

## **Delivery of 10 x Underbuild Units and Associated Works - Tybalds Estate – London Borough of Camden**

### **2.17 Social Value Employment & Training Plan**

The shadow S106, associated with planning permission 2021/3580/P requires an Employment and Training Plan to be submitted to the Council for approval. The shadow S106 states that this should comprise of:

Owner in order to maximise employment opportunities within the Development and for it to satisfy the obligations contained in clause 4.9 and 4.10 of this Agreement through (but not be limited to) the following: -

- (a) Ensuring advertising of all construction vacancies exclusively through Kings Cross Construction Centre for a period of no less than one week before promoting more widely;
- (b) To ensure a Construction Industry Training Board benchmarks for local employment are met or exceeded when recruiting construction-related jobs'
- (c) To ensure the provision of one construction apprentice per £3 million build cost;
- (d) Make provision during the Construction Phase for no less than one work placements and/or work experience.
- (e) ensure delivery of a minimum of two supplier capacity building workshops/"Meet the Buyer" events to support small and medium enterprises within the London Borough of Camden to tender for the contracts to include organising, supporting and promoting the event as well as provision of venue and refreshments for the events;

Condition 32 of the planning permission, reiterates the requirement for an Employment and Training Plan to be submitted to the Council for approval. Condition 32 states that it should include the following:

- The applicant should work to CITB benchmarks for local employment when recruiting for construction-related jobs as per section 68 of the Employment sites and business premises CPG.
- The applicant should advertise all construction vacancies and work placement opportunities exclusively with the King's Cross Construction Skills Centre for a period of 1 week before marketing more widely.
- The applicant should provide a specified number (to be agreed) of construction work placement opportunities of not less than 2 weeks each, to be undertaken over the course of the development, to be recruited through the Council's King's Cross Construction Skills Centre, as per section 70 of the Employment sites and business premises CPG.
- The applicant must recruit 1 construction apprentice per £3million of build costs and pay the council a support fee of £1,700 per apprentice as per section 65 of the Employment sites and business premises CPG.
- If the value of the scheme exceeds £1 million, the applicant must also sign up to the Camden Local Procurement Code, as per section 71 of the Employment sites and business premises CPG.
- The applicant provide a local employment, skills and local supply plan setting out their plan for delivering the above requirements in advance of commencing on site. This document provides the required Plan to meet the above requirements linked to 2021/3580/P. It has been prepared by Quinn London Ltd, who are the contractors for the delivery of the underbuilds and associated works. This Plan relates only to the delivery of the 10 underbuild units, and associated works. These works form part of Phase 1 of the approved planning permission. A further updated Employment and Training Plan will be required prior to the delivery of any further development consented by planning permission

2021/3580/P.

## **Introduction:**

### **1.1 Rationale**

The Public Services (Social Value) Act came into force on 31 January 2013 and requires people who commission, or buy, public services to think about how they can also secure wider social, economic, and environmental benefits for their local area. While not a legal requirement for this fit-out, we consider it good practice to evaluate the social impacts, beyond those inside the building, of the construction works on the local area.

As a responsible business, Quinn London Ltd also have a Corporate Responsibility to be mindful of the ways that we impact wider society, considering matters such as wellbeing and sustainability.

QLL appointed a Social Value Manager to lead on our Social Value Strategy. This strategy has laid out a plan for how we will deliver social value to the communities we are working in. During the mobilisation period of a project, we work alongside clients to identify potential employment and apprenticeship opportunities, meeting with our key supply chain partners to revisit the tender document and share our social value plan.

In order to meet these aims and the aims of the underbuilds delivery Tybalds Estate contract, we will collaboratively develop and implement a robust Social Value Plan, outlining the key deliverables for the contract. The Social Plan will remain live and will be updated monthly by Quinn London's Social Value Manager, Bianca Mesuria, and will be collectively reviewed with Homerton University Hospital on a monthly, quarterly, and annual basis. The measures which have been selected have been uploaded on the Social Value portal as part of our quantitative approach which follows from the National TOMs Framework as we are committed to having positive social and economic impacts on local households during the contract and beyond.

Quinn London are committed to deepening our relationships organisations within London Borough of Camden in order to ensure those most in need are engaged and are able to access opportunities within their community.

### **1.2 Measuring & monitoring our impact**

The National TOMs Social Value Measurement Framework is a method of reporting and measuring social value to a consistent standard. The acronym "TOMs" stands for Themes, Outcomes and Measures. The founding principle of the TOMs is to provide the connection between a broad vision for social improvement ("Themes") with strategic objectives ("Outcomes"), which in turn can then be expressed as measurable activities ("Measures").

#### **The 5 Themes that the National TOMs framework is structured around are as follows:**

- **Jobs:** Promoting Skills and Employment
- **Growth:** Supporting Growth of Responsible Local Businesses
- **Social:** Creating Healthier, Safer and More Resilient Communities
- **Environment:** Decarbonising and Safeguarding our World
- **Innovation:** Promoting Social Innovation

The Social Value manager will produce regular reporting (quarterly) on our social value performance on the project against the TOMs outlined throughout this document.



Quinn London Ltd will ensure Construction Industry Training Board benchmarks for local employment are met or exceeded when recruiting construction-related jobs.

Quinn London Ltd will explore where feasible, providing local procurement opportunities for small and medium Camden businesses to tender for the contracts. They will promote engagement with local businesses to help facilitate this and explore signing up to the Camden Local Procurement Code. The latter will involve Quinn London Ltd meeting with Camden Council and their nominated partner, prior to the implementation of their scheme to discuss potential for local businesses becoming part of the supply chain and to draw up a Local Procurement Plan in line with the Local Procurement Code.

### **1.3 Defining local**

For the underbuilds Tybalds Estate contract, forming part of Phase 1 of the approved planning permission, 'local' has been defined as the postcodes and boundaries within London Borough of Camden, the full address is listed below:

TYBALDS ESTATE  
NEW NORTH STREET  
LONDON WC1N 3JT

### **Procurement of services:**

#### **2.1 Apprentices**

**QLL are accredited Living Wage Employer. We commit to paying all employees and apprentices a minimum of the London Living Wage.**

QLL commit to creating **x1, apprenticeship opportunity for Camden residents**. We propose either 1, Level 2, Painting & Decorating apprentice or Level 3 Plumbing & Domestic Heating apprenticeship. We have identified the London Southbank Technical College and the College of Northwest London as potential delivery partners for both apprenticeships because we currently have apprentices with them and good working relationships with their account managers and course tutors. Regarding recruitment, we will work with the King Cross Construction Skills Hub and Good Work Camden. Work placement opportunities will be advertised exclusively with the King's Cross Construction Skills Centre for a period of at least 1 week before marketing more widely.

We have a proven track record of working with local organisation to creating employment opportunities for local people, having previously worked with iWork (Islington), BOOST (Barnet), HaringeyWorks and Hackney Opportunities. Part of this recruitment will include attendance at local jobs fairs and talks at the KX Construction Skills Centre to prospective applicants especially those from disadvantaged groups i.e care leavers and NEETs.

#### **2.2 Work Placements**

QLL commit to working with local schools and colleges to host **x2 work experience placements**, of not less than 2 weeks each, for Camden based students, across the duration of the contract. These placements can either be site based or based in our offices on Macklin Street (WC2B 5NH). Our Social Value Manager will reach out to schools directly, outlining our offering in terms of work experience.



**Total number of FTE (Full Time Equivalent) on contract:**

Breakdown of placements	FTE Score	Total
X1 School placements	0.019 (2 week) = 0.038 x 2 candidates	0.076
X1 New Start Apprenticeships	1 new starts	1
		<b>1.076 FTE TOTAL</b>