

Social Value Policy

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

Social Value on a contract is a way of engaging with the local community in order to provide Value and improved opportunities while we are working in their neighbourhood.

Value is not just financial, but includes education, employment, experience and the environment too.

We create Social Value by looking at where there is need and offering support and opportunity. This could be supplying labour, materials, equipment, finances, opportunities, information, demonstrations, tours, talks, ideas and jobs, and this is not an exhaustive list.



Social Value Policy

It is the policy of Bryen & Langley to endeavour to have a positive impact on our social environment. Construction is by nature a noisy, disruptive service that creates waste and it is our policy to provide Best Value to the areas that are local to the sites on which we are working.

Examples of previous Social Value contributions include:

- supplying labour to clear fly tipped rubbish and restore the area to a space available to the community once again,
- providing work experience placements to local schools, colleges and the unemployed
- recruiting to our Apprenticeship Programme from the local community,
- publicising fund-raising campaigns for local charities among our supply chain and making donations of funds and equipment ourselves,
- sponsorship of local initiatives,
- donating equipment to local nurseries, schools and businesses, and
- supplying labour and materials to repair and paint a community hall to give it a new lease of life.

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.

Our **Apprenticeship Programme** in particular has been very successful in recruiting from local communities and we offer both trade and professional apprenticeships. We seek to publicise the Programme in local schools, colleges and Job Centres, providing opportunities to students who may not ordinarily have considered the construction industry as a career. This has the dual benefit of providing employment with fully funded training to predominantly young people and also replenishing the skills pool in the construction industry, which in recent years has become smaller and smaller.



BUILDING CRAFTS COLLEGE



UNIVERSITY OF
GREENWICH

Our **Apprenticeship Programme** has been in place for over 30 years and some of our longest serving staff have been with us since beginning their apprenticeships. We look to train and then employ people, offering them careers with further opportunity, underpinned with ongoing training and support.

Each apprentice is supported by a dedicated mentor throughout their apprenticeship and has access to our full resources. We also pay our apprentices well above minimum wage to give them the best start possible in the industry.

Social Value Policy

Our **ISO 45001 Environmental accreditation** has embedded into the minds of our staff the need to be aware at all times of the effect of our actions on both our working environment and the larger environment around us.

It is very important when working in a community to leave the area better than when you arrived and while you are on site working, every effort must be made not to have a negative impact on the environment in which you are working every day.

Our commitment to **Sustainability** and **Carbon Reduction** are stated in our policy documents but we would still seek to assist local communities and neighbourhoods in their efforts. This may take the form of recycling initiatives, green space maintenance or enhancement or donating to local organisations.



Procurement is an area where we can proactively contribute to the local economy by placing purchase orders with local wholesalers and traders. This policy is communicated to our employees, supply chain partners and relevant stakeholders and is reviewed annually in line with our ISO 9001 Quality procedures.

The amount of turnover we can put through a small local trader could be the difference that keeps them in business for another year. Particularly when things like the COVID-19 and Cost of Living Crisis' start to affect them. This in turn can then secure the jobs of the employees who are usually local themselves.

As most of our projects have to be tendered, we endeavour to locate the local suppliers at the tender stage, to gain quotations for works which are built in to our submitted estimate.

Wherever possible we seek to reinvest in the local economy.

Social Value Policy

Employment Opportunities sometimes arise during projects and these are always advertised online at the Job Centre website with local people receiving priority consideration. We also speak to the people with whom we have been liaising within the local area as part of our general social value works to find other locations such as community halls or job clubs to advertise our vacancies.

We encourage school and college pupils who may be interested in the construction industry to contact us regarding employment opportunities. We offer **work experience** placements so that people can get a taste of what life inside the industry is like during a working day and we offer site tours to demonstrate how a working site operates,

Most of our staff are directly employed which provides a level of security for them and a regular workforce for the company. However, we do occasionally require temporary staff for short term contracts and again, our first priority is to offer the contract locally.

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 the environment in which they live. We engage with the community to find the best way of providing a positive contribution to their neighbourhood or causes close to their hearts.

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.

