

Social Value Policy



Wherever we work, Bryen & Langley Ltd endeavour to have a positive impact on the social environment.

By the very nature of construction, it is a noisy, disruptive service that creates waste but when planned effectively, taking the neighbourhood into consideration, it can be carried out with as little disruption to the local area as possible.

Our Corporate Social Responsibility (CSR) Policy dictates that we must balance our social and environmental responsibilities alongside our economic sustainability.

We are committed to enhancing the Social Value of the communities in which we work, both as an employer and a provider of services. Wherever possible we wish to make improvements to our service and policies, to better serve the communities in which we work.

Employment:

Whilst we have an existing directly employed team, when looking for additional labour we will look to recruit from the local area and we would contact the local Job Centre to advertise the position. We would also explore other local options such as the Local Authority.

Temporary staff are also recruited from either local recruitment consultants or a termed contract, placed with the Job Centre.

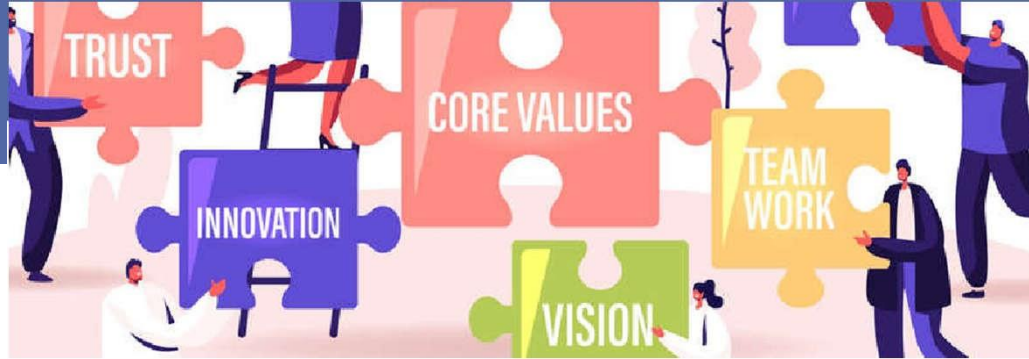
Our Apprenticeship programme has already provided current opportunities for 10 young people wishing to make a start in the construction industry and they are supported in-house and via College and University. Historically the apprenticeship programme has ensured that we contribute to the Sustainability of the construction industry; helping to keep the industry staff skilled and people in employment.

We also have an ongoing training policy which ensures that our people obtain and enhance their skills; upskilling is always encouraged within the company.

Vacancies for apprenticeships are placed via local schools, colleges and universities to provide equal opportunity for anyone looking to learn a trade.



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Apprentices & Trainees:

We have always encouraged training in our staff and looked to make opportunities available at 'ground floor' entry level.

Many staff were in a position whereby it was difficult for them to break into the industry, e.g. school-leavers or unemployed, and we have provided a chance for them to carve out a career in construction.

We currently have 11 apprentices employed with us, undertaking courses in site carpentry, joinery, multi-trade engineering and Quantity Surveying. They make up around 10% of our total workforce.

Each year we create vacancies to provide opportunities for training and progression, to ensure that the supply of skilled trades and professionals continues to flow into the industry.

Since our formation in 1967 we estimate that we have employed and trained over 100 individuals and we fully intend to continue this policy as we head toward our 60th year in business.



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Health & Safety:

We are committed to implementing safe working practices throughout the company but especially when working in residential areas.

For a project within an operational environment it is imperative to ensure adequate protection on the site to prevent ingress by the general public and building users. Adequate barriers and danger signage must be in place and our Liaison Officer will speak to local people and building occupants prior to works starting.

It goes without saying that all site staff must be adequately trained in both their profession and site health & safety practices to be able to contribute to the ongoing safety of the site and the local community.

Liaising with the Community:

When working in an operational situation, we nominate a liaison to be available to answer questions and queries from the both the building occupants and the immediate neighbourhood.

Establishing the times between which works can take place is another fragile area which requires liaison between us, the client, the neighbourhood and the local authority.

Sometimes deliveries are only permitted between particular times. It is our Buying Department's responsibility to ensure that suppliers are aware of this and only deliver between permissible times.



Procurement:

Our Buying Department places all purchase orders for materials. Wherever feasible, these purchase orders should be placed with local suppliers to enhance the local economy. This also has the benefit of suppliers who know the working area.

All suppliers are informed of any parking or access restrictions and delivery plans are put in place to ensure the least disruption to the highway and immediate site area. These plans are given to suppliers in writing to ensure that they are conveyed to drivers and are adhered to.



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Our People and the Community:

Our site staff actively interact with the local communities to better relate information to them regarding our works on site, whenever this is appropriate.

The community liaison officer in particular will ensure that pertinent information is distributed in an organised and timely fashion.

Likewise, our site staff will definitely make use of the neighbouring retail facilities while on site, contributing to the local economy.

Waste is an area that often concerns occupants and residents, so we implement a Waste Management plan that would be available for them to review. We would encourage comments regarding the plan as they will know the area far better than us and can advise us of any areas of concern which we can then rectify.

We also seek out local charities and organisations to work with during our time working in the area, particularly smaller organisations with deep local roots who may be overlooked in the larger scheme of things.

In Summary:

We endeavour to bring Social Value to any area in which we work, to protect the building occupants and/or local residents, and we engage with them on subjects and areas that directly and indirectly affect them.

We are always looking to improve our service and the methods with which we communicate with all of the people that we come into contact with through our work. We are currently in the process of subscribing to the Social Value Portal to ensure that we keep our aims current and our ideas fresh.

Social Value Examples

Our most recent Social Value Projects

Project: Brixton Recreation Centre

On this project we looked around the community and asked the local authority if there was a charitable organisation in the area that we could be of assistance to. They suggested the **Brixton People's Kitchen** as they needed assistance in moving premises. The Kitchen collects surplus food from local restaurants and supermarkets and then invites people in the community in to learn to cook together. They also provide food bank and pop-in services for people in need. They are in the process of moving to new premises and we have offered any assistance as needed. To date we have assisted with design, specification and the provision of materials.



Project: Brixton Recreation Centre

We have been working closely with Lambeth Council to advertise and find new labour to work on our projects in the Borough. The process has been very straight forward and has given us direct access to people in the Borough seeking this type of employment. We, in turn, have been able to provide work for someone who may, for whatever reason, not had access to construction employers previously or known how to approach us with respect to vacancies, in this instance recruiting 1 full-time labourer and several temporary labourers.

Social Value Examples



Project: St Margarets School, Plumstead

Whilst carrying out a refurbishment project at St Margarets we held a hoarding design competition and entered the Considerate Constructor Hoarding Competition, with the winners getting their design printed and mounted on to our safety hoarding. As it was an Olympic year that was our theme and the winners can be seen in front of their work in the photo, bottom left. The competition caught the imagination of both pupils and staff at the school and was fun for our staff to be involved with. As you can see from the member of our staff who turned into Mr Safety for the day, we really got into the community spirit.



Social Value Examples

After an IT upgrade at Bryen & Langley, it was decided to donate some of the existing equipment to Saint Georges Church of England School, which is in the community of several of our projects. As you can see from this email, the school were very pleased to receive the donation.

From: Lillie, M (Saint Georges Church of England School)
Sent: 17 July 2023 14:41
To: Andrew Macpherson <amacpherson@bryen-langley.com>
Subject: Thank you

Dear Mr Macpherson

Thank you so much for the very generous donation of IT equipment to Saint George's. With school budgets being so tight it makes a real difference to have equipment donated to the school.



Luke and his team have already used the monitors, that you gave us, to refresh one of our IT suites.

Again, thank you for your kind donation.


Warm regards

Matt Lillie
Head of Secondary Phase

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- 📞 01474 533 082
- 📧 saintgeorgescofe.kent.sch.uk



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[/SaintGeorgesCofE](#) #WeAreAllOne [StGsGravesend](#) 



Social Value Examples

This is Social Value in its wider sense.

The England Cricket Seniors team is made up over some retired ex-professionals but also some very talented amateur players who have shone when playing for their local and county teams.

We have previously sponsored Charlton Athletic FC when we were based in the same Borough and now have looked to Kent to find



Bryen & Langley Ltd
Proud supporters of England Cricket Seniors



Refurbishment ● New Build ● Fit-out
Commercial ● Listed Buildings ● Education ● Ecclesiastical

<https://bryen-langley.com>

