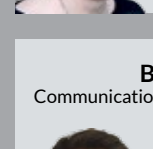
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EVOLVE

Evolve is produced on a quarterly basis by the Group Marketing & Communications team. Your input into Evolve is what makes it a success. Keep sending us your stories and telling us what you would like to see featured, as well as what you like about the magazine, and what we can improve.



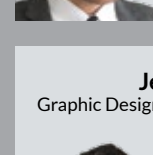
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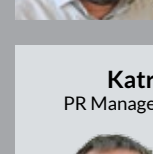
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Evolve's commitment

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MESSAGE FROM THE CHIEF EXECUTIVE

Hello and welcome to *Evolve*,

Having only recently completed my roadshow and been around the business hearing about the fantastic work we do, I can tell you that I never stop to be amazed by just how much we have accomplished, and how much we continue to achieve in our three businesses.

Partnerships' growth plan has been going very well, with the acquisition of Drew Smith in May (page five). This is a brilliant opportunity for us, combining our financial strength and expertise with local knowledge and relationships, and as time goes by I look forward to realising the benefits we jointly foresaw.

“PEOPLE REALLY ARE OUR GREATEST ASSET, AND WE WILL CONTINUE TO LOOK AT WAYS TO REMAIN A PLACE YOU ARE PROUD TO WORK”

Partnerships also continues to do well in other parts of the country, securing its largest-ever standalone scheme (page five).

Across the business, we also demonstrated how we are at the top of our game through a series of awards, not just for our projects - as seen on pages 9-11 - but, more importantly, for our people.

Callum Finch from Highways went up against some very talented individuals from some very well known companies and came out at the top. This is a fantastic achievement for Callum, and it makes me very proud that we supported him with this. Credit particularly goes to Helen Nurrish, who managed his work placement and was shortlisted for the 'Changemaker' title at the awards.

Stacey Campbell from Morrison Construction who works on our ESD joint venture became the second woman from Galliford Try to be nominated for a prize at the European Women in Construction & Engineering Awards. This is something else we celebrate - opportunities for a more diverse workforce.

Confirming again the quality of our projects, we hosted a number of high-profile visitors on our sites, showcasing the best of our business to them (page eight).

Recent events have reminded us that health and safety is a significant risk in our industry, and that we all need to do everything we can to make sure everyone goes home safely at



the end of the day. Taking part in the industry's largest-ever safety stand-down day, therefore, and putting the spotlight on some of the key issues we face, was invaluable (page 16).

I was also delighted to see how the Infrastructure Divisional Solutions business has really embraced wider sustainability issues through its pledge scheme (page 18) and encourage you to think about how you can do the same.

Finally, I've talked about devolution a lot since joining Galliford Try and one of the teams that is starting to put this into practice is HR (page 14). The team is tailoring its service in a way that ensures we attract, retain and develop the best talent for our three businesses in a competitive market. This is important, because people really are our greatest asset, and we will continue to look at ways to remain a place you are proud to work. Thank you for sharing your opinions on this with us through the employee survey, and, as ever, thank you for your hard work and efforts.

Peter Truscott

GALLIFORD TRY OPENS DOORS TO INSPIRE AND INFORM

The Construction and Partnerships businesses took part in BuildUK's Open Doors initiative, welcoming more than 200 members of the public to our sites to show them what goes on behind the scenes in construction, and encourage youths into our industry

During the last week of March, 14 of our sites, all the way from Morrison Construction's Highland's Anderson High School in Shetland, to Partnerships & Regeneration South West's Southway Campus in Plymouth, took part in the event.

Presentations were held to promote careers in construction, particularly to the

many college students who attended, and site tours gave a flavour of life on site.

The idea, ultimately, was to inspire youths into construction and provide practical advice as to how to kick-start a career in our industry.

Pictured below, student electricians from Tower Hamlets College visited the

Anchorage House scheme which is being refurbished by Building London & South East Commercial. They were shown the new wiring systems that were being installed, which proved to be a valuable experience towards their course.

"WE ALL KNOW THERE IS AN ISSUE BRINGING YOUNG PEOPLE INTO CONSTRUCTION"

Greg Slater, Project Manager, said: "I was delighted to see the students so clearly engaging with what we were trying to say to them about our industry. We all know there is an issue with bringing young people into construction. Open Doors is a great event for us to do our part as construction professionals in showing the next generation what fantastic opportunities are available to them."



GROUP CONTINUES CARBON REDUCTION TREND

Galliford Try has successfully driven down its total greenhouse gas emissions by nine per cent over the last year, despite growing in size and operation over the same period.

The total amount of carbon dioxide emitted in 2016 was 38,595 tonnes compared to 42,222 tonnes in 2015.

The primary drivers for this reduction are a decrease in diesel and electricity use, and also travel by car.

Using correctly-sized generators and

hybrid generators that use battery power in periods of low power demand have also contributed to the reduction of carbon use.

Teleconferencing and use of Skype, which are set to be more heavily adopted in coming months, have reduced car travel.

The emission reductions reflect an ongoing trend of an improvement in performance. The Group is now over twice as carbon efficient as it was in 2011.

For more information, visit: [Galileo >](#)

Group Services > Sustainability > Energy & Carbon.



PARTNERSHIPS GROWS FROM STRENGTH TO STRENGTH

Partnerships expands into Southampton, while celebrating the award of its largest standalone contract to date

GROUP ACQUIRES DREW SMITH

In line with plans to expand our Partnerships & Regeneration business, we welcomed leading contracting and mixed-tenure developer Drew Smith to the Group on 15 May following the completion of sale.

Drew Smith has been established for more than 25 years and has an excellent track record in residential contracting and development, working in partnership with Registered Providers, local authorities, healthcare authorities and private clients.

Based just outside Southampton, the business operates across Hampshire, Sussex and Dorset.

Pictured right, Stephen Teagle, Chief Executive of Partnerships & Regeneration, said: “The company provides an excellent fit for us. Combining our expertise, financial resources and framework positions with Drew Smith’s local knowledge and client base will strengthen our offer in an area where we see considerable



opportunity. This is a very exciting time for our business.”

Drew Smith will continue to be led by its Managing Director, Stuart Munro and will continue to trade as Drew Smith Limited.

PARTNERSHIPS WINS ITS LARGEST-EVER SCHEME

Partnerships has signed contracts with Notting Hill Housing to build phase two of the Great Eastern Quays (GEQ) development at the Royal Docks in London. The deal is worth £128 million to the business and represents its largest-ever standalone scheme.



The South East Partnerships business is already on site at Great Eastern Quays, completing the £85 million first phase, which has involved creating 350 new homes. The development sits on a prime location in East London, with spectacular views of the Thames and the nearby City.

Under the new contract, Partnerships will build a further 468 homes on the site, including 164 affordable homes, while also undertaking further landscaping and public amenity works, and creating 2,400 sq m of commercial, community and retail space.

Stuart Brodie, Managing Director for Partnerships & Regeneration South East, said: “This success is a culmination of the excellent work continually carried out by our team on the first phase of GEQ and testament to our partnering skills. Each member of staff has done a fantastic job in contributing their talents and skills to the project thus far, and we look forward to working with Notting Hill Housing to take this project forward to deliver lasting benefits for the community.”

A ROYAL CELEBRATION WITH RoSPA



Mick Blakeman and Richard Peace represent RoSPA President's Award winners Building East Midlands, as guests of RoSPA at HRH The Queen's Garden Party at Buckingham Palace

Galliford Try was proud to be invited by RoSPA (The Royal Society for the Prevention of Accidents) to commemorate 100 years of its work in saving lives at one of just four garden parties at Buckingham Palace.

Usually hosted by HRH The Queen, the parties are designed to recognise and reward public service. RoSPA nominated Galliford Try for invitation as a result of our commitment to achieving excellence in safety over a number of years, as demonstrated by the likes of Building London & South East Commercial which recently won an Order of Distinction Award. The coveted prize is presented to just a handful of companies that achieve a minimum of 15 consecutive Gold Awards.

Among our party, which included Sylvia Bates, Ryan Milnes and Alastair Gill from the Health, Safety & Sustainability team, were Operations Director Stephen Slessor from the Scottish Water Frameworks, Project Manager Richard Peace and Works Manager Mick Blakeman. Richard and Mick represented Building East Midlands, which won a President's Award, an accolade which is granted after securing 10 consecutive RoSPA Gold Awards.

Also in attendance was Steven Angus, a former joiner from Morrison Construction who has helped us promote the importance of health and safety since sustaining a leg injury working with another contractor.

TOLLBAR BRINGS EARLY BENEFITS TO MOTORISTS

Now officially open, the £106 million improvement scheme built at Tollbar End in Coventry by Galliford Try for Highways England is improving traffic flow and alleviating congestion at what was once a historic bottleneck.

Working with Highways England, Galliford Try has accomplished this through three key ways. First, a free-flow link under Tollbar roundabout has been provided for motorists travelling along the A45 Stonebridge Highway and A46 Coventry Eastern Bypass. Second, the Tollbar roundabout has been enlarged and access to the existing routes has been improved. Finally, the existing A45 Stonebridge Highway has been widened to a three-lane dual carriageway.

Commenting on the project's success, Highways England Chairman Colin Matthews said: "Tollbar End's completion is fantastic news for motorists. It is a key hub in the Midlands road network and the scheme is already providing the benefits of smoother journeys between the important north-south routes."

The project was recently awarded 'Best Large Highway/Transportation Project' at the West Midlands Chartered Institution of Highways & Transportation Awards.



"The official opening of the scheme marks the culmination of a huge undertaking that began over 10 years ago when we originally tendered the scheme as part of the West Midlands junction improvement package. We started on site in August 2013 with advance works including statutory undertakers' diversions. We opened the scheme, releasing the benefits before last Christmas, in line with the government deadline, despite some technical challenges, which is a testament to the hard work and flexibility of the team."

Jarrold Parkin, Galliford Try Project Director.

PREFERRED CONTRACTOR FOR AMBITIOUS SCOTTISH EDUCATION SCHEME

One of Scotland's largest and most ambitious education projects, which will provide five primary and secondary schools, early years nursery provision and supported education facilities on a single campus, has been awarded to Morrison Construction under a preferred contractor agreement.

The proposed £63.5 million Knockroon Learning and Enterprise Campus aims to create a state-of-the-art educational and recreational environment for the whole community, and will be located on the edge of Cumnock, East Ayrshire.

Morrison Construction's appointment follows an extensive procurement exercise by the local authority and its advisers. As part of the process, community stakeholders including pupils, parents, teachers, representatives from sports clubs and other community groups were invited to attend presentations by bidding contractors to feed back to the client's selection panel.

In addition to the design and construction challenges, the client has also set demanding community benefit targets, which our team plans to meet through education, training, employment and other initiatives.

Eddie Robertson, Morrison Construction's Managing Director for Central Scotland, said: "This project is a major investment in education and wellbeing provision for the communities of Cumnock, Auchinleck and the surrounding area, and we are very excited to have the opportunity to work collaboratively with all stakeholders to make these plans a reality."

Construction is planned to begin this winter, with an opening scheduled for 2019. To learn more, visit: www.morrisonconstruction.co.uk.



SECOND SMART MOTORWAYS SCHEME IN THE BAG

Highways England has awarded a £96 million contract to the Galliford Try Costain joint venture to upgrade 12km of the M1 between junctions 23a and 25 in the East Midlands to a Smart Motorway

Enabling works for the new project including site compound set-up and vegetation clearance started earlier this year.

Highways England has now given the go-ahead to proceed with construction. Temporary traffic management started at the end of March and full works are due to complete in late summer next year.

The joint venture is currently building its first scheme on the M1 in Northamptonshire between junctions 19 and 16, having been appointed as one of three delivery partners on the

£1.5 billion Smart Motorway programme in summer 2015.

Bob Gibbon, Director of Galliford Try's Highways business unit, said: "Confirmation of this further award is testament to the skills and dedication of our staff. Our strong working relationship with our joint venture partner provides a robust platform from which we can continue to grow our presence in the major highways sector. We now stand in good stead for further opportunities that are coming to the market later this year."



“We want to see more innovative partnerships between local authorities and developers like this one, building the right homes in the right places and offering a mix of affordable housing and home ownership tenures.”

Housing Minister, Rt Hon Gavin Barwell MP.

HOUSING MINISTER VISITS GATESHEAD

Galliford Try Partnerships North East welcomed Housing Minister, Rt Hon Gavin Barwell MP, to its Saltwell site to see the progress being made by the Gateshead Regeneration Partnership.

Known as Trilogy, the site is a collection of 99 family homes built to replace the aging and unpopular Tyneside flats in a part of the borough requiring regeneration. It is part of a 19-year project by the Gateshead Regeneration Partnership – a joint venture between Gateshead Council, Galliford Try

and Home Group - to deliver around 2,400 homes the borough.

Mr Barwell was shown around site by Sara Holmes, Development Director for Partnerships & Regeneration North East, Home Group Chief Executive Mark Henderson and Councillor Liz Twist, Gateshead Council’s Cabinet Member for Housing.

He commented: “It was great to visit the Saltwell development and hear about the ambitious vision of the Gateshead

Regeneration Partnership to revitalise neighbourhoods with high-quality, well-designed homes.”

Sara added: “We were delighted that the Minister was able to make the time in his busy schedule to visit our site at Saltwell. The Trilogy project is a prime example of what the Gateshead Regeneration Partnership is trying to achieve, building quality homes that local people want to live in, and regenerating communities to make them into desirable places to be a part of.”

HCA PRAISES INNOVATION OF GRAYLINGWELL ENERGY CENTRE

The Graylingwell Energy Services team played host to Sir Edward Lister, Chairman of the Homes and Communities Agency, as he paid a visit to inspect the innovative heating system which serves the Graylingwell Park development in Chichester, West Sussex.

The award-winning scheme, built for Linden Homes and Affinity Sutton (now Clarion Group), kicked off in 2010 and will eventually deliver 850 homes on the site of the former Graylingwell hospital.

The development puts energy conservation at its heart, with low carbon

communal heating and hot water provided by gas and biomass boilers at the Graylingwell Energy Centre. Through our team at Graylingwell Energy Services, the utilities are then sold on to residents, producing bills that are on average over 13 per cent cheaper than standard tariffs.

This was of particular interest to Sir Edward during his tour of site, and he was eager to hear about the impact it is having on residents’ lives.

Alan Wyper, Galliford Try’s Energy Services Director, said: “We are rightly

proud of our achievements here at Graylingwell, and it was great to see a person of Sir Edward’s stature within the sector take such a keen interest. We believe the energy centre is a genuinely innovative development and we look forward to continuing to realise savings for our clients and customers.”

The success of the communal system has led Partnerships & Regeneration to consider the model for schemes such as Silvertown Way, a 1,100-home project in London’s docklands.

“THE ENERGY CENTRE IS A GENUINELY INNOVATIVE DEVELOPMENT AND WE LOOK FORWARD TO CONTINUING TO REALISE SAVINGS FOR OUR CLIENTS AND CUSTOMERS”





Winners at the Evening Standard New Homes Awards

PARTNERSHIPS CLAIMS TWO TOP PRIZES

Partnerships & Regeneration South East is celebrating double success having scooped 'Best Supported/Sheltered Housing Scheme' at the Housing Excellence Awards and 'Best Development' at the *Evening Standard* New Homes Awards 2017

Recognised as one of the top industry events of the year, the Housing Excellence Awards highlight the organisations, individuals and projects that are leading the way in affordable housing.

The awards recognised Protheroe House, a £9.1 million purpose-built extra care development in Tottenham for One Housing Group, as 'Best Supported/Sheltered Housing Scheme', building on an earlier accolade for innovation in the same category at the Housing Innovation Awards.

The 50-home development for over 55s was recognised for supporting residents to live independently and meeting their individual needs, partly

through self-contained, well-designed spacious flats that are both accessible and allow for adaption for the changing needs of residents.

In the North West, Brunswick PFI Regeneration Scheme was shortlisted as 'Best Regeneration Scheme'.

Meanwhile, the *Evening Standard* New Homes Awards 2017, named Upton Village, the regeneration of the former Plaistow Hospital site, as 'Best Development' in the Affordable Homes category.

The project created 168 high-quality mixed-tenure homes combining new build and refurbishment of the hospital's Victorian buildings. It had already been

shortlisted in previous years in the *Evening Standard* awards, and had picked up a nomination last year for the *Inside Housing* Top 60 awards.

Great Eastern Quays, phase one, was highly commended at the awards in the category for 'Best Apartment'.

Stuart Brodie, Managing Director of the Partnerships & Regeneration South East business said: "Congratulations to both of the teams behind these schemes. The awards, once again, demonstrate our ability to build high-quality homes on behalf of our clients, and lead the sector in the delivery of affordable homes and regeneration."

GROUP COLLECTS 20 AWARDS FOR CONSIDERATE CONSTRUCTION



Galliford Try scooped 20 Considerate Constructors Scheme National Site Awards at ceremonies across the UK this spring, for, once again, demonstrating the very highest standards of consideration towards the public and environment

In another excellent year for the Group, we claimed four gold prizes, six silver and 10 bronze.



GOLD WINNERS

- Earlsdon Park Retirement Village.
- A611 Rolls Royce Access.
- Greenfaulds School Campus.
- Queensferry Crossing.



BRONZE WINNERS

- Nottingham Train Station Porte Cochere Repairs.
- Evelyn Street Primary School.
- Southcote Primary School.
- Hetton School.
- Cranmere Primary School.
- Rolls Royce Complex Fabrications.
- Orion House.
- Pretoria Road.
- Wick Noss Primary School.
- Campbeltown Grammar School.



SILVER WINNERS

- Sarn Park Services.
- Middlesbrough Street Lighting.
- Area A Car Park for MAG.
- University Of Nottingham Engineering & Science Library.
- Mandale Mill Primary School.
- Man Trunk - Eccles UID SAL 18.

Commenting on the Group's success, Peter Truscott, Chief Executive of Galliford Try, said: "We are committed to making a positive impact in the communities in which we operate and the Considerate Constructors Scheme (CCS) provides a great framework for measuring this. I am delighted therefore that we continue to be recognised for excellence in this area and congratulate all the teams involved for raising the standard for considerate construction."

As well as celebrating the wins, Galliford Try achieved its 2,000th CCS registration, with Great Eastern Quays in East London - see page five for details of the scheme.

TWIN WINS AT PARTNERSHIPS AWARDS

Galliford Try Investments claimed two prizes at the Partnerships Awards 2017, the most prestigious event for recognising and rewarding the best in Public Private Partnerships.

The team scooped silver for 'Sponsor Developer of the Year', reflecting a successful year for the division across the country.

The East Lothian Community Hospital project team also took home silver in the 'Best Healthcare Project' category. The project is being delivered through

Hub South East Scotland, with Morrison Construction appointed as the Tier 1 Contractor, Facilities Management as the FM and Investments as the main private sector investor.

Across Galliford Try, eight different entries were shortlisted by the awards, which are organised by respected industry journal, *Partnerships Bulletin*.

Mark Baxter, Managing Director of Galliford Try Investments, said: "I'm delighted that so many of our teams



and projects were recognised in the shortlisting at the event, reflecting the strength of our offering and the great work being done across the UK to continually demonstrate true public private partnership collaboration. The fact that we won two awards was the icing on the cake and is testament to the hard work and dedication of our staff."

BUILDING SOUTH WEST CELEBRATES CIVIC TRUST AND LABC AWARDS

A trio of award wins was celebrated by Building South West across the LABC and Civic Trust Awards, with the multi-award winning Black Rock Specialist Training Centre adding a title from each to its raft of accolades.

The £17 million centre in Portishead near Bristol, which provides firearms and tactical training facilities for Avon and Somerset, Gloucestershire and Wiltshire police, most recently won a Civic Trust Award, where it was described by judges as a “clever insertion of building into an abandoned quarry”.

They said: “The result of working closely together with the Avon & Somerset Police force, and the unusual design approach is a simple and elegant building that complements the natural beauty of the quarry, while providing the highly specialist

“A SIMPLE AND ELEGANT BUILDING THAT COMPLEMENTS THE NATURAL BEAUTY OF THE QUARRY, WHILE PROVIDING HIGHLY SPECIALIST FACILITIES”

facilities that the Avon & Somerset Police force require.”

In February, the scheme was presented with an LABC Building Excellence Award, alongside Swansea University Building 15/16, also built by Building South West, which was named ‘Best Large Commercial Building’. The awards, which are organised by the Local Authority Building Control recognise quality in all types of building project.

Further south in the country, Building London & South East Commercial received a Civic Trust commendation for 7-8 St James’s Square, a project the client hailed as “the most prestigious office development in the world today”.



JOINT CONSTRUCTING EXCELLENCE SUCCESS FOR EARLSDON PARK TEAMS

The Building and Partnerships teams behind Earlsdon Park Retirement Village scooped the award for ‘Best Customer LABC Partnership’ at the West Midlands Built in Quality awards.

The awards were run as a combined event with the regional Constructing Excellence awards, coming together under the Celebrating Construction 2017 banner, held at the ICC in Birmingham.

The winning Earlsdon Park scheme, which was built in joint venture between Partnerships Central and Building East Midlands, is one of eight completed retirement villages for key client the ExtraCare Charitable Trust (ECCT). It features 262 apartments for shared ownership and affordable rent, alongside community facilities.

James Warrington, Managing Director for Partnerships & Regeneration Central, commented: “Earlsdon is a great example of the fantastic work we have been doing with ECCT and the

team can be rightly proud of this award they have received for their efforts.”

Jon Marston, Managing Director for Building East Midlands, added: “Earlsdon was a hugely successful project for the team to work on and we are delighted they have been acclaimed in this way.”



WHAT OUR CUSTOMERS SAY ABOUT US

Achieving high levels of customer service is one of the foundations of our business, and something we continually strive to improve. Here, some of our homebuyers tell us about their experiences with Linden Homes

"After James met us once, he remembered which plot was ours and continued to be very helpful throughout the build process. Even after we moved in he would always say 'hello' and ask how things were with the house. It makes living around a building site much more pleasant when you get on with the site team."

A buyer at Midland's Bishops Grange development.



Western helps Ryan and Sophie make a new start together

"Lucy Gazzard, the sales executive, has been so helpful by explaining the whole process and taking us through everything. We are thrilled with our new home and love that everything is brand new – no leaky roof or boiler that needs repairing. It's been a sensible investment that's saved us money in the short-term as well as the long-term. We'll be starting our married life in a new home and we couldn't be happier."

Ryan Harvey and Sophie Thomas at the Charlton Hayes development in Bristol.

"All staff were helpful and encouraging regarding the process of selling and buying our new home...The experience with all staff was always pleasurable. They were knowledgeable, efficient, friendly and happy...They were there to help which is exactly what a customer needs."

Mr & Mrs Reddish at Becketts Ridge in Shrivenham.



Thames Valley's knowledgeable, efficient and friendly way impresses Mr & Mrs Reddish

"The service was brilliant, from our first viewing to our completion date and beyond, both the sales team and construction team were fantastic."

A homebuyer at Wilberforce Manor praises the East Yorkshire team.

"The site manager, Simon Steels, goes above and beyond...His response has been brilliant and we can't speak highly enough of him."

A customer at West Yorkshire's King's Glade development.

"We have been fortunate that Linden Homes employs such a professional and personable member of staff in Phil Hobin. Phil has exceeded our high expectations in the work undertaken... he always seeks to delight Linden Homes customers by going above and beyond the standard brief...actions which are at no cost to Linden Homes, but provide tremendous value to the customer."

Simon Jaggat at Gresham Mill on the edge of Woking.

Phil and the South team exceed Simon's expectations



Tom and Faye thank South East for a quick and easy Part Exchange

"We used the Part Exchange scheme and thought the price we would be offered was not going to be good - so we were shocked at being offered such a reasonable and fair price. Carol and Trevor in the sales office were also incredibly helpful and made the whole process really easy....It's a lovely little development and it seems a very safe place to bring up the girls."

Tom and Faye Smith at Century Gate in Beckenham.

"We just wanted to say how impressed we were, and still are, with the brilliant and professional Linden team. Jo, Angela, Mark and Ian have been amazing supporting us throughout the process from the very beginning, giving us regular updates and useful information...They went above and beyond their duties...and have been extremely helpful since. Words cannot express how grateful my husband and I are for their professionalism and kindness."

Emil and Zara Vangelova at Empire Court in Borehamwood.



Chiltern's professionalism praised by Emil and Zara

"I have been impressed with Linden Homes; the sales team has been friendly and helpful from the beginning and they're almost like family to me now! I can't wait to see Sherford develop, you can already see how it's taking shape and to say that I've been here from the start is very special."

Eliana Griffiths at Sherford.

"The Linden Homes team was very helpful, from when I bought the property to moving in...everything went very well and the process was smooth."

A buyer at Eastern's Edge development.

The South West team becomes like family to Eliana

THE PEOPLE PEOPLE

Over the last year, we have devolved our people-management activities to each of our three businesses with the aim to provide a more enhanced and tailored approach. *Evolve* learns more from our HR leads

Tell us a little bit about how the HR service has been devolved.

PS: Devolution has all been about better aligning the services we offer to our three businesses and Group Services to provide a more tailored approach that supports their differing needs. As a result of devolving the service, we operate through four main teams - as shown to the right - giving flexibility. We remain co-ordinated as a wider HR team to share expertise and practices to benefit the businesses we serve.

Attracting the right talent is a crucial part of the Group's strategy. How do you support this now and in the future?

VS: We are developing a Leadership Framework which will enable us to clearly define what we seek in people and whether they are the right fit for our businesses based on values and behaviours, as well as the all important skillset. Not only does this result in a better hire, but it also improves the chances of retaining an individual. Just as it evaluates if they are a good fit for the company, it highlights if the company is for them. It will be a key foundation for recruitment, development and establishing career paths.

SM: Opening up the pool of talent we recruit from and creating a more inclusive culture is also a key objective. In coming months, the Group will publish its approach to improving diversity, but some immediate examples of our collective commitment to this area are: being accredited as a Disability Confident Employer; signing our pledge as a member of the '5% club' to recruit more graduates and apprentices; and supporting QUEST

scholarships. Much of this has been led by the C&I HR Team, but by co-ordinating our activities, the whole Group will benefit.

MM: As Chief Executive Peter Truscott emphasised in his recent roadshow, we also have to adapt to the workforce and make the offer of working with us even more attractive by providing both a good work-life balance and opportunities for flexible working. We have to demonstrate we are dynamic and responsive to people's needs as their requirements change personally, for example, after having children or winding down work coming up to and after retirement age, or even as the result of unforeseen circumstances.

"WE HAVE TO MAKE THE OFFER OF WORKING FOR US EVEN MORE ATTRACTIVE"

VS: We have some great examples of agile working across our business already and we plan to develop these across our business, utilising technology effectively wherever possible.

SM: We also have to make sure we have competitive benefits and rewards. Just this year, we altered our bonus programme to bring it more in line with industry standard.

What about retaining talent? How do you help the business with that?

MM: Giving people the right start is absolutely crucial. This means helping hiring managers to induct people into our businesses more

effectively, so that new starters fully understand their role in the business and are equipped with the information and tools - be it phones, laptops or useful contacts - to do their jobs effectively. In Partnerships, we introduced a corporate induction day to do this, and it has already been attended by 100 new starters over the last six months. Construction is doing the same. Feedback so far has been very positive.

VS: Learning & Development is a key area, as demonstrated by the appointment of Carra Bosworth as the Head of Learning & Development. Carra and her team are working closely with the business and local training teams to create solutions that support the development of our people. Early successes are changes to our RICS scheme (page 17), with revisions to the CIOB and ICE schemes on the horizon. In C&I, we also changed to an anniversary approach for PDRs to enable leadership and managers to have better quality conversations with employees about development at various points in the year, rather than cramming a high volume of discussions into a short period.

PS: Although not always seen as business critical, reporting is key to making good people management decisions. In Linden, we are better able to drive key business decisions by changing the way we record people data. This was part of a big focus we have had on 'getting the basics right' by simplifying structures, building foundations, and ensuring that we have simple, straightforward processes, procedures and policies that support and enable the business and delivery of our strategy.

SM: Wellbeing is increasingly important too, and we're hoping to communicate more about that in coming months, signposting people to tools such as BUPA Boost, the AXA Employee Assistance Programme, volunteering days and cycle to work schemes.

What other areas are you looking at?

PS: Succession and talent development is a key focus for the business and Linden has developed a management trainee programme aimed initially at those areas of the business traditionally difficult to attract and retain employees.

VS: We have simplified our succession planning process and are focusing on enabling opportunities for our people using tools that support individuals' development.



Stuart Mackie (SM)

Head of Corporate HR

Current priorities for Stuart's team: • Group compensation, benefit and reward schemes • Developing our wellbeing activities across the Group • Co-ordination of various Group / Group Services HR activities • Management of people data and development of associated HR systems and management information.



Paul Smith (PS)

Head of HR, Linden Homes

Current priorities for Paul's team: • Get 'basic HR' right • Devolve HR further to provide a local service in each business • Take better advantage of the Government levy to recruit apprentices by training the business to record data more meaningfully • Improve reporting and records to drive key business decisions • Develop and embed a management trainee programme to provide an alternative pipeline of talent • Succession planning.



Mark Morgan (MM)

Head of HR, Partnerships & Regeneration

Current priorities for Mark's team: • Continue with the quarterly corporate induction day roll-out • Generate internal and external talent recruitment pipelines to support expansion plans • Develop and embed a future 'Leaders in Regeneration' framework • Enhance promotion rates through succession planning • Fully integrate new colleagues from Drew Smith.



Vikki Skene (VS)

HR Operations Director, C&I

Current priorities for Vikki's team: • Aid retention by embedding corporate inductions, adopting values-based interviews, using a Leadership Framework and through learning and development • Recruiting more diverse teams • Provide greater opportunities for flexible/agile working practices • Succession planning • Widen our talent pools through the development of apprentice and trainee development programmes • Improve reporting to identify trends, and respond with business-focused solutions • Operate HR Hub, better aligning services to business needs and continuing to simplify processes.

STOPPING TO MAKE A CHANGE

Earlier this year, we threw our weight behind the largest-ever UK-wide industry stand-down to promote health, safety and wellbeing across the construction sector, with a focus on respiratory illness, plant safety, fatigue and mental health

Galliford Try joined 60,000 people from across the UK as part of CECA's (Civil Engineering Contractors Association's) 'Stop. Make a Change' stand-down.

The idea behind the event was to take time out to put the spotlight on four priorities - mental health, fatigue, plant safety and respiratory health - that were chosen by an industry expert panel.

The event was launched at CECA'S 20th anniversary conference in November last year, and has the backing of more than 50 leading organisations including BuildUK and clients Gatwick Airport, Transport Scotland, Scottish Water, HS2, Highways England and Network Rail. To make the most of it, Construction & Investments invited its supply chain to participate.

As part of the wider change being sought, Bill Hocking, Chief Executive for Construction & Investments, and Executive Board member with responsibility for Health and Safety, signed up to a series of commitments on behalf of Galliford Try, with the aim to support better outcomes for employees in each of the four areas.

The key messages of the event chimed with Chief Executive Peter Truscott's recent roadshow in which he reinforced that health and safety is our top priority and nothing we do is so important that we cannot take the time and effort to do it safely.

He said: "I am pleased that we were able to support CECA's stand-down and use it to focus on making a change for healthier people and safer sites. As an industry, we have come a long way in changing our attitudes towards the issues raised by CECA but there is still more we can do."

Best practice from Stop. Make a Change will be shared later in the year. Lessons learnt are already being shared with our supply chain via Construction's Advantage through Alignment events.



Almost 100 site staff at the New Kelso High School downed tools to take part in 'Stop. Make a Change'. As well as presenting on the four key themes, site management ran a standalone workshop for all the site's Polish-speaking workforce, translated courtesy of Senior QS Michal Komocki to ensure that the message was understood by all. The idea was put forward by Project Manager Mick Hill. Going the extra mile in this way was very well-received, particularly by one Polish joiner, who said it was the best health and safety presentation he had attended as he could understand the message clearly.



Our team at Gatwick Airport supported a client-led event, with Galliford Try focusing on the 'fatigue' message of the stand-down. Four 10-minute interactive briefings were facilitated by Daryl Harvey, Galliford Try's Construction Framework Lead, and Nick Salt, MD of Rail, Aviation and Environment as part of a speed-dating style approach where groups of contractors rotated across sessions covering the four themes. All construction activity across the airport stopped at the time of the event, resulting in over 400 construction contractors attending.

"NOTHING WE DO IS SO IMPORTANT THAT WE CANNOT TAKE THE TIME AND EFFORT TO DO IT SAFELY"

DID YOU KNOW...

Key news from inside our business

Expenses go paperless

To make it easier to claim expenses, you no longer have to sign and send in a hard copy of your expenses and receipts. The most efficient expense claim process is to scan copies of your receipt(s) and attach the scanned file(s) to your claim at step four in Oracle I-Expense.

If you do not have access to a scanner, you can use one of several phone apps to collate photographs of your receipts into a PDF document which you can email to yourself and then attach to your claim in Oracle. Just remember to make sure your scans are legible.

You can get your number on Galileo

Our intranet Galileo can now pull your phone number from Oracle. If you need to change your number, please log on to Oracle and make sure all of your details are correct. You should also check that none of your personal details are entered in the fields marked 'Work' or 'Mobile' – otherwise they will be shared on Galileo. For more details visit: [Galileo > Marketing & Communications > News](#).

RICS SCHEME ENHANCED TO HELP YOU BECOME CHARTERED

Galliford Try is pleased to announce that its RICS (Royal Institution of Chartered Surveyors) scheme has been overhauled to reflect the new requirements and process recently introduced by RICS, and better equip employees to achieve chartered status.

Newly developed material includes:

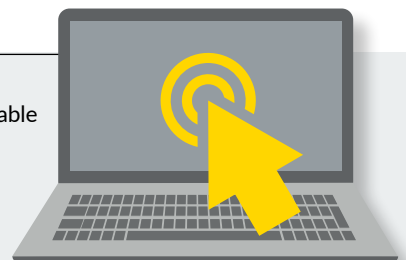
- RICS Guidance Document – advice and guidance regarding routes to membership; how to start, progress and complete the APC (Assessment of Professional Competence); and the importance of gaining the right experience and recording relevant CPD (Continuing Professional Development). It also outlines useful documents on the RICS website and key contacts at Galliford Try.
- RICS APC QS & Construction Training Planner – a planning tool for both the candidate and their counsellor/supervisor to give examples of how candidates may achieve the core and technical competencies at Galliford Try and assist in the selection of optional competencies.

- RICS Template for all Pathways Training Planner – as demand for other pathways is identified, the template planner will be populated and uploaded, for example, the Planning & Development pathway.
- Reference to the commercial Yammer group and internal APC workshops.

In addition to these innovations, the Group has retained successful and popular aspects such as internal mock interviews.

Our new ICE Training Scheme has also been renewed and uploaded to the Academy site; similar changes will be rolled out for our CIOB and CICES schemes in the coming months.

The scheme documents are available on the GT Academy site which is accessible via [Galileo > Group Services > HR](#).



PLEDGING MORE

Individuals within Infrastructure Divisional Solutions have signed up to deliver five sustainability pledges each as part of an initiative to promote sustainable behaviour and empower employees to bring the Infrastructure division's sustainability plans to life. *Evolve* learns more from Gary Young and six of our pledgers

The Infrastructure division has long showcased passion for sustainability, driving progress through the business using a variety of tools. The centrepiece of its efforts has been its Sustainability Route Map, which highlights the business' targets across our six sustainability pillars (Health & Safety, Environment & Climate Change, Our People, Customers, Communities and Supply Chain), with support from working groups for each pillar, which are led by a business unit managing director.

Last year, the Infrastructure Divisional Solutions (IDS) business unit took things one step further and added to this toolkit a series of sustainability pledges that represent the six pillars, with the aim to equip employees to make a difference themselves. Each employee was invited to commit to five out of 18 sustainability pledges over a period of the financial year.

In total, over 250 pledges were made. Led by Gary Young, Managing Director for Infrastructure Divisional Solutions, pledge partners for each pillar encouraged employees to achieve their pledges, for

example by organising activities centrally, or just checking up on people to see how they were doing. A few months on, they have completed 95 per cent of these pledges.

Gary said: "The fact that every employee is empowered to select the sustainability issues of particular importance to them has been key to gaining commitment to their individual pledges, and thereby allowed them to make a contribution to the sustainability performance of the business. It has been a fantastic collective effort, one that I hope we can build on year on year, and I thank all those involved in making this initiative a real success."



Evan Surman, Business Improvement Manager

Pledged to challenge mental health discrimination



Why did you select this pledge? I was shocked by the statistic that one in four adults are affected by mental health problems each year. You hear a lot about exercising more and eating well, but there is not much attention given to looking after the mind; so I wanted to do something about it. I took the 'Time to Change' pledge, which is a nationwide effort to combat mental health stigma by starting conversations about mental health. I also attended a Lunch & Learn session to hear about what Galliford Try is doing and what I can do.

What was the outcome? I have a greater understanding of mental health; it is just as important as physical health. Also, since speaking about the initiative, a colleague approached me and was able to speak about some problems they had been going through, which I hope was of help.

What's next? I will continue talking about mental health and I am looking forward to taking part in the sustainability pledges again in the next year; I hope that there will be an opportunity to build on this year's activities.



Francesca Simmons, Secretary

Pledged to contribute to her office community engagement group



Why did you select this pledge? I lead the community engagement group at Wolvey and we were looking into how we could meet our community objectives. This pledge tied in very well with that and provided some extra impetus to drive it forward.

What did you do? I proposed that we adopt a local charity for the year. The selected charity, A Gift to Lift, funds research into blood cancer and fulfils 'wishes' for patients. I organised several fundraisers alongside my colleague Maxine James, including a coffee morning, two pub quizzes and three Christmas-themed events. The final fundraiser was a concert staged at Bedworth Arts Centre, where I performed alongside some other performers I know outside of work. We raised £1,443 which I was really pleased about.

What's next? Our team at the Whitehouse, Wolvey has selected the local Mary Ann Evans Hospice as the charity to support in the next financial year and I'm looking forward to organising the launch event with Maxine in July.



**Jacob Bradbury,
Bid Manager**

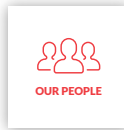
Pledged to use WebEX or Skype to attend one meeting per month



Why did you select this pledge? We spend a lot of time travelling and I could see the benefit of using teleconferencing and Skype in terms of greater productivity. Reducing travelling can cut down stress and help us achieve a better work-life balance. As an organisation, we are also always looking for ways to reduce our environmental impact, and teleconferencing helps a lot with this.

What was the outcome? Since making the pledge, I have conducted 17 meetings via teleconference. I have found that cutting down on my travel has freed up time for more productive activities, reduced travel costs significantly and increased efficiency. Also, by developing my WebEx and Skype skills, I have learnt that they can enable me to do some useful things that a normal phone call can't, for example presenting and sharing content by using PowerPoint.

What's next? I plan to continue using, and where possible, promoting these facilities to others - it would be good to see an increase in uptake.



**Bob Crowther,
Estimator**

Pledged to take a 30-minute walk three times a week



Why did you select this pledge? It presented a great reason to get some exercise and fresh air, and the pledge would spur me on to keep going as the health benefit is realised over a period of time.

What did you do? I go out every day with a regular crowd of walkers from IDS and Highways, not just three days a week. We walk up to two miles, which takes 30-40 minutes and is about 4,000 steps. According to my Fitbit, I need to take 20,000 steps per day, so going out at lunch helps me towards this.

What was the outcome? I feel healthier; it's also relaxing. As well as this, it's a good way to stay in touch with colleagues from Highways as we used to work together more closely before. I'm glad we have been able to maintain that relationship and I feel that the regular walks have helped with this. It certainly beats reading the news online!

What's next? I plan to continue walking on a daily basis as I can see the benefit of it. After walking every day for almost the past year, it is a well ingrained habit.



**Maxine James, Business
Development Co-ordinator**

Pledged to contribute to a Yammer group relevant to her role



Why did you select this pledge? I could see the benefit of using Yammer in my business development role as it provides ease of communication to a targeted audience. I thought that Yammer would help to break down 'silos' within the business and assist me to obtain and share relevant information.

What did you do? I created a Business Development Yammer Group and contributed to it frequently by issuing regular updates, for example from CECA (Civil Engineering Contractors Association), CIRIA (Construction Industry Research and Information Association) and other business development intelligence relevant to the group. Posting information to a targeted audience really sped up communication. I have also found it to be a useful tool for hearing about things going on around the business that I might not otherwise learn of.

What's next? To encourage team leaders to use Yammer themselves and among their teams.



**Jon de Souza, Business
Improvement Manager**

Pledged to involve a supply chain partner in research and development



Why did you select this pledge? Through my involvement in business improvement, I developed an interest in how innovation can support and help us to improve what we do. There is a lot of potential for innovation within the supply chain and I saw an opportunity to build closer relationships with companies that could be aligned with our business.

What did you do? I worked with Ravi Darigala, Operations Director for Rail, Aviation and Environment, to involve three supply chain partners in a one-day innovation workshop hosted by Constructing Excellence. The event focused on the process of 'enabling innovative thinking'. It was a great opportunity to spend time with senior people within supply chain partners and it provided the foundation for working together on innovative ideas in the future.

What's next? Using Advantage through Alignment to build closer relationships with key partners.

Tea-Break with STACEY CAMPBELL

Project Planner Stacey Campbell was shortlisted as 'Best Construction Planner' at the prestigious European Women in Construction & Engineering Awards in May. *Evolve* learns more about her, and her pathway to success



Q Tell us about your background.

A I left school in 1999 and completed a National Certificate in Office & IT at Forth Valley College in Falkirk, which led to office junior/admin jobs with Clancy Docwra, a privately-owned UK construction firm. I accompanied my then boss, Kevin Brennan, to site meetings to take minutes and so on and, quickly became interested in planning. I worked my way up to Assistant Project Planner and held a number of roles at various companies afterwards. In April 2016, my path crossed with Kevin again and I was recruited by him on the ESD joint venture, which Morrison Construction is part of.

Q So what does your current role involve?

A We plan all aspects of a project from concept and design, to setting up on site, construction and commissioning. To do this effectively, we have to consider the length of time required for different stages of the job, the procurement of kit and lead-in times, all the while liaising with third parties and working hand-in-hand with management, designers, engineers, the buying team and quantity surveyors. I enjoy the variety of working on tender and construction programmes. I might be working on a programme in the office in the morning, and then be out in the afternoon seeing it come to life. One of the main schemes I'm working on at the moment is the installation of odour control facilities at the Shieldhall waste water treatment works in Glasgow.

Q What are the key challenges of your role?

A One of the big challenges is to make the programme a priority for site managers when they're busy focusing on other things. Planning can be a powerful tool for the delivery of a project and it's my job to make colleagues see the benefits it can bring.

Q What do you think contributed to your nomination as a finalist for the Best Construction Planner award?

A I'm currently studying Construction Management on day-release at Glasgow Caledonian University and completed a chartered course for the Chartered Institute of Building last May. I've self-funded both courses which I think demonstrated my commitment to my career and personal development to the judges.

Q The awards aim to break down barriers for females in construction. What's your experience with us been like?

A I can honestly say I've never come across any negative attitudes from male colleagues. Everyone's very friendly and I think it's a really good working environment which will help me develop my career. I'm working with talented people and learning every day. Also, although construction is still a male-dominated environment, this is the most diverse place that I've worked.

"I'M WORKING WITH TALENTED PEOPLE AND LEARNING EVERY DAY"

Q What advice would you give other young females considering a career in construction?

A Just go for it. Your gender doesn't hold you back in construction. You just have to be resilient, determined and hard working - and be able to prove yourself alongside everybody else. It's a tough job but it's very rewarding.

ON A PERSONAL NOTE ...

- My ideal day would be watching Celtic beat their city rivals and then socialising with friends.
- I recently took part in the Ultra White Collar Boxing event in aid of Cancer Research.
- I'm a practising Catholic and hope to travel to El Salvador in November for the canonisation of an archbishop.

BACK TO THE FUTURE WITH TIME CAPSULE BURIAL

Youngsters from Cherry Tree Academy were invited by Linden Homes West Yorkshire to put together a time capsule at the Manor Park site in Pontefract.

Pupils loaded it with mementos from the classroom, a present day newspaper, a TV guide, as well as liquorice, an old school jumper and a lunchtime meal menu to paint a picture of both the school and Pontefract for the future generation.

This was the second visit in the space of a few weeks for the primary school children, who were invited to the development to find out first-hand about the world of bricks and mortar, and health and safety associated with construction sites.

Teacher Sarah Dealtry headed up the time capsule project. She said: "The Year 5 children very much enjoyed their visit, learning a lot about the process of building the houses, site safety, and equipment – and seeing the homes at different stages. They were very impressed with the show home – in particular the unicorn-themed bedroom!"

Pat Tennyson, Sales Manager at Linden Homes West Yorkshire, added: "This has been a really fun and interesting project and we would like to say a huge thanks to the pupils and Miss Dealtry for their enthusiasm."



Children from the Cherry Tree Academy, with Teaching Assistant Kerry Morris and Linden Homes Assistant Site Manager Adam Harris

WALKING THE TALK

Staff from the Water business's Stafford office raised £1,030 for Cancer Research UK through a sponsored walk.

A team of eight participated in the charity's 'Walk All Over Cancer' campaign which involved taking 10,000 steps - the equivalent to about five miles - every day in March.

Mechanical Engineer Marie Drennan, who took part in the event, said: "Despite some dodgy weather, we managed to clock up 2,992,667 steps, exceeding our fundraising target and promoting our own wellbeing in the process."

Noting what a great way to raise money walking is, and combining that with a bit of a 'step addiction', the team has since decided to aim for 70,000 steps a week, measuring progress with smartphones, Fitbits and pedometers. Anyone who doesn't reach the target has to put a pound in the pot for their chosen charity of the period.

Following on from the end of the challenge in March, the team, which has grown by two members, used this method, along with proceeds from their tuck shop, to raise £310 for Staffordshire

Search and Rescue Team which provides specialist services and skills to help the community with activities such as searching for missing people and first aid casualty care.

The next charity nominated for support is the Donna Louise Children's Hospice near Stoke-on-Trent.





‘ICE’ WORK FROM NICK

Congratulations to Nick Salt, Managing Director of the Rail, Aviation & Environment business unit within Infrastructure, who has become the latest employee to become a Fellow of the Institution of Civil Engineers.

Commenting on Nick’s achievement, Tom de la Motte, Managing Director of Galliford Try Infrastructure, said: “ICE fellowship is a tremendous achievement, the result of lot of hard work and deserved recognition of Nick’s ability.”

He added: “I am a great advocate of the ICE and strongly believe in the benefits it can bring our staff, clients and the civil engineering profession.”

NEW HOMES CREATE A BUZZ

Our award-winning housebuilding business Linden Homes has extended its product range to a new type of home for a unique customer type at its Montbray development in Barnstaple.

Working with Quince Honey Farm, Linden Homes South West has set up hives to encourage bees to flourish in the North Devon countryside as part of its environmental plan.

The team has also planted wild flower seed around the site, with the idea that the bees forage around the site, and collect pollen - as part of the all important role they play as pollinators in the agricultural world.

Site Manager Chris Braley said: “It’s nice to give something back to the environment. We have already placed the bird boxes and bat boxes to aid the ecology but we wanted to think outside the box. I have a big interest in wildlife and the environment, so it’s a really good partnership.”



EN ROUTE TO CREATING STRONGER COMMUNITY LINKS

Pupils from St Dominic’s Primary School in Airdrie and St Paul’s Primary School in Paisley joined Morrison Construction on the ‘Kids Playbus’ as part of a relationship building exercise with local schools it is working with.

True to its name, the double-decker playbus includes fun soft ball play areas plus a host of activities designed to improve literacy and numeracy skills as well as aerobic fitness and social interaction.

The team hired out the bus to create these links in an enjoyable way for youths while also assisting them with the curriculum.

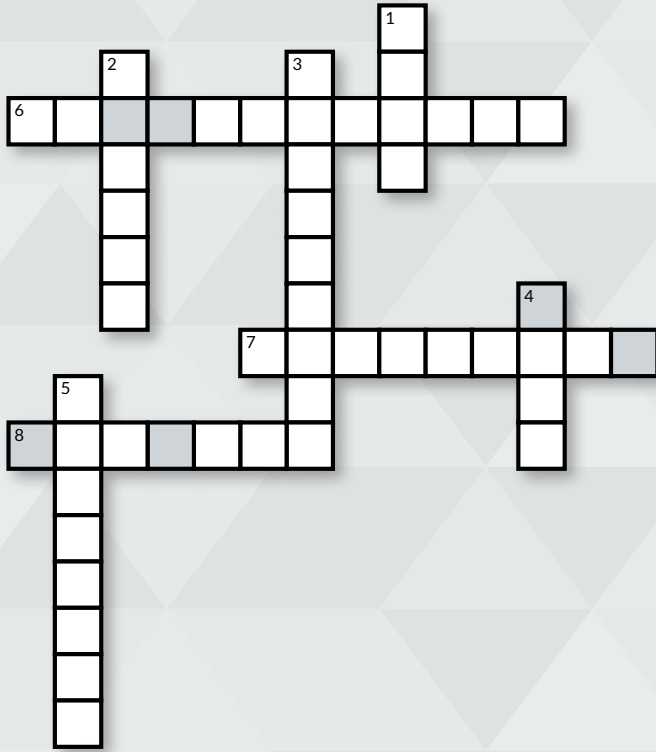
Assistant Community Skills Manager Caitlin Quinn and Community Skills Manager Jim Johnstone went along to St Dominic’s to see the children and teachers enjoy themselves on the bus.

Jim said: “Every pupil had a go in the bus and all were asking when we would be back. It was a great way to build links with

the schools, and another demonstration of how we at Morrison Construction make a positive impact on communities.”

St Dominic’s Principal Teacher Jane Sweeney was delighted with the outcome of the event and said it would be something the children would be talking about for a long time, thanking Morrison Construction for making learning fun.





WIN £50 OF AMAZON VOUCHERS

For your chance to snap up the vouchers, tell us what the letters in the grey boxes spell: _____.

Across

- 6. Sir Edward Lister paid a visit to energy centre at _____ Park (12).
- 7. Highways England appointed Galliford Try on another Smart _____ scheme (9).
- 8. Partnerships' largest-ever standalone scheme is Great _____ Quays in East London (7).

Down

- 1. We threw our weight behind the largest-ever UK-wide health and safety stand _____ day (4).
- 2. _____ Finch was named 'Industrial Cadet of the Year' (6).
- 3. _____ Learning and Enterprise Campus is one of Scotland's largest and most ambitious projects (9).
- 4. Linden Homes created a buzz with Quince Honey _____ (4).
- 5. Stacey _____ was recognised in the European Women in Construction & Engineering Awards (8).

CONGRATULATIONS TO...

Drew Mackie, Contracts Manager for Morrison Construction Water

Thank you to everyone who entered our competition last edition. The letters from the crossword spelled 'GALILEO'.

Drew was selected at random from all the entrants who responded correctly to win £50 of Amazon vouchers.

"I am delighted to have won the crossword competition. It was a really pleasant surprise. The vouchers will be used to buy goods for a charity for rescue dogs that my wife and I help with."

Drew Mackie,
Contracts Manager.



Answers should be emailed to: evolve@gallifordtry.co.uk by 31 August 2017. The winner will be selected at random from all of the correct entries.



INDUSTRIAL CADET OF THE YEAR



Callum Finch, a Higher Engineering Apprentice with Galliford Try, was named 'Industrial Cadet of the Year' at the national Industrial Cadet Awards following a work placement with our Highways business unit.

Industrial Cadets is a nationally accredited workplace programme, backed by the likes of HRH The Prince of Wales. It is increasingly being used by leading companies to influence the development of skills in young people. Its 'Industrial Cadet of the Year Award' is designed to reward a single cadet who has both made a success of their experience and given something back to the employer and school or college.

Callum became the first Industrial Cadet at Galliford Try after approaching us for work experience two years ago. He made a significant impression with his ability to take on board detailed information across disciplines including engineering, design, planning, commercial and environment during his 50 hours with the team at the Tollbar End scheme near Coventry.

As part of his cadet experience with Galliford Try, he completed a theoretical bridge-building project set by the Construction Industry Training Board (CITB), which he presented to site management, a representative from Industrial Cadets, and his teachers. All agreed that it was a working proposition, and a significant achievement for someone who had been working with the team for such a short time.

Having gained his Gold Level award, Callum returned to his

A-level studies and then considered his best options for a civil engineering career. He was successful in his application for a Higher Apprenticeship with Galliford Try, from which he will graduate as a degree-qualified civil engineer.

"I WANTED TO LEARN ABOUT THE PROFESSION IN A PRACTICAL ENVIRONMENT"

He said: "I had been interested in the construction industry but wasn't sure what I wanted to do. Taking part in Industrial Cadets enabled me to understand the business and the career opportunities involved. It was a full programme where I got real experience. After that, I knew I wanted to work in civil engineering. Undertaking the work placement also made me realise that I wanted to learn about the profession in a practical environment rather than at university."

Pictured with Callum on the cover, Galliford Try Skills Academy Co-ordinator Helen Nurrish, who managed Callum's placement, was shortlisted as 'Changemaker of the Year' at the awards. The Tollbar End project was also shortlisted in the 'Education Project' category of the Inspiring Change Awards run by the Civil Engineering Contractors' Association.

Read about the opening of the Tollbar End scheme on page six.