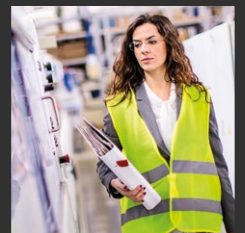
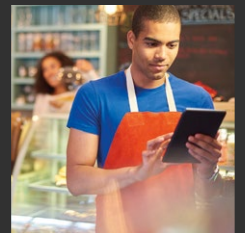




# THRAPSTON BUSINESS PARK

## Proposed Social Value Framework

May 2022



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This social value statement has been developed to describe the approach that IM Properties propose to maximise the potential social value likely to be created through the proposed development at Thrapston Business Park.

Social value remains a relatively new concept to many planning authorities however research by the British Council for Offices and the UK Green Building Council indicate the potential contribution that a development can make to society is significantly higher when there is a comprehensive social value statement covering all aspects of the lifecycle of a development. This social value framework has several benefits including:

- Allowing IM Properties to articulate the broader contributions that the new development will bring to society and the immediate area
- Helping the Local Planning Authority to understand the wider social, environmental, and economic value that the new development will bring to the area and the local community; and
- Providing a vehicle for empowering communities and engaging them proactively in developing solutions and delivering better outcomes.

Thrapston Business Park is proposed as a new strategic, highly sustainable business park adjoining the existing settlement of Thrapston in the local authority area of North Northamptonshire (NCC) (formerly East Northamptonshire district). It is anticipated the employment park will provide jobs in a range of employment sectors for the local and wider community.

IMP is committed to delivering Thrapston Business Park as a best-in-class employment park and business community which is fully integrated with the local community. Using the foundations provided by the company's own Sustainability Framework, and supplemented by research of the local area and initial engagement with a range of stakeholders, IM Properties have identified 3 priority areas which the social value framework will be based upon.

These are:

- **Economy, Employment, Training and Skills.** Recognising that the proposed development offers significant opportunities for supporting the local economy, job creation, training, and skills development through design, construction, and operation.
- **Climate Change and the Environment.** Following the declaration by NCC to a climate and environmental emergency in July 2021, the proposed development offers significant sustainability features including climate change mitigation and adaptation together with green infrastructure to support both the commitments made by NCC and the wellbeing of the local community.
- **Wellbeing and Community Partnerships.** Recognising how the proposed development can work with existing community organisations to improve the lives and wellbeing of individuals and the wider communities of Thrapston and Titchmarsh and leave a lasting legacy.

This social value framework sets out some key recommendations and suggested social value measures. It is provided for information purposes as a platform for further social value discussions with NCC/stakeholders to take place alongside and beyond progress of the planning application (should it be successful).

Our Social Value Manager will ensure that the agreed social value measures are delivered and sufficient resources and investment will be provided to support the implementation of such measures. While IM Properties is committed to delivering a robust package of social value measures, it is important to note that unless identified in the Planning Statement submitted in support of the Planning Application, the specific social value benefits attributable to the agreed measures would not comprise material planning considerations in the determination of the planning application.

As the project progresses, the social value impacts and benefits will be measured using appropriate tools. Project impact reports to all stakeholders will be developed in line with project milestones.

Social Value is a measure of the contribution that an organisation and its supply chain make to society and is defined within the Public Services (Social Value) Act 2012. Within the Act, Social Value (SV) is defined as the ‘economic, social and environmental well-being’ that is created by a service (or development) and is delivered as both direct and indirect outcomes or benefits arising from an intervention over a period of time.

Social value has 3 key aspects:

- **Economic**  
for example, employment or apprenticeship/training opportunities.
- **Social**  
for example, activities that promote cohesive communities; and
- **Environmental**  
for example, efforts in reducing carbon emissions.

The Public Services (Social Value) Act 2012 embedded consideration of social value in law, requiring all public authorities to have regard to the economic, social, and environmental wellbeing in connection with public services contracts.

More recently, the principles of the Social Value Act have been reinforced by Procurement Policy Note PPN06/20 and, more importantly for real estate, the Construction Playbook which sets out key policies and guidance for how public capital works, projects and programmes are assessed, procured, and delivered. The Social Value Model groups the three aspects of social value (economic, social and environmental) into five themes:

- **COVID-19 recovery** – help local communities to manage and recover from the impact of COVID-19;
- **Tackling economic inequality** – create new businesses, new jobs and new skills and increase supply chain resilience and capacity;
- **Fighting climate change** – effective stewardship of the environment;
- **Equal opportunity** – reduce the disability employment gap and tackle workforce inequality; and
- **Wellbeing** – improve health and wellbeing and improve community cohesion.

Social value can be considered across all levels of society. For example, at the individual, local community, or national level. Benefits to the individual can include improved feelings of wellbeing, mental and physical health due to a better quality of life as a result of entering employment. Benefits to the local community can include creating supply chain opportunities for voluntary, community and social enterprise sector organisations and supporting initiatives that target hard to reach groups and encouraging community engagement.

Benefits nationally can include reduction in benefit claims and improved health outcomes which subsequently reduces pressure on government finances and NHS services and contributing to national environmental targets.



Social Value remains a relatively new concept to many planning authorities and while some are beginning to develop a more comprehensive approach towards social value it is generally focused on commissioning and procurement services rather than as an approach to planning. However, research by the British Council of Offices and the UK Green Building Council indicates that the potential contribution that a development can make to society is significantly higher where there is a comprehensive social value strategy that covers every stage of the life cycle of that development. The real estate industry is increasingly adopting an approach which integrates the delivery of social value in private sector development activity.





At a statutory level, the National Planning Policy Framework (NPPF) 2021 provides the necessary permissions and rationale for planning authorities to request a Social Value Statement. This would be considered through the planning process to explain how the development meets the principles of sustainable development (which holds the same definition as social value). At the centre of the NPPF (2021) is the principle of sustainable development, with three overarching objectives: economic, social, and environmental (paragraph 8):

- The economic objective is to help build a strong, responsive, and competitive economy, by ensuring that sufficient land of the right types is available in the right places and at the right time to support growth, innovation, and improved productivity; and by identifying and coordinating the provision of infrastructure.
- The social objective supports strong, vibrant, and healthy communities by ensuring that a sufficient number and range of homes can be provided to meet the needs of present and future generations; and by fostering a well-designed and safe built environment, with accessible services and open spaces that reflect current and future needs and support communities' health, social and cultural well-being.
- The environmental objective seeks to protect and enhance our natural, built and historic environment, including making effective use of the land, improving biodiversity, using natural resources prudently, minimising waste and pollution, and mitigating and adapting to climate change, including moving to a low carbon economy.

The NPPF requires developments to “take a proactive approach to mitigating and adapting to climate change.” Section 14 of the NPPF (Meeting the challenge of climate change, flooding and coastal change) emphasises the planning system’s pivotal role in sustainable development through “minimising vulnerability and improve resilience to the impacts of climate change”.

In addition, a Local Plan, which forms part of the statutory development plan, represents the most robust way of ensuring that social value is addressed through the planning and development process. It may be used to provide specific additional local requirements that development teams can respond to.

At this time, there is no requirement for planning applications to be accompanied by a Social Value Statement. However, this framework demonstrates our understanding of how the development can respond to the objectives of the NPPF, Joint Core Strategy, adopted/emerging Local Plan, and contribute to the wider social, economic, and environmental wellbeing of the area. It is informed through local needs analysis and stakeholder / community consultation initiatives.



Aligned with the approach and behaviours of our parent group, IM Properties is in a unique position to make a positive impact, and firmly believes our operations should contribute to sustainability of the wider world.

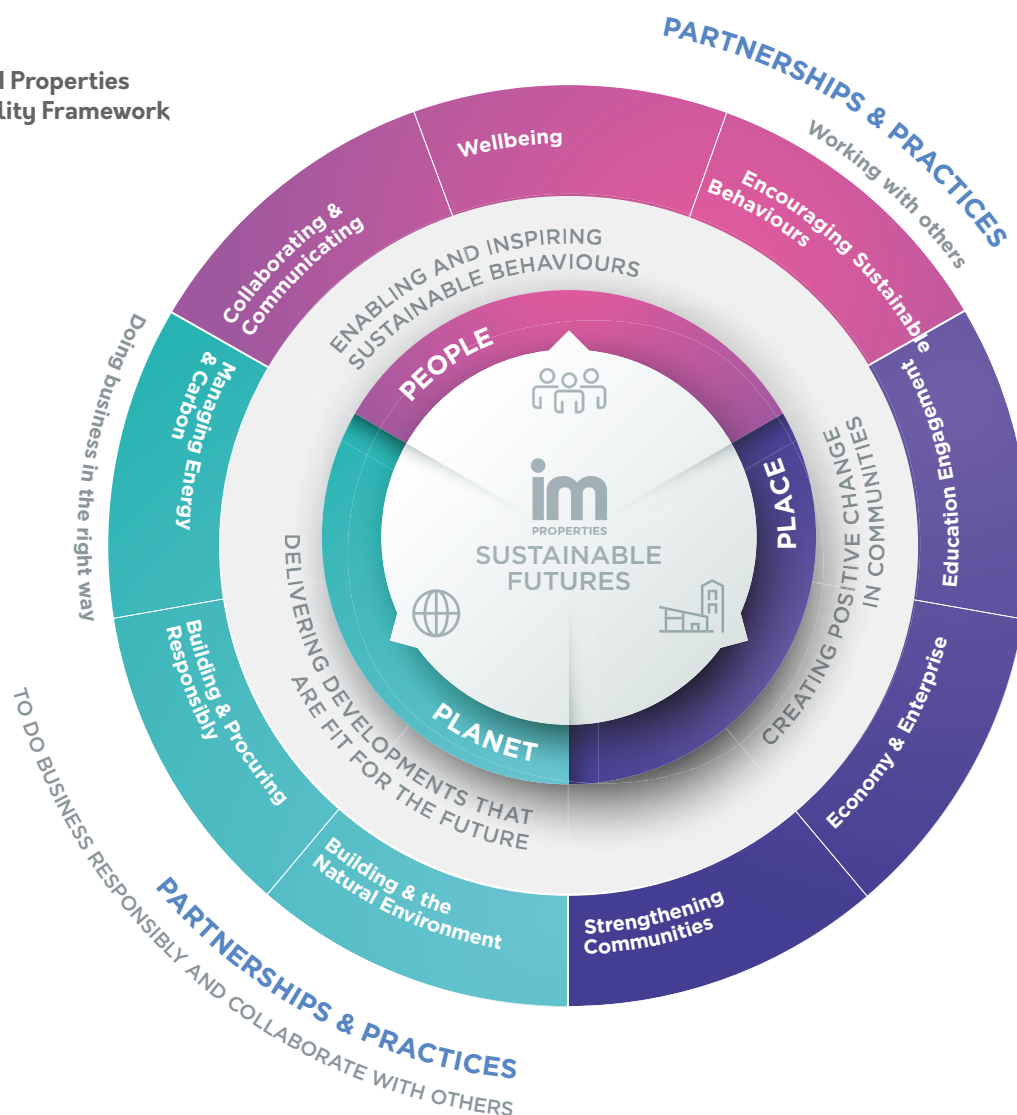
In 2021, we launched our 10-year sustainability framework, Sustainable Futures. Underpinning all we do company-wide, the plan ensures we deliver enhanced value for our stakeholders. At the heart of our plans is our purpose – to create a sustainable future together and our core values of Integrity, Commitment, Respect and Togetherness underpin everything we do. In line with the delivery of our sustainability goals, we expect these values to be upheld in the interactions we have with our stakeholders, the communities where we operate, and with each other.

Our sustainability framework is focussed around 3 central themes:

- Creating positive change in communities (Place)
- Delivering developments that are fit for the future (Planet)
- Enabling and inspiring sustainable behaviours (People)

Each theme has a long-term ambition underpinned with key objectives. Full details of the company's Sustainability Framework can be found at <http://www.improperties.co.uk>. The strategy is captured in Fig 1 below, with an overview and examples of our activities provided thereafter.

**Figure 1. IM Properties Sustainability Framework**



**Creating positive change in communities** is for us about being a force for good. We know we have an important role to play supporting and sustaining communities beyond bricks and mortar. Whether it be supporting local community organisations and grassroots projects through an IMP

Community Fund, developing work ready programmes to help more people access employment & training, inspiring the next generation into the world of work or offering our skills, time, and expertise to volunteer, we want the overall impact of our developments to be a positive one.

### Inspiring and supporting the next generation, and promoting the built environment

As part of our long-standing commitment to the West Midlands, we have been an active contributor to the Building Birmingham Scholarship programme. The programme was set up to support students over the lifetime of their studies in the built environment. Providing both financial support and pro bono support in the form of mentoring and work placements, the scholarship programme gives students from low income households access to opportunities in the built environment. For many of the students it has been a life changing programme – enabling students to have access to invaluable work placements enabling them to gain industry knowledge, expand networks, diversify skills and develop both personally and professionally.

#### Impact:

- 15 students supported
- £121,000 investment by IM Properties
- 12 weeks of work experience provided
- 189 hours of mentoring activity delivered
- Degree apprenticeship secured following work placement

IM Properties is committed to supporting young people through its involvement with Grace Foundation, the IM Group's in-house charitable organisation which has been set up to assist in achieving the goal of ensuring every child is brought up in an environment where they are given the opportunity to reach their maximum potential in life. They offer a range of activities under two main pillars.





### Student Futures

Working with both KS3 and KS4 students, the Foundation offer sessions to help improve student outcomes including:

- **Essential workplace skills**  
teamwork, communication and leadership
- **Employability skills**  
CV writing and mock interviews

Offering Continuous Professional Development training sessions to school staff (Teaching and Support Staff) on relevant social issues faced by young people including:

- Dealing with anxiety
- Building resilience
- Understanding loss
- Developing positive self-esteem
- Managing anger

### Bespoke Built Environment Workshops

By working with schools we aim to stimulate an interest in and raise awareness of careers within the built environment sector. Between ourselves and our supply chain we can provide a range of opportunities including live – development related – Q&A sessions, STEM activities and project specific site visits and information.

*‘We have seen the tremendous benefit to our pupils through the high-quality work of the Ethos Team provided by Grace Foundation. In particular, when this is embedded in the culture and practice of the school, we see an improvement in the academic achievement of our pupils.’*

**Dr Jamie Clarke**  
CEO Tove Learning Trust

## Creating employment & training

Creating employment and training opportunities is a key strand of our sustainability strategy. We recognise the importance of supporting those facing barriers to employment to acquire new skills and training.

On our high quality employment park at Peddimore, which occupies a strategic position on the edge of Birmingham, we have been running a programme for earthworks and groundworks. 466 weeks of training have been completed to date with 93% of the weeks completed

by individuals residing in the Birmingham area. A total of 59 people have completed the training with 3 moving into employment on the Peddimore development.

In addition, 71 weeks of work placements have been undertaken and 2070 weeks of employment completed by new entrants. This brings significant benefits to the local economy and demonstrates the commitment we have to delivering socio-economic value on our developments.



### Supporting communities to unleash their potential

IM Properties Community Funds provide both financial and pro bono support to charities, voluntary organisations, community organisations and social enterprises that are working within the local area of our developments. The grants either support existing activity or allows projects to be piloted which respond to key local issues. On our recent project at Mercia Park, we launched a £350,000 community fund. Managed independently by Leicestershire and Rutland Community Foundation, the fund offers grants up to £5,000 primarily to projects

which strengthen communities or improve the natural environment. Grants are awarded by a panel made up of representatives from the local parish councils, Northwest Leicestershire District Council, Leicestershire and Rutland Community Foundation, with support from IM Properties and Winvic Construction. To date our Mercia Park Community Fund has supported over 60 projects with 80% of the fund awarded.

#### Designing developments that are fit for the future

and supporting the UK's commitment to Net Zero and wider environmental issues is a key cornerstone of our approach. Whether it be designing our schemes to Net Zero standards in line with the UK Green Building Council, ensuring we procure materials in a responsible way, minimising the waste

produced on our developments or encouraging wildlife and helping to reverse habitat decline, we seek opportunities to ensure our developments make a positive contribution to the environment. We know that we must also play our role in supporting the UK on the trajectory to Net Zero.

### Leading the way in delivering sustainable developments

At Mercia Park the buildings are being delivered to Net Zero in Construction (in line with UK Green Building Council standard), with all buildings on site targeting BREEAM excellent, and a minimum requirement for excellent standard for water and energy efficiency. Embodied carbon has been reduced by up to 26% and the

scheme achieves a 32% reduction in regulated emissions. All units are future proofed with ducting for EV charging and PV installation and as part of wider landscaping, over 40,000 trees will be planted, a 12 hectare woodland created, alongside 4km of foot and cycle paths.

**Enabling and inspiring sustainable behaviours** is a key part of the way we work. At the heart of everything we do is people whether it be the occupiers who use our buildings, the people who work for us, the communities around us or the suppliers who help deliver our developments.

The success and wellbeing of our colleagues and business go hand in hand. Research shows that healthy people perform better, achieve better results, work together, and adapt to change better.

Our commitment to wellbeing has been recently recognised by receiving a Bronze 'Thrive at Work Award' by the West Midlands Combined Authority (WMCA), and we look to promote the 'Thrive' virtues through our projects. We recognise that to truly build a sustainable future together, we all must play a part. That's why we are committed to influencing behaviour change and encouraging those around us to make small efforts on the sustainability journey.



### Working in partnership to improve awareness of environmental sustainability

We are proud to have worked in partnership with **Witton Lodge**, a dynamic community anchor organisation based in Birmingham. Through both financial support and technical advice, IM Properties and its supply chain have supported its new Eco Hub facility which is providing a base to tackle fuel poverty issues and support energy reduction and ecology improvement initiatives. The hub is inspiring local residents to make small steps towards sustainable behaviour change.

The project sets an example for sustainable building through the construction of a well-insulated, low energy

building powered by renewable energy sources and the use of natural materials wherever possible.

IM Properties is continuing to explore how it may support the operational phase of this project, and WLCA's ambition that the Eco-Hub serves as a resource for the community to better understand the environment, their individual contribution and alleviating fuel poverty.



### Supporting occupiers on sustainability

Encouraging our tenants to optimise the efficiency of the buildings we deliver is a key component of our approach. We know that if we are to achieve a more sustainable world everyone must play a part. During handover, we provide sustainability training to the facilities management teams and tenants to ensure they

understand how to use the building and technologies incorporated for building optimisation. Our Operation & Maintenance manuals are a key asset containing specific sustainability information and ideas to encourage all building users to consider sustainability.

Recognising that we cannot deliver our ambitions alone, Partnerships & Practices are at the heart of our plans. Our plans also align to the UN Sustainable Development Goals (SDGs), which provide a blueprint to achieve a better and more sustainable future for all.

At each stage of our decision-making from design, planning, construction and operation, Sustainable Futures is woven into the process. It acts as a blueprint for how we do business. We take a structured approach to social value on our developments which is as follows:

- Understanding the local context
- Engaging with local stakeholders
- Developing a social value plan which responds to the needs of the local area
- Delivering the commitments we make
- Measuring, reporting, and reviewing our progress

We are proud of the work we do in the communities where we develop. It has been a core part of who we are for many years. We know our projects and investments can be used as a force for good, either through provision of capital that allows new community projects to take place or existing ones to be sustained, or through the application of our time, energy, and expertise.

By building social value into the DNA of our entire business we are committed to ensuring we create a positive legacy to the communities of Thrapston, Titchmarsh and wider North Northamptonshire.

A socio-economic profile of the area surrounding Thrapston Business Park has been undertaken to better understand the needs of the local area and identify ways in which the development can support the social, environmental, and economic needs of the community.

Thrapston and Titchmarsh are considered to represent the local areas to the proposed development, with comparisons for the wider East/North Northamptonshire authorities provided to identify benchmarks that reveal distinguishing and or common characteristics for Thrapston and Titchmarsh.

Thrapston has a resident population of about 7,500. A further 600 people live in the nearby village of Titchmarsh.

According to the 2011 Census, 97.4% of its residents classified themselves as white, 1% as of mixed/ multiple ethnic groups, 1.2% as Asian / Asian British and 0.5% as Black/African/Caribbean/Black British or other ethnic groups. Thrapston is marginally less ethnically diverse than the former East Northamptonshire district and appreciably less diverse than England.

Thrapston residents are generally in good health, 86% reporting themselves to be in good or very good health and relatively better health than is the case for the former district of East Northamptonshire (83%) and for England as a whole (81%).

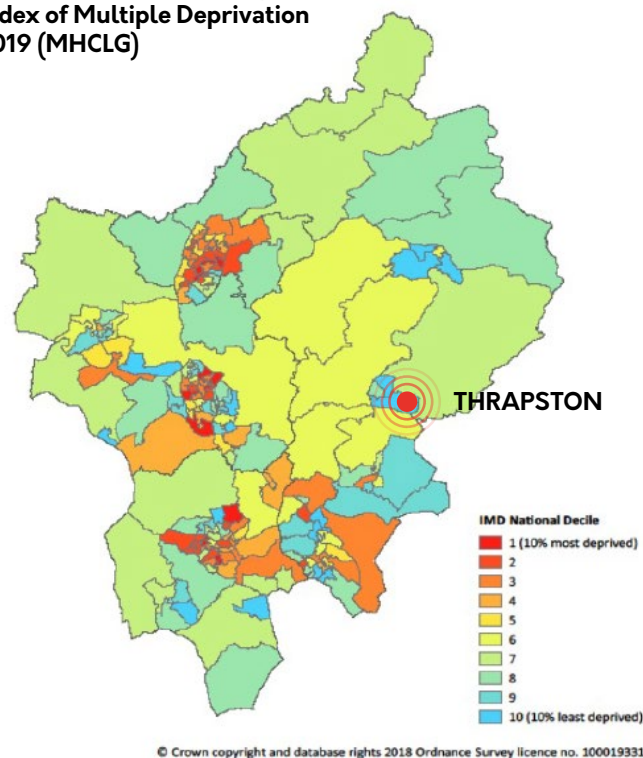
About 30% of Thrapston residents are between the age of 18 and 44, 30% are age 45 to 64 and 17% are age 65 and over. Whereas in Titchmarsh, 21% are between the age of 18 to 44, 34% are age 45 to 64 and 22% are age 65 and over.

The respective age profiles, older in Titchmarsh and indicating a greater propensity for retirement there, explain why economic activity rates are higher in Thrapston. Nevertheless, in both places economic activity rates are higher than observed across North Northamptonshire.

Employment rates are correspondingly high in a North Northamptonshire context. However, Thrapston residents are more likely to be employed in routine or elementary occupations than Titchmarsh residents and Titchmarsh residents are more likely to be employed in professional occupations and as managers or directors than residents of Thrapston.

Under all domains of the Indices of Deprivation (2019) Thrapston and Titchmarsh are amongst the least deprived communities in England. However, central and northwest Thrapston, home to about 2,200 residents, fall into the 4th decile for education skills and training deprivation (the 40% most deprived in England).

**Figure 2. North Northamptonshire, Index of Multiple Deprivation 2019 (MHCLG)**



The Education, Skills and Training Deprivation Domain measures the lack of attainment and skills in the population. Indicating that poor school age attainment feeds into lower adult attainment.

Despite the presence in Thrapston of a pocket of education, skills, and training deprivation, the resident adult population is relatively well qualified in a North Northamptonshire context, a smaller proportion having no qualifications and higher proportion with degree level qualifications. Nevertheless, an estimated 17% of Thrapston residents (c900) have no qualifications.

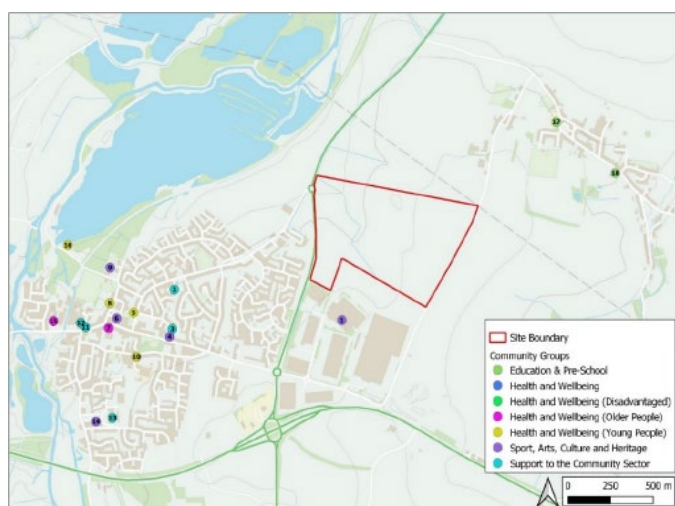
Further, a greater proportion of Thrapston residents than Titchmarsh residents are employed in manufacturing, wholesale & retail, and transport and storage than Titchmarsh residents. Whereas greater proportion of Titchmarsh residents than Thrapston residents are employed in ICT, professional services and education.

Differences in occupations and industry of employment between Thrapston and Titchmarsh play out in earnings. More than half of Thrapston residents earn less than £30,000 a year, and about 20% earn less than £15,000 a year. Whereas half of Titchmarsh residents earn more than £40,000 a year and only about 10% earn less than £15,000 a year.

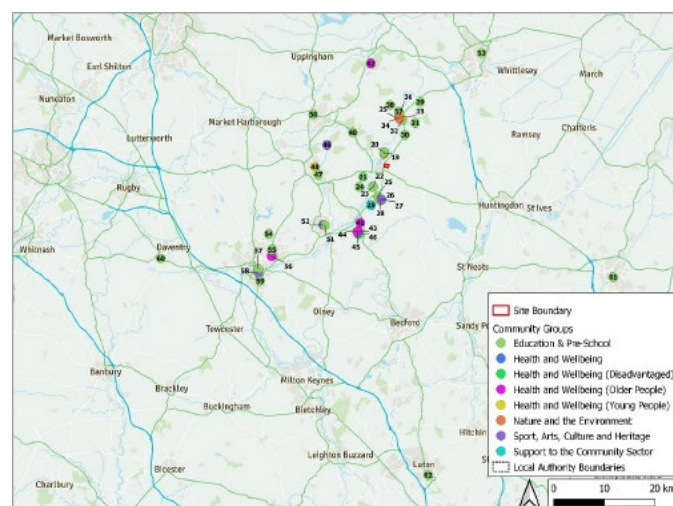
Haldens Parkway an employment area at the eastern edge of Thrapston and to the south of Titchmarsh accommodates several industrial, predominately logistics, occupiers. Unsurprisingly, 25% of all employment in Thrapston is in the transportation and storage sector (compared to about 10% across North Northamptonshire). Other notable Thrapston sectors include manufacturing (c13%), wholesale (c13%) and business administration and support (c9%). These four sectors account for 60% of Thrapston jobs.

The presence of Haldens Parkway and the jobs available there support a relatively high Thrapston and Titchmarsh self-containment rate. Such that about a quarter of Thrapston's and Titchmarsh's commuters travel to a Thrapston or Titchmarsh workplace, taking about 30% of the jobs available there, with a further 30% filled by residents living elsewhere in the former East Northamptonshire.

As a basis for understanding the social, economic, and environmental concerns and priorities of the local community, a desk-top audit has been undertaken to identify existing community groups and activities either based or delivered in Thrapston.



**Figure 3. Community organisations mapped by issue within the immediate area**



**Figure 4. Community organisations mapped by issue within a wider area**



Good stakeholder engagement, from the outset, helps understand local needs, build involvement, and most importantly deliver a social value framework which is co-created with the local community and key stakeholders.

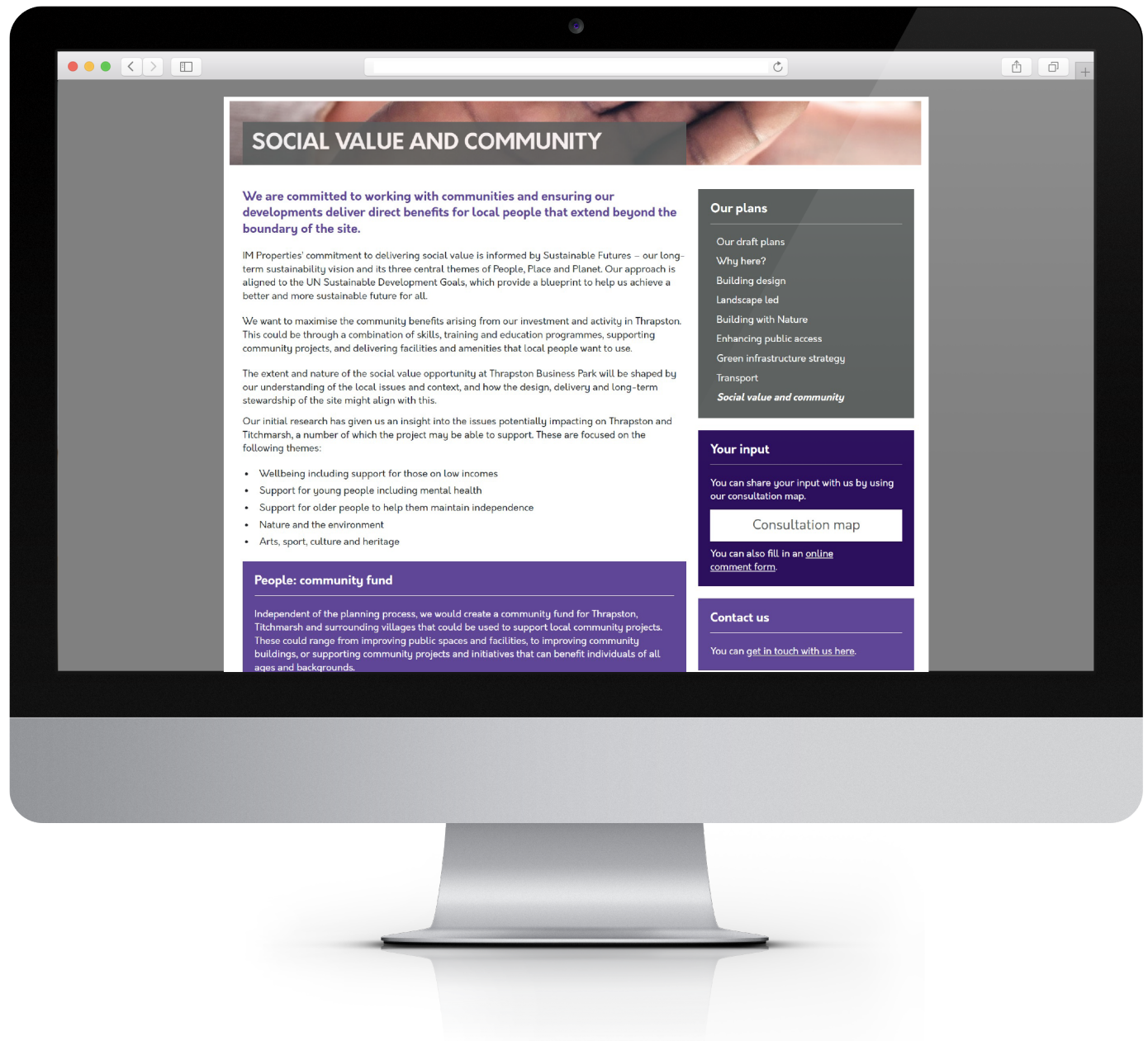
IM Properties is committed to engagement. Consulting with stakeholders is a key step in the development of our social value framework. We are committed to ensuring we take a wide range of views into account.

During the development of this social value framework we undertook the following stakeholder engagement:

Stakeholder	Purpose	Format	Output
<b>Local Council:</b> Paul bland – Kirkstone Planning, NNC Consultant Officer Hazel Webb – Interim Strategic Lead, NNC Communities & Wellbeing Mike Greenway – Strategic Lead, NNC Community Safety Officer Greg Ward – Principal Regeneration Officer, NNC	To understand local needs and to test social value themes.	Virtual (6th December 2021)	Officers confirmed it was refreshing to be engaged at this stage to help shape the SV response. Discussion around the Greenway and how the development might support that. Despite no economic development strategy within the Council, there is recognition of a real opportunity to support employment & training to divert participants from crime.
<b>External Planning Officer</b>	To review the local needs analysis undertaken and test the social value themes. To identify additional groups for engagement	Virtual (16th March 2021)	Local needs analysis reflected the challenges, issues and opportunities facing the town and community. Several outreach programmes delivered in Thrapston from organisations based elsewhere. Draft social value framework to be shared.
<b>Northamptonshire Community Foundation</b>	To understand local community organisations and explore the potential management of a Community Fund as part of the proposed development.	Virtual (25th March 2022)	Further understanding of local community issues, options for the structure of a local community fund and impact reporting.
<b>Local Community -Early Engagement</b>	To bring forward the vision for the proposed development with the local community and gain feedback on key areas of design, landscaping, transport, social value, and green infrastructure.	Face to Face (27th November & 10th December 2021)	300 visitors to the community consultation events. 1,470 individual visitors to the website across the two consultation stages. Despite the concerns by the local community, the visitors attending the consultation event recognised that the proposals were well considered and that a genuine effort had been made to respond to the community's key interests and concerns.
<b>Local Community - Detailed plans and technical work</b>	To bring forward the detailed plans and technical work with the local community and gain feedback.	Face to face (3rd & 5th of March 2022)	

Further information on stakeholder engagement is included in the Statement of Local Engagement April 2022 report.

### Examples of stakeholder engagement on social value



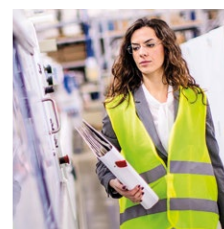
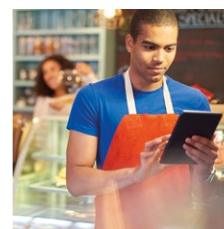
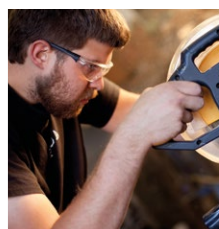
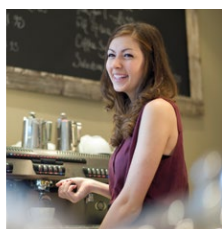
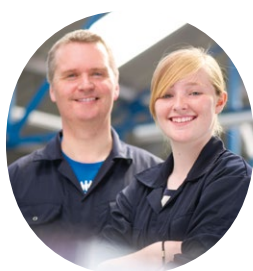
Having regard to the concept of social value and the Government's approach (economic, environmental, and social), and the existing socio-economic profile of the area surrounding Thrapston Business Park, three priority areas have been identified that are considered to deliver the maximum and most meaningful social value:

- **Economy, employment, training and skills;**
- **Climate change and the environment; and**
- **Wellbeing and community partnerships.**

These three priority areas are flexible but frame IM Properties' proposal.

The social value framework sets out the key recommendations and suggested measures which IM Properties wish to pursue and the anticipated impact and benefit these will have to the local area of Thrapston/Titchmarsh and East/North Northamptonshire, and wider area (national).

Recognising that this is the first stage in the planning process, we will engage further with the Local Council, wider stakeholders, and community to ensure that the recommendations and ambition proposed support the local needs of the community.



## Economy, Employment, Training and Skills

### Our proposal

- Support circa 2,000 new FTE jobs in logistics and related activities and circa 500 jobs construction jobs per month for 72 months during the construction phase<sup>1</sup>.
- Develop an employment and skills plan setting out our commitments through construction and operational phases.
- Explore the potential for apprenticeships at all levels.
- Provide a bespoke programme to support those aged 18-24 to access opportunities in the construction industry. This will include the delivery of our accredited Work Ready programme delivered in partnership with the Shaw Trust.
- Work with external partners to provide access to opportunities in the built environment for long term unemployed, career returners, service leavers and veterans.
- Deliver our pioneering school engagement programme which prepares young people for the world of work through interactions such as mentoring, employability skills sessions, CV writing, mock interviews and inspirational school careers talks.
- Increase spend with local businesses to invest in the local economy of Northamptonshire to create or sustain jobs.
- Incorporate social enterprises into our supply chain and project delivery and support those facing barriers to employment.
- Explore and facilitate activity that supports a pathway into employment during the operational phase.

### Employment and Skills

The development at Thrapston Business Park will deliver a range of employment, training, and upskilling opportunities for local people in both the immediate Thrapston area and the wider North Northamptonshire region. Having regard to the earnings, skills, and occupational profile, it is likely that some Thrapston residents currently find it difficult to enter the labour market and will require support that helps to remove barriers to labour market participation.

The proposed development will deliver up to 183,000 sqm of employment space, across all uses (predominantly logistics) and unit sizes, including the provision of an innovation centre on the western parcel of the site. A large part of Thrapston Business Park will be anchored by DSV, who already employ 212 staff at premises immediately to the south, and will be relocated to a state-of-the-art c100,000 sqm logistics unit at Thrapston Business Park. In line with projections, an estimated 670 (FTE) posts plus seasonal workers will work at the new facility when fully operationally.

1. See Employment Land, Labour Supply and Economic Benefits Statement



## Employment and Skills (Cont'd)

In total, the scheme is estimated to yield in the order of 2,000 direct jobs on site (gross, full time equivalent). IMP and DSV are committed to the provision of employment opportunities in the end-user phase working alongside North Northamptonshire Council or any other agencies to promote job vacancies, and facilitating the delivery of a bespoke pre-employment and skills training activity for local residents that will provide them with the skills to access the jobs that are being created.

During the construction phase, the development will support over 500 direct construction jobs on site per month over the six-year (72 month) construction period. This figure has been calculated using the CITB Labour Forecasting Tool.

In addition to jobs created as a direct effect of the construction and management of the proposed development, further indirect employment and economic benefits would be experienced because of the spin-off and multiplier effects. The level of indirect employment generated during the construction period has been assessed by applying the ONS Type 1 employment multiplier (2015) to the direct construction employment. Based on this, it is estimated that the proposed development could support 484 indirect positions over the construction period.

To ensure that IM Properties and DSV maximise employment, training and skills opportunities, an employment and skills plan (ESP) will be developed. The ESP will provide a framework for how the opportunities afforded by the proposed development will be delivered both during the construction and operational phases. It will clearly establish our commitment to enhancing employment prospects in the local area and generating economic prosperity.

The ESP will be guided by IM Properties experience to date, alongside consideration of established models e.g. Construction Industry Training Board.

An important part of the ESP will be to build effective relationships with local work providers, schools, colleges (e.g. Bedford College & Tresham College) agencies, and job centres supporting the access and provision of learning opportunities that are appropriate to the needs of all. An integral part of building these local relationships will be to provide careers advice and awareness raising events and recruitment initiatives.

Specifically, the ESP will outline the delivery of the IM Properties Work Ready programme. Recognising the importance of having an end-to-end provision to help those aged 18-24 to secure opportunities within the construction industry or beyond, IMP work in partnership with The Shaw Trust (or similar organisation), on the delivery of a 7-week traineeship programme. The programme reinforces our commitment to our sustainability framework, Sustainable Futures; supports the construction eco system through new skills and entrants and more importantly transforms lives and leaves a legacy.

## IMP's Work Ready Programme

**Objective:** an accredited traineeship for 18-24 year olds who want to consider opportunities in the built environment

**Partners:** Shaw Trust, Customers, Suppliers, Local Community Groups, Local Delivery partners

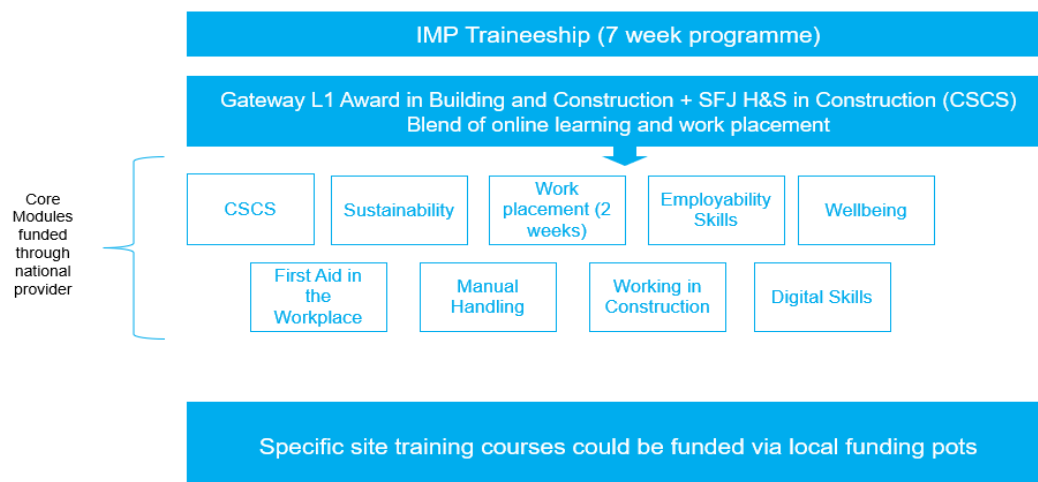
### Key Activities

- Accredited programme to Gateway L1 Award in Building and Construction + SFJ H&S in Construction (CSCS)
- Programme includes trade taster sessions, employability skills, site visits, work placements
- Fully funded, national Delivery Partner with 10 years' experience
- 6-month post-completion graduate tracking
- Unique construction sector training programme

### Benefits

- Tackling unemployment
- Upskilling people & targets career returners
- Supports sector skills shortage
- Supports under-represented groups: BMEs / Ex-Offenders
- Collaboration with customers and supply chain

## The Programme:



The commitments by IM Properties and its supply chain to develop participation in skills development, employment, and training programmes using apprenticeships, work placements, internships and traineeships will maximise economic growth, productivity, social and economic outcomes in the immediate Thrapston and wider North Northamptonshire areas.

## School engagement to inspire the next generation

Recognising the growing skills issue, IM Properties is progressing an industry programme which continues the principles of long-term school engagement, but with the primary aim of encouraging young people to join the built environment. The Construction Skills Network (CSN) forecast that over 210,000 new construction jobs will need filling in the UK by 2025.

During the construction phase, IM Properties will work with a range of educational establishments from primary and secondary schools, colleges, and universities to inspire the next generation around the world of work.

In addition to specific engagement around the built environment, the company will work with the Grace Foundation to deliver activity which supports the growth, development and life prospects of pupils. By 2030, IM Properties have committed to undertaking over 5,000 meaningful interactions to inspire and enthuse young people on a range of topics related to life skills and the built environment. Interactions will be delivered in several ways including presentations, career workshops, experiences, and interactive role-specific sessions.

## IMP's School Engagement Programme

**Objective:** To encourage young people into the built environment sector and improve the diversity and inclusivity of the sector and improve student outcomes.

**Partners:** Construction partners and suppliers, schools and colleges, universities, Grace Foundation.

### Key Activities

- Career talks,
- Employability skills,
- CV writing and mock interviews
- Mentoring
- Curriculum talks
- Careers Fairs
- CPD for teaching and support staff in primary and secondary schools

### Benefits

- Enhancing world of work skills
- Pipeline of staff to the construction sector
- Helps drive a more diverse and inclusive sector
- Partnership & Sector approach to tackling the skills issue
- Training, equipping and providing resources for pastoral staff to address social issues

## Investing in local businesses and social enterprises

IM Properties is committed to supporting local businesses and social enterprises. We know that local procurement can have a positive impact on the local community. The local multiplier effect helps us better understand how our procurement decisions can impact the local economy and consider the wider knock-on effects.

As a business we are committed to developing a procurement plan which prioritises local spend in partnership with our supply chain.

A key part of the procurement plan will be our commitment to social enterprises (SEs). SEs trade to tackle social problems and reinvest their profits back into the business or the local community – so when they profit, society profits. Trading directly with SEs helps us procure locally and deliver social value in the communities where we work. Social enterprises contribute £6bn to the UK economy through over 100,000 businesses. Nearly 50% of social enterprises are led by women and over 30% have directors from black, Asian and minority backgrounds making a key contribution to a more diverse and inclusive supply chain.

## Supporting social enterprises

We are proud of our growing work with Nuneaton Signs, a local social enterprise supporting people with disabilities into the workplace. Nuneaton Signs are one of our providers of personal protective equipment (PPE). We have since connected them to Winvic, our contractor at Mercia Park who have regularly procured site signage, branded goods and consumables. Since the initial introduction and ongoing procurement, Nuneaton signs have recruited 4 new permanent staff members, further aiding their mission around creating independence and inclusion in the workplace for those with disabilities.



## Climate Change and the Environment

### Our proposals

- To achieve Net Zero Ready status on the Thrapston Business Park development (within the area subject to the outline planning application).
- Develop a green infrastructure strategy which promotes the future use of existing, and introduction of new open spaces to form a network of multi-purpose spaces for both people and wildlife to thrive
- Adopt the principles of Building with Nature
- Launch a tree planting initiative which contributes to our corporate commitment to plant 1 million trees by 2030
- Implement the IMP Sustainability Supplier Code of Conduct on the project and ensure all suppliers comply
- Register the scheme for Considerate Constructors Scheme Achieve and achieve a minimum of 40.



### Achieving Net Zero Ready on the development


We know that we must play our role in supporting the UK on the trajectory to Net Zero. Amid ever increasing concern over climate risks, we have set a commitment that by 2030, we will be a net zero carbon company and all our developments will be net zero ready meaning we will implement Net Zero Construction, and design all our developments to meet Net Zero operation.

The design of the proposed development at Thrapston Business Park has climate change mitigation and adaptation strategies included which will deliver a range of social value opportunities for local people in both the immediate Thrapston area, the wider North Northamptonshire region and society. By mitigating climate change through greenhouse gas (GHG) emission reduction, as well as adapting to oncoming climate change, the proposed development and local area will be more resilient to climate change.

The proposed development (outline element) is committing to be Net Zero ready, adhering to the UK Green Building Council (UKGBC) definition of Net Zero. This means all construction carbon emissions will be mitigated and the building will be designed to facilitate net zero in operation if the tenants procure renewable energy. More information on the sustainability commitments for the development can be found in the Sustainability and Carbon Reduction Strategy.

The construction of Thrapston Business Park could directly support over 500 direct construction jobs on site per month of construction (over an estimated 72 months), with opportunities for construction workers and those supported through the Employment and Skills Plan, to learn new skills associated with net zero building.












## Net Zero Carbon Buildings: A Framework Definition

APRIL 2019

Advancing Net Zero Programme Partners

Lead Partner: 

Programme Partners:     



As the net zero agenda progresses locally, regionally, and nationally, this will provide the expertise for construction workers to take advantage of further opportunities in net zero development in the local area, which will be vital to achieve NCC's GHG reduction goals.

Through the operation of the proposed development the climate change mitigation measures will contribute to reducing the carbon footprint of the building.

As part of the IMP School Engagement programme, IM Properties and its supply chain will work with local schools, colleges, and apprenticeship programmes through local colleges such as Moulton College to provide net zero skills and training to young people in the local area. By upskilling the current and future local employment workforce, this will also provide them with the expertise for the oncoming Green Agenda programme outlined by the UK Government, as well as climate change mitigation aspirations embedded in local policy. Local colleges and young people will be invited to visit the proposed development to learn about renewable energy technologies and the maintenance required to upkeep the building to a high standard.

Increasingly we are looking to younger people to develop new ideas, products and services, and leading campaigns to build a more sustainable world. IM Properties is proudly working with Solutions for the Planet (@S4TP\_BigIdeas) who build partnerships between schools and businesses to provide creative spaces for young people to explore sustainability and STEM careers. The business is sponsoring the West Midlands #BigIdeas Competition 2022, which harnesses creativity, encourages team work, develops STEM and wider employability skills, and gives young people a voice in the dialogues around sustainability. Members of the IM Properties business are judging the Regional Finals in Birmingham.

### Green Infrastructure and Tree Planting

The Green Infrastructure (GI) strategy for the proposed development sets out proposals for GI within and adjacent to the Site. The opportunities for enhanced GI in the area include new woodland planting and green spaces as well as the provision of new scrub and hedge planting with a biodiverse rich mix of planting.

IM Properties will explore a tree planting initiative to engage with local schools and community groups. Northamptonshire has the UK's first UN Certified Climate Change Teacher and collaboration between the teacher and schools could provide an opportunity for local school children to plant trees in their local area and learn more about the role trees plays in mitigating GHG emissions, aligning with key NCC climate priorities. This initiative could engage with the Queens Green Canopy (QGC), a tree planting initiative inviting anyone from individuals, schools, and community groups to plant a tree commencing from October 2022 through to the end of

the Jubilee year. Tree planting either augmenting existing green spaces or creating the new Thrapston Nene Valley Nature Park would improve the local communities access to green space, which evidence shows has a range of health and wellbeing benefits.

A tree planting initiative as outlined would also be sympathetic to NCC's climate change priorities and planning policies. It would also contribute to the IM Properties commitment to plant over 1 million trees by 2030.

IM Properties will also explore other low carbon initiatives which could directly benefit local people. Opportunities to provide or fund fuel poverty advice to local residents, offering insight into reducing energy costs will be considered. This could be achieved through engagement with local organisations already working on fuel poverty related projects such as Northants Warm Homes Partnerships 'Switch, Save, Smile'. IMP directly engaging with these organisations harnesses their local knowledge and would contribute to creating a social value output by encouraging more sustainable behaviours of residents in their homes, as well as council owned buildings. Potential financial savings would also contribute to enhanced wellbeing amongst local people, particularly if residents are lifted out of fuel poverty.

The link between GI and people's health and wellbeing is being increasingly recognised, particularly following the Covid-19 pandemic. New woodland planting along the northern and eastern boundaries of the site creates new amenity areas for future employees. Access to amenity space is intimately linked with improved physical and mental wellbeing. Recreational space provides opportunities for physical activity, contributing to employee's health and wellbeing. Furthermore, as climate change progresses, new woodland planting will provide thermal cooling to employees in periods of intense heatwaves. This could limit the human health risks posed by exposure to extreme heatwaves.

The proposed development is aiming to be accredited by the Building with Nature standards framework. The quality of the GI provision has been assessed in the Building with Nature assessment.

## Supporting health & wellbeing through green infrastructure

IM Properties have recently funded a new Green Gym site in Measham. The Conservation Volunteers (TCV) Green Gyms are free to join and are currently run in over 130 locations across the UK. Recognised by the Department of Health and GPs as having a significant impact on the health and wellbeing of those who take part, Green Gyms are outdoors sessions during which instructors guide individuals through activities such as tree planting, real food growing (and cooking!), creating footpaths, and maintaining woodlands.



## Building and Procuring Responsibly

Responsible building from the resources we use, eliminating waste and respecting the local community are key principles we adopt on all our developments. We also advocate the principle of responsibility in our procurement from the standards we set, materials we buy to the evaluation & selection of our supply chain partners.

We will embed our new Supplier Code of Conduct on this development. The code of conduct is built on our core values and sets out our expectations for suppliers to share our commitment to sustainability.

## Being a Good Neighbour

We are committed to ensuring that the construction of the Thrapston Business Park has minimal impact on the local community. Working with our appointed contractor, we will register the scheme with the Considerate Constructors Scheme (CCS) and commit to conform with the CCS code. The code is made up of 3 elements:

- **Respect the Community**
- **Care for the Environment**
- **Valuing the Workforce**

Independent Monitors' visits assess conformance with the Code of Considerate Practice, and in addition may also identify non-conformance and improvement opportunities. We are committed to achieving an excellent standard with a minimum score of 40.



## Considerate Constructors Scheme Code of Considerate Practice

Organisations registered with the Considerate Constructors Scheme make a commitment to conform to the Code of Considerate Practice. Through consideration to community engagement, the environment and workforce wellbeing they strive to improve the impact of the construction industry and leave a positive legacy through the implementation of best practice. The Code of Considerate Practice defines the fundamental expectations for registration with the Scheme. The Code applies equally to all organisations registered with the Scheme, regardless of size, type or location.

### Respect the **Community**

Constructors must manage their impact on their neighbours and the public to support a positive experience, by:

- Ensuring courteous and respectful language and appropriate behaviour in and around the construction activity.
- Providing a safer environment, preventing unnecessary disturbance, and reducing nuisance for the community from their activities.
- Proactively maintaining effective engagement with the community to deliver meaningful positive impacts.

### Care for the **Environment**



Constructors must minimise their impact and enhance the natural environment, by:

- Prioritising environmental issues to protect the natural environment and minimising negative impacts.
- Optimising the use of resources, including minimising carbon throughout the value chain.
- Engaging with the community to improve the local environment in a meaningful way.

### Value their **Workforce**

Constructors must create a supportive, inclusive, and healthy workplace, by:

- Actively encouraging and supporting an inclusive and diverse workplace.
- Proactively supporting safe working, mental and physical wellbeing at work.
- Providing workplaces that are, well maintained, clean and secure from physical and biological hazards.

For more information, call 0800 783 1423  
[www.ccscheme.org.uk](http://www.ccscheme.org.uk)   



## Wellbeing and Community Partnerships

### Our proposals

- Establish a Community Fund supporting local community organisations, charities, and social enterprises
- Provide pro bono support to local community organisations
- Deliver an annual community day event
- Provide employee volunteering hours to local community organisations and charities
- Promote mental health and wellbeing through on site activities

Community organisations build up expert knowledge about the specific social issues in particular areas. As such, they are often best placed and most effective in delivering support which meets the needs of the community.

We are committed to working with local community organisations, enabling greater social outcomes to be delivered than would be achieved by private sector organisations on their own.

The proposed development at Thrapston Business Park offers significant potential to work with existing community organisations to improve the lives and wellbeing of individuals and the wider communities of Thrapston and Titchmarsh.

The socio-economic profile and desk top audit identified a range of existing community organisations either based or delivered in Thrapston which prioritised activities across four core issues:

- **Health and Wellbeing**
- **Nature and the Environment**
- **Sports, Arts, Culture and Heritage**
- **Support to the Community Sector**

### Community Fund

We have a long history of giving back and supporting communities where we operate. It is one of our key values and something every colleague who works for IM Properties is very proud of.

Our Project Community Funds are a key commitment on developments of scale. They help communities come together, co-operate, co-create and most importantly have a positive impact on community wellbeing. Voluntary, community and social enterprise (VCSE) organisations

from the local area where the development is being built can apply for grants typically between £2,000 and £5,000. The community fund supports all forms of projects from improving people's mental wellbeing, accessing food and fuel, supporting young people to make a difference to protecting local biodiversity and tackling climate change.

Examples of projects which align with the four core issues identified through the socio-economic profile and desk top analysis which could be supported include:

- Support to people on low incomes and in poverty via Thrapston Foodbank and East Northants Community Kindness. Support extends beyond providing food and encompasses wider support and advice. We note similar provision in Raunds, where the Raunds Foodbank and Community Café also provides debt advice, job advice and other 'social services'.
- Support for young people, including focused mental health services (Scouster Youth Trust and CHAT Youth Counselling), educational support for young people with autism, AHD and autism (Youth Works) and broad base developmental support (Thrapston Sea Cadets and Titchmarsh Youth Group).
- Support for older people so that they can maintain independence and improve quality of life (Voluntary Action Oundle) for older people with dementia and their carers (Memory Café), alongside Age Concern Northants who have a Charity Shop in Thrapston, the Probus Club, a social group for retired men and Thrapston and District U3A, a lifelong learning co-op for people who no longer work.
- Titchmarsh Nature Reserve. A 73 hectare Local Nature Reserve, owned and managed by the Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire. It is part of the Upper Nene Valley Gravel Pits Site of Special Scientific Interest.
- Titchmarsh Allotments 60 plots available, let to around 50 tenants at Tofts and at Islington.

- Thrapston Nene Valley Park, a proposed nature park as a legacy for the town from 30 acres of wasteland and wooded area by the River Nene and adjacent to the lake owned by Middle Nene Sailing Club. We note that Thrapston is situated about halfway along the Nene Valley, said to attract 2.4m visitors annually and support several hundred businesses. A Destination Management Plan for the Nene Valley aims to sustain growth in the visitor economy ensuring that the infrastructure around the visitor experience is developed in keeping with consumer expectations and demands. It is being championed by Enterprising East Northants.
- Titchmarsh Environmental Group aims to make a positive contribution to maintaining and improving the village environment and to be proactively involved in activities which positively impact the wider environment.
- Arts projects include performing arts for young people (Thrapston Dreamers), amateur dramatics (Thrapston Amateur Dramatics Society [TADS]), an operatic group (Thrapston Plaza Opera), and a brass band (Thrapston Town Band).
- Sports is addressed by Corby, Oundle and Thrapston SSP who provide development services across schools, including mentoring, Thrapston Sports Association, a community facility including sports pitches and clubhouse facilities, and the Nene Centre, a leisure centre run in partnership with North Northamptonshire Council from which a community outreach programme is being developed. The Middle Nene Sailing Club is run by members and offers competitive racing, training and social activities.
- Culture and Heritage projects such as Thrapston Charter Fair celebrating Thrapston's market status on the last Saturday in June, Thrapston District Historical Society 'to preserve the heritage of Thrapston', Thrapston Heritage to make historical resources accessible, Titchmarsh Historical Society, whose activities include collecting and collating historical artefacts.

## Supporting wellbeing through the IMP Community Fund

The Gap exist to engage, identify, and invest in the lives of marginalised young people in Sutton Coldfield and surrounding areas. The Gap initially received a £2000 award towards a mental health project from the Peddimore Community Fund. Since then the relationship has grown and IMP colleagues have undertaken fundraising events, provided volunteering and pro bono support on things like website redesign. Our UK Development Director, Kevin Ashfield, undertook a challenge to run 4 miles, every 4 hours, for 48 hours, to raise funds for the Gap's Headspace project, which provides mental health support to young people aged 11-19. The challenge raised £6,000.



## Promoting Mental Health and Wellbeing

Increasing research shows the mental and physical impacts of working in the built environment. During the construction phase of the development, IM Properties and their appointed contractor will promote mental health and wellbeing. We will provide resources including videos on wellbeing subjects, tool box talks and access to national and local wellbeing services through organisations such as the Supply Chain Sustainability School and Mates in Mind. IM Properties have trained mental health first aiders, who will champion this agenda, aligned with our commitment to promoting health and wellbeing in the workplace and recognised through our WMCA Thrive at Work Award.

## Support Through Volunteering

Our support extends beyond grant making to also providing pro bono support and volunteering. As a business we volunteer hundreds of hours every year leveraging the skills and experience of our colleagues to help VCSEs in the community tackle pressing challenges. On this project we will support local VCSEs through volunteering and plan a Community Day activity where IM Properties colleagues and its supply chain provide practical support to a local initiative.



Our Social Value Manager will be responsible for working with the IM Properties supply chain to develop and deliver our employment & skills plan together with the wider social-value commitments. Working in partnership with the Local Council, wider stakeholders and local community, we will develop a social value delivery plan and programme detailing when commitments will be delivered and a process for reporting progress to key stakeholders.

A robust measurement process is key to tangibly demonstrating the projects' value and benefits to promote the social value framework. In line with wider convention and as required, it will be possible to monetise the value of our Social Value outcomes, using third party financial proxys provided and audited by the National Audit Office. Our platform for reporting is being specifically tailored to allow us to track and report on our specified project indicators (PIs) and be able to put a financial value on all our environmental, social and economic activities and report our social contribution in a single metric.

On Thrapston Business Park we will prepare a Project Impact Report (PIR) to coincide with key project milestones detailing the project's economic, social, and environmental value together with qualitative stories and quotes from those benefitting from the activity. The PIR will:

- Draw data from the IMP bespoke social value tool
- Communicate the activities undertaken with impacts, outcomes and beneficiaries

- Identify stakeholders and third parties involved in delivery
- Evaluate the social, environmental and economic value generated
- Showcase qualitative case studies with beneficiaries impacted

Examples of project reporting we have undertaken at our Mercia Park development are contained within Appendix 1.

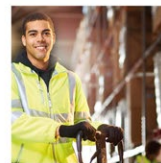
### Examples of a Project Impact Report on our Mercia Park Development



# MERCIAPARK

## JUNCTION 11, M42

### EMPLOYMENT SCHEME (CONSTRUCTION PHASE) PROGRESS REPORT



# MERCIAPARK

JUNCTION 11, M42

## EMPLOYMENT SCHEME (CONSTRUCTION PHASE) PROGRESS REPORT





# INTRODUCTION

Following the granting of planning approval in Autumn 2019, works have started on the construction of Mercia Park, a major new high-quality employment park in North West Leicestershire adjacent to junction 11 of the M42. IM Properties' appointed contractor, Winvic Construction, has been on site since May 2020, adhering strictly to Covid-19 site operational procedures. The initial first phase of work involves earthwork excavation, ground remodelling, site infrastructure, drainage, and preparing the development's main building plots. Thereafter, works on the buildings themselves will commence.



Mercia Park will become home to leading international businesses Jaguar Land Rover and DSV Group, the two principal operators that will occupy the majority of the new 238-acre employment park. It is estimated the site will support up to 3,400 jobs when fully operational and generate around 170 construction jobs per year during the build phase, helping to drive economic growth in north west Leicestershire and the surrounding area.

The development is being delivered against a challenging economic context, though one in which the logistics sector has proven critical in maintaining supply chains and the flow of goods from business to business or business to customers. We are fortunate to be able to play a continuing role in supporting this sector and acknowledge a responsibility to realise the widest possible benefits for the locations, communities and economies in which we invest.

In line with other projects in the region, we are committed to maximising the employment, training and business outcomes associated with the development. As part of its commitment and in dialogue with North West Leicestershire District Council, IM Properties has progressed an Employment Scheme which has been shared and agreed with our principal contractor and a range

### IN SUMMARY, MERCIA PARK WILL:

SUPPORT AROUND  
**3,400**  
JOBS

PROVIDE A HOME FOR  
LEADING INTERNATIONAL  
BUSINESSES INCLUDING  
JAGUAR LAND ROVER  
AND DSV GROUP

SUPPORT AROUND **170**  
CONSTRUCTION JOBS  
PER YEAR DURING THE  
BUILD PHASE

BRING AN ANNUAL  
CONTRIBUTION OF  
£139 MILLION GVA  
TO THE LOCAL ECONOMY

CREATE EXTENSIVE  
LANDSCAPING INCLUDING  
UP TO **30 ACRES**  
OF NEW WOODLAND

GENERATE MORE THAN  
£7 MILLION PER ANNUM  
IN BUSINESS RATES

of local partners and approved by the District Council. Initially the scheme will focus on the delivery of the activities associated with the construction phase, though in due course a supplementary scheme will be prepared and approved for the operational phase.

This report is being provided to outline our progress against the commitments set out within the Employment Scheme, now and going forward.



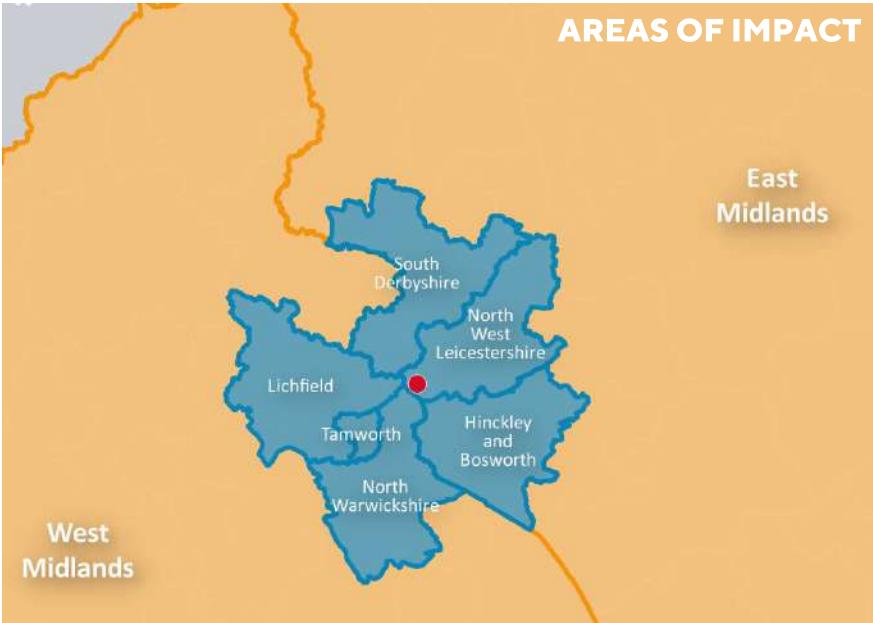


We hope to share positive outcomes that can be supported and sustained by the Industrial and Logistics sector through effective collaboration between industry, its supply chain, employment agencies and education.

We are proud to be delivering a project of such significance at Mercia Park, supporting key occupiers in the region to consolidate and sustain their business operations here and across the globe and look forward to sharing the many positive community and wider stakeholder outcomes the investment can deliver.

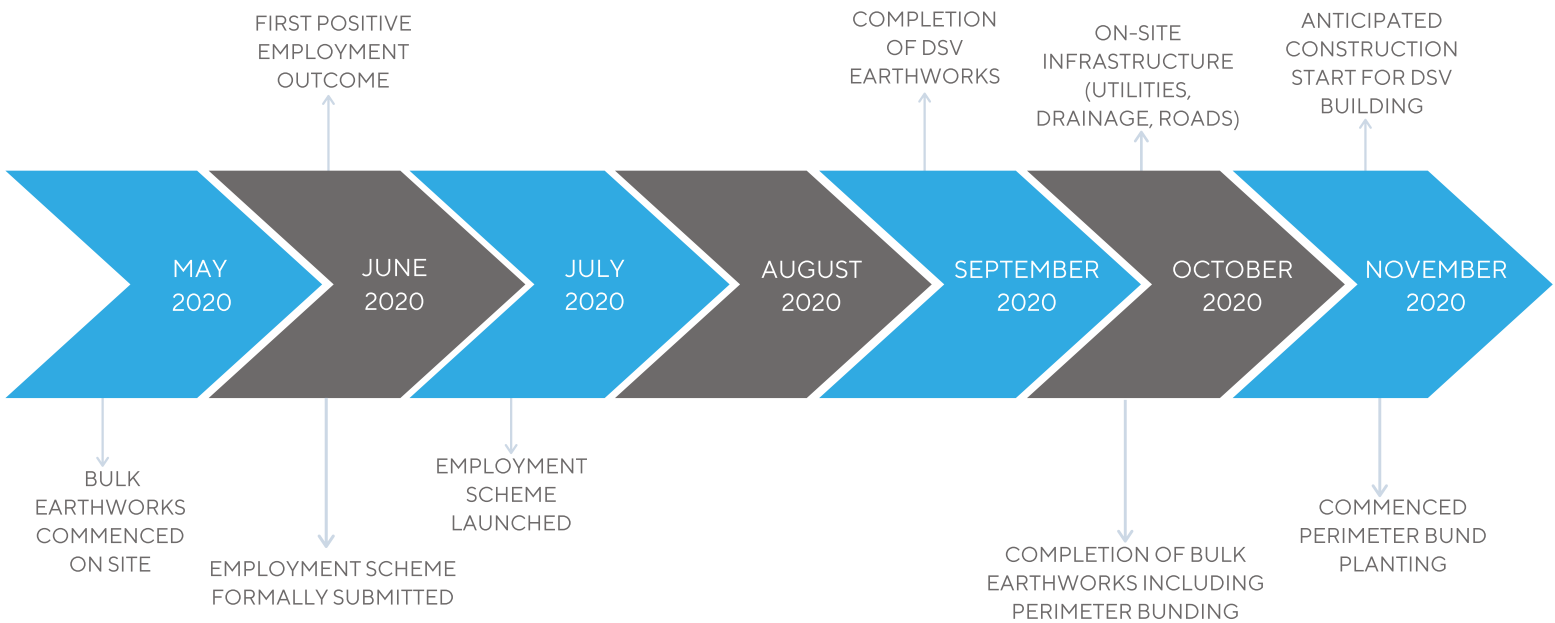
*David Smith*

David Smith - Planning Director, IM Properties



The Mercia Park Employment Scheme takes its cue from assessment work undertaken in connection with the Planning Application for the project. The Socio-Economic Impact Assessment concluded that given the geography of the site and commuting patterns, the majority of the socio-economic effects would be captured within the six local authorities as defined on the adjoining map, the Local Impact Area, with benefits beyond and into the Wider Impact Area.

## KEY CONSTRUCTION MILESTONES



# AGREEING THE EMPLOYMENT SCHEME

Our work in this first reporting period has been to ensure we agree the scope and ambition of the Employment Scheme, and communicate this effectively to all key stakeholders operating in the Local Impact Area.

## CO-DESIGNING THE EMPLOYMENT SCHEME

Engaging the Principal Contractor is critical to the success of any Employment Scheme (Construction Phase). Early dialogue with our chosen lead contractor, Winvic Construction Ltd, has enabled us to co-design a Scheme which is realistic but has some stretch. Soundings from the Winvic supply chain have been taken to support the Scheme's development.



## CONSULTATION ON PROPOSED EMPLOYMENT SCHEME (CONSULTATION PHASE)

We successfully engaged four key local agencies (North Warwickshire and South Leicestershire College, Stephenson College, the Department for Work and Pensions [DWP] and NWLDC) prior to formally submitting the employment scheme. The responses to the draft document were all supportive with 27 observations, all of which were taken in to account in refining the proposed employment scheme.



## EMPLOYMENT SCHEME (CONSTRUCTION PHASE) SIGNED OFF BY THE COUNCIL

The proposed employment scheme was formally submitted on 21 May and after receiving and responding to NWLDC's formal comments the revised final scheme was approved on 2 July 2020.



## EMBEDDING THE EMPLOYMENT SCHEME

The Employment Scheme has been embedded within the reporting processes, aligned to the wider Mercia Park project management processes. Administered by RLB and attended by Winvic, RLB and IMP, progress against the commitments are being continually reviewed and new opportunities considered.



## MONITORING AND REPORTING

A process and scheme of data collection has been put in place by Winvic to enable its supply chain to regularly report progress on local business opportunities, employment and skills-linked activity. This will enable quantifiable data to be reported in the next progress report.

**We would like to thank all of the organisations mentioned here for their contributions to the creation of the Mercia Park Employment Scheme**

These are challenging times, but the Employment Scheme is stronger and more embedded in local priorities as a result of our collaborating. We are continuing to engage and communicate with a wide range of organisations, and to share our ambition and opportunity. Whilst the central premise of the Scheme will remain, we are committed to being agile and ensuring all meritorious opportunities are considered.



Department  
for Work &  
Pensions



**winvic**

# PROGRESS TO DATE

## The Mercia Park Community Newsletter (Spring 2020)

The newsletter was circulated to local employment support and training organisations as part of spreading the news that the project was now 'live-on-site', e.g. DWP, FE Colleges etc.

## Business enquiries pick up

Eight local businesses, introduced via Stephenson College, have made expressions of interest in Mercia Park, all of which have been referred to Winvic. The 'fit' of their products and services to those required at this stage of the construction process is being reviewed and Winvic will be introducing those relevant ones to their first-tier suppliers in due course.

## Job outcomes

An 'Individual Beneficiary Outcomes Form' is being piloted to gather sufficient information on job outcomes for Council reporting purposes. Of the 7 signed IBO forms received to date, 4 are confirmed to be from the agreed project Local Impact Area (LIA) – 2 from North West Leicestershire and 2 from Hinckley & Bosworth. The other 3 are from Derby, i.e. the Wider Impact Area (WIA).



LAUNCH OF SECTOR BASED WORK ACADEMY, HINCKLEY PARK, 2019

## Employment and Skills Partnership (ESP) announced

In line with the agreed Scheme, an Employment and Skills Partnership is being established to oversee the interaction between the IMP team and key agencies involved in realising successful outcomes. An initial briefing meeting for the six Local Authority representatives has taken place (18 September) and a full inaugural meeting of the ESP is being planned with NWLDC for November 2020.

## Community Liaison Group

The CLG (made up mainly of Parish Councils) is being kept apprised of employment and skills matters in our periodic communiques, not least the reference to our local recruitment success. As we move forward, we hope to share many more local business and employment success stories.

## Mercia Park website

See [here](#) for the Mercia Park website. A news article has been published announcing the Employment Scheme and inviting those wishing to undertake construction training to visit the GoConstruct website for advice and also the three local FE College websites for training course information. In due course we will be adding more detail around how all parties can engage in the Scheme.

## First local success!

Mike, from Appleby Magna, enquired about security roles at Mercia Park via the project website and was employed at the site (by Fortel) in the Gatekeeper role. He works part-time two days per week which suits his family circumstances.

## An on-site groundworks/civil engineering training facility

North Warwickshire and South Leicestershire College have been introduced to Winvic and their first tier on-boarded supply chain (Collins Earthworks and JSJ Construction) and are charged with working-up proposals for the on-site construction training facility. IM Properties are temporarily setting land aside for this purpose and Winvic have agreed to provide the on-site temporary training infrastructure including classroom, welfare, outdoor training and storage space. Discussions are continuing around a Covid-19 compliant sector based work academy programme.

## Employment Scheme (Construction Phase) launched

IMP and Winvic co-hosted the Mercia Park Employment Scheme webinar on Thursday 23 July to an invited audience from the six Local Authority areas which make up the LIA. Incorporating presentations and a Q&A session this proved to be a successful online event. A recording of the webinar and copy of the presentation has been made available for anyone to access [here](#).





# SPOTLIGHT ON...



Signage with Social Value

David Smith, Planning Director at IM Properties said:

***We are very keen to use Social Enterprises in our supply chains and encourage our contractors to do the same. The spin-off for local community benefit is obvious and hits our ambition to spend locally and employ local people from those communities most disadvantaged in the labour market. This activity is at the heart of what we are seeking to achieve with the Mercia Park Employment Scheme.***



[www.nuneatonsigns.co.uk](http://www.nuneatonsigns.co.uk)

## SIGNS OF SUCCESS

Nuneaton Signs, a local business, have supplied the construction compound signage at Mercia Park. Nuneaton Signs are a Social Enterprise, which means all their profits are put back into the company. Their purpose is to 'Provide meaningful employment for people with disabilities through the manufacture and sale of signage'. They have traded since 1982 and can assist with any signage requirements on a wide range of projects – internal or external wayfinding, branding, site signage, covid safety signs, hoarding and vehicle graphics etc. Main contractor Winvic Construction has used the social enterprise at three of their other construction sites and are keen to promote what they do.

With over 50 staff, nearly three quarters have a disability, medical or mental health condition and the business works hard to give people the chance to gain the confidence and skills to return to the workplace and progress. Over 1,800 individuals with disabilities have been supported since the enterprise began – a fantastic track record. The more signage they produce, the more people they are able to assist.



Nuneaton Signs provide a complete sign service from origination to installation. Production takes place in a modern, well-equipped factory conveniently situated close to the motorway network, M1, M6, M5, in North Warwickshire. They have the technical capability and capacity to meet your signage requirements and accredited quality systems in place. The business can competitively price – so why not give them a go?



### CONTACT:

Michelle York – Commercial Director  
Tel: 02476 341922  
Email: [michelle.york@nuneatonsigns.co.uk](mailto:michelle.york@nuneatonsigns.co.uk)



# COMMUNITY MATTERS

Beyond the Employment Scheme and to ensure local parishes and stakeholders remain updated about the construction and progress of Mercia Park (including our employment outcomes), we have established a Community Liaison Group (CLG) as a way of managing and sharing information related to the project. Members of this group also have a key role in supporting the delivery of the Mercia Park Community Fund (launched June 2020). Administered by the Leicestershire & Rutland Community Foundation, the Fund has started taking applications from local charitable or voluntary groups with a view to strengthening local communities and supporting projects that can improve the natural environment. More details regarding the CLG and Community Fund can be found at [www.merciaparkconstruction.co.uk](http://www.merciaparkconstruction.co.uk).



**MERCIA PARK  
COMMUNITY FUND**  
**WEBSITE**



## LOOKING FORWARD



Despite incredibly challenging circumstances, Winvic Construction and its supply chain have made tremendous progress during this first reporting period. With bulk earthworks complete, we are looking forward to realising the opportunities associated with a broader range of construction activities on site.



With space now made available for an on-site groundworks/civil engineering training facility (see image), discussions with employers and training providers will continue in respect of delivering a Covid-19 compliant sector based training programme. We look forward to our next report and updating in more detail on quantifiable data and outcomes across employment, education/skills and local procurement agendas.

## NEED MORE DETAIL?

If you wish to know more about IM Properties, the Mercia Park project or the world of construction, please see the following links:

[www.improperties.co.uk](http://www.improperties.co.uk)

[www.goconstruct.org](http://www.goconstruct.org)

[www.merciaparkconstruction.co.uk](http://www.merciaparkconstruction.co.uk)

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[david.smith@improperties.co.uk](mailto:david.smith@improperties.co.uk)

**Steve Farr**

[steve.lec@outlook.com](mailto:steve.lec@outlook.com)

# EMPLOYMENT SCHEME (CONSTRUCTION PHASE) PROGRESS REPORT





# INTRODUCTION

Welcome to the third progress report on the Employment Scheme in relation to Mercia Park, a major new high-quality employment park in North West Leicestershire.

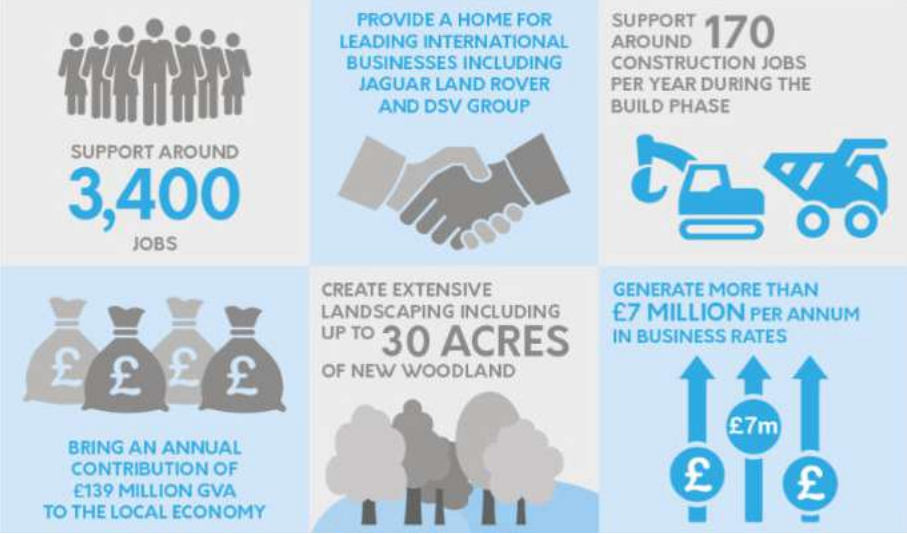
Work on site continues to progress to schedule which is fantastic news. A great credit to Winvic Construction Ltd and their subcontractor and supplier team. As you can see from the image here of the DSV buildings the employment park is really beginning to take shape – and our occupiers are turning their attention to the first occupations.



So, a real sense of progress and pace, which is great news. This brings into focus our frustration at the necessary Covid restrictions and not having been able to deliver yet on the promised ‘pop-up’ on-site training facility. But I am pleased there is good news here too as you will see from the training and skills commentary in the report. There has been a collective, co-operative, and positive response to the difficulties faced and in trying to make this idea come to life and we are very grateful to all of the parties involved.

We report on Winvic’s exciting plans to bring some of their virtual reality, Building Information Modeling (BIM) and sustainability capabilities from their Headquarters out into the field – and we are very pleased they have chosen Mercia Park to trial the approach. Setting up a Sustainability & Innovation Hub at a large and live construction site is truly ground-breaking. We are very excited to see how this unfolds and how the supply chain (including existing businesses in the local area) can learn to enhance its productivity and sustainability through the application of such technologies, and how those interested in design and construction (young or old) can be inspired by seeing the breadth of careers this sector provides. The feature spotlight in the report is on some of the project’s other sustainability aspects because with a carbon Net Zero ambition we wanted to start communicating what this is, what it means and how it links to the jobs and skills agenda.

## IN SUMMARY, MERCIA PARK WILL:

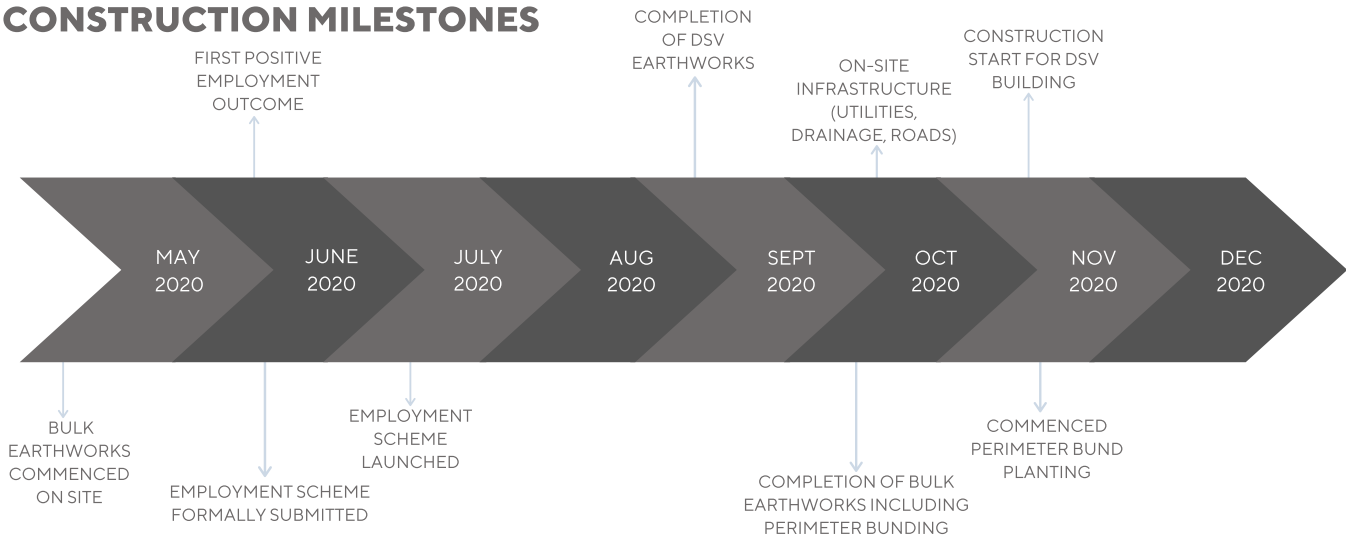


With the Government’s coronavirus roadmap timetable apparently holding up, this is an important time for the delivery of the Mercia Park Employment Scheme. I am confident the local partnerships we have forged covering every corner of the Local Impact Area (LIA) and the plans made will bring real benefit to the people and communities surrounding the development. Good news too to hear about the continuing work with the educational sector and a little more of the continuing success story, which is Nuneaton Signs, a flourishing local social enterprise.

*David Smith*

David Smith - Planning Director, IM Properties

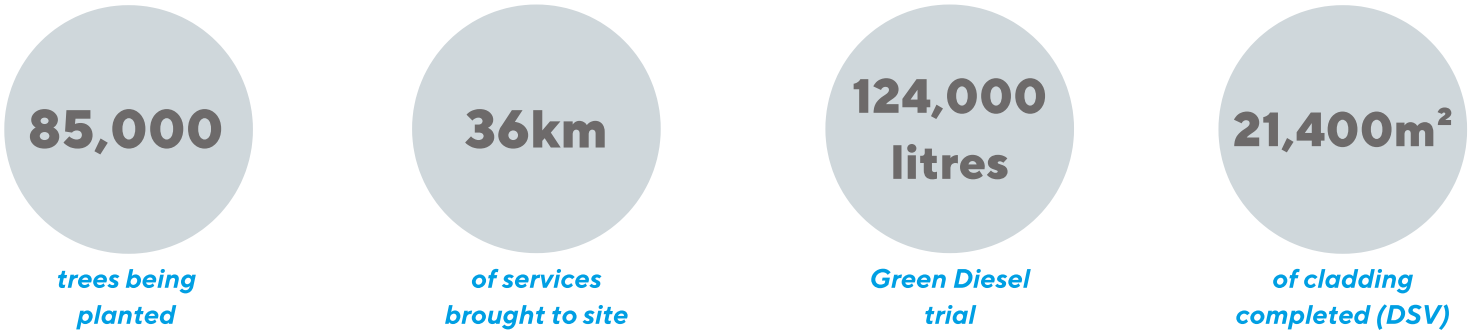
## KEY CONSTRUCTION MILESTONES





The Mercia Park Employment Scheme takes its cue from assessment work undertaken in connection with the Planning Application for the project. The Socio-Economic Impact Assessment concluded that given the geography of the site and commuting patterns, the majority of the socio-economic effects would be captured within the six local authorities as defined on the adjoining map, the Local Impact Area, with benefits beyond and into the Wider Impact Area.

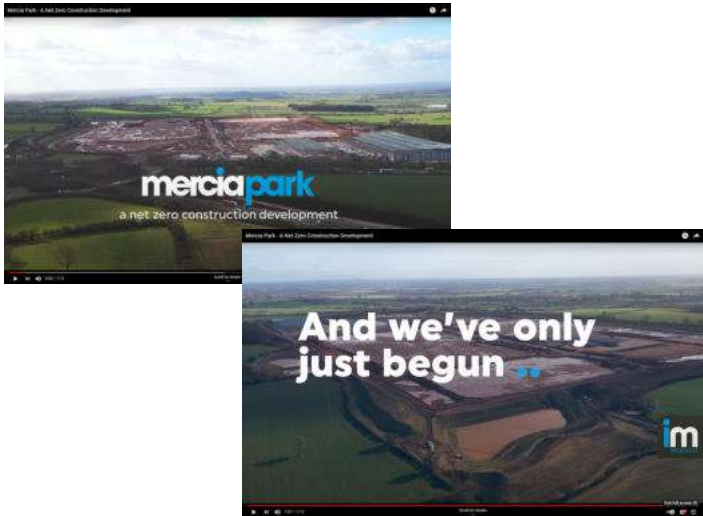
## CONSTRUCTION FACTS - PROGRESS TO DATE



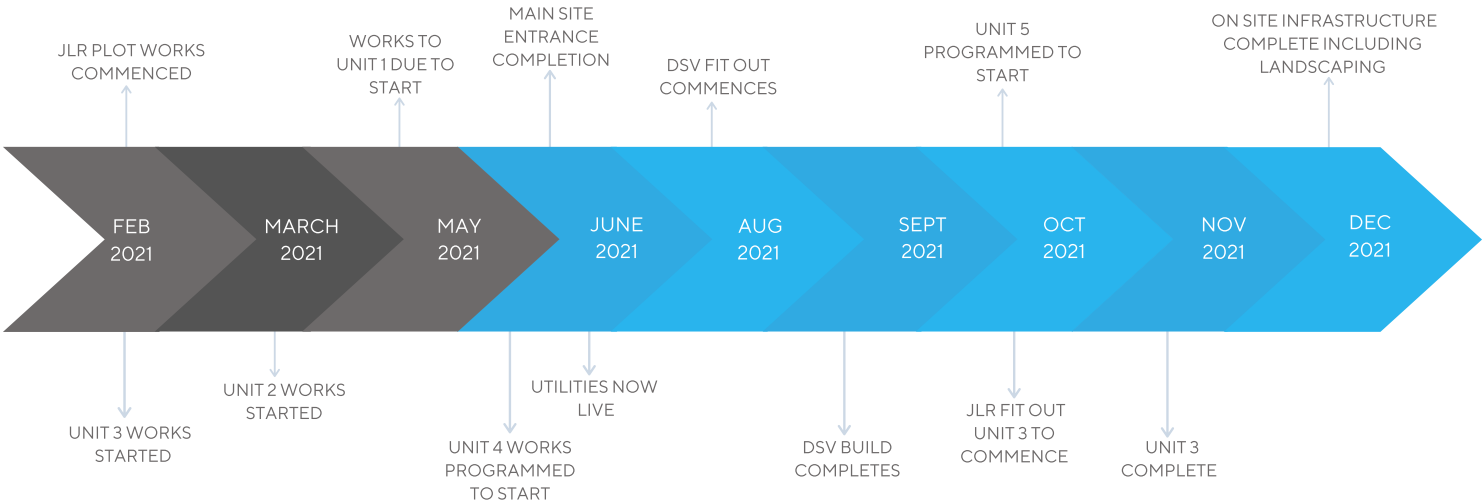
## MERCIA PARK - A NET ZERO CONSTRUCTION DEVELOPMENT

Using footage provided by Winvic Construction Ltd, we have produced our first update video at Mercia Park. The video (see [here](#)) is the first in a series that will form part of a continued campaign to educate around the construction progress on site, alongside our social value and sustainability commitments and goals.

Aiming for the scheme to be Net Zero in construction, Mercia Park supports our wider sustainability ambitions for future developments, and compliments the extensive social value programme and the skills and training initiative we are delivering at Mercia. We want to create a positive lasting legacy through our work with the community and by working hard to create a high quality employment environment. With so much accomplished already at Mercia Park, we look forward to the chapters ahead!



## KEY CONSTRUCTION MILESTONES CONTINUED...





# PROGRESS UPDATE

The continuing disruption to business due to the coronavirus pandemic and third Lockdown has impacted on our ability to deliver the Employment Scheme – especially the face-to-face aspects such as direct school-linked work, work experience and training. However, it has also enabled Winvic to develop its thinking and approach. There is optimism that moving forward over the next 12-18 months we can bring direct benefit to people interested to step-up and take part.

## Creating and delivering opportunities

Creating employment and training opportunities is a central strand of the Employment Scheme. Winvic's Construction Director, Site Agent, Site Engineer and HSEQ Manager on the Mercia Park site are from the LIA and Winvic is encouraging subcontractors to also employ locally: Fortel, Collins and Gilvar Lining employ seven people from within the LIA on the infrastructure project and ten locally employed so far on the DSV project. At a recent Subcontractor Review meeting (19 March) and subsequent conversations Work Trials have been pledged by three of the employers and we are seeing if training can be linked to bring forward local candidates. Following on from the Year in Industry article in the last report, Morgan Hambling, Virtual Reality (VR) Developer, who lives in the LIA, has completed a three-month site placement on the DSV facility as part of the Construction Management Course he is studying at Nottingham Trent University.

***"My time on site at DSV has helped give me exposure to the many aspects of construction and how a site team approaches a project, the Winvic Way. I am looking forward to utilising our Virtual Reality and BIM capabilities in the Sustainability and Innovation Hub at Mercia Park to aid the design process creating both time and cost efficiencies by reducing clashes and minimising waste."***



## Planned training activity "ready to go"

A meeting of local Training Organisations was recently held (29 March) to plan Mercia Park-linked training. The first training programme will be available in May. It will be an online course run by North Warwickshire and South Leicestershire College and will link with local JCP's and other agencies to support those out of work or looking to start a career in the construction industry. Candidates will undertake this free course leading to achievement of a Level 1 qualification in Health and Safety in a Construction Environment, CITB registration and all of the learning required to sit the CSCS card test. On successful completion candidates will be provided with a voucher to sit the CSCS card test at a local location. NWSLC have partnered with Chameleon School of Construction to offer the tests locally. Subcontractor Traffic Safety and Management is working closely with Vocation Training to provide employment opportunities and has recruited one new employee from the long term unemployed. The first traffic safety management training programme will be in June 2021. Other face to face and practical construction training at the site will be delivered once the Covid restrictions ease.

## Local Employment

The site security system, Biosite, 14 April report shows us there have been over five hundred different people working at the site (since 22 October when it went live, later than start on site due to Covid). Of these 134 (25%) were from the LIA and we are doing more detailed analysis. Employment opportunities continue to be cascaded through the Mercia Park Employment and Skills Partnership – recent ones being Gatekeeper, Graduate Engineer and Cleaner positions.

The wider impact area (WIA) comprising the East and West Midlands has also been supported with spend, employment and training opportunities from both Winvic and its sub-contractors. Examples from Infrastructure sub-contractors include Collins, Reach, JSJ, Graph Surveys and Gilvar Lining – who together with other subcontractors employ 23 people from within the WIA. Gilvar Lining also employs an NVQ level 2 apprentice at Mercia Park, and WIA-based contractor Steve Halsall employs disadvantaged people on the project and is providing 30 weeks of training opportunities including one apprentice.

Reach Timelapse has recruited an installer from North West Leicestershire who will be involved with camera maintenance, removal of towers, as well as assisting with the fortnightly drone visits at Mercia Park.

Collins Earthworks is also using the Mercia Park development to provide apprenticeship opportunities and train employees on roles including dumper driving and dozer training. Six employees are training onsite including a new recruit, and a new apprentice and three existing employees on an apprenticeship programme with the company who at the end of their training will be completing their CPCS test and NVQ Level 2. With the site being so large, Mercia Park makes a great training space.

**Free courses to boost employability skills**  
Supporting further training or employment

Have you thought about a career in construction? Mercia Park is a new high-quality employment park being developed at Junction 11 of the M42. This project brings together a wide range of trades, ranging from groundworkers and concreters, steel erection to cladders, and a host of other trades associated with the fit out of the buildings.

All employers insist that their construction workers hold a CSCS card, which is basic health and safety training. This course teaches you the knowledge needed to sit the test and more.

By undertaking this course linked to the Mercia Park development you will have access to job vacancies as well as being invited to future training courses on-site.

**Working in Construction**  
This course provides you with an opportunity to develop your skills and knowledge to enable you to start a career in a range of construction related jobs.

This course leads to getting your CSCS Card, Health and Safety in a Construction Environment Level 1 and CITB registration.

Online Free to unemployed Progress at your own pace Industry Recognised

To enrol, check funding or to get more information, contact us:  
0330 058 3000 [www.nwslc.ac.uk/employability](http://www.nwslc.ac.uk/employability) [adults@nwslc.ac.uk](mailto:adults@nwslc.ac.uk)

In partnership with **mercia park** **winvic** **im**

Willowbrook Construction who are undertaking the groundworks package at DSV, has employed an operative who was unemployed from within the WIA for the project. Committed to staff development, onsite training has been undertaken already at DSV and Willowbrook offered the new operative the opportunity to complete an NVQ Level 2 in Construction and Civil Engineering Operations.

## Sustainability and Innovation Hub

As a statement of commitment to continually advancing its innovation and sustainability capabilities to benefit the wider industry, the main contractor Winvic is bringing a Sustainability & Innovation Hub (SIH) to Mercia Park. The hub will comprise a BIM CAVE area with a screen for Virtual Reality (VR) 3D model viewing, an interactive meeting room and training space, a dedicated area to showcase Mercia Park's sustainability credentials and a demonstration area for digital advancements. Key features and benefits of the hub include aiding the design process in a real-time scenario by facilitating Design Team meetings and workshops between Winvic, IM Properties, consultants and suppliers. This will also be a great learning space for local students and people interested to know more.

The SIH will allow Winvic's design staff and supply chain to train more creatively than ever helping to improve their skills within a real-time scenario and the BIM software will be used to develop VR imagery for health and safety training. The hub will showcase Winvic's digital Operation & Maintenance manuals in action – demonstrating how sections of the design manual, maintenance guidance or 360-degree photos can be accessed from QR codes within a finished building.

When it is safe to do so, we will use the SIH to benefit the local community by facilitating educational visits with schools, colleges and universities, helping to inspire young people, as well as providing the opportunity to host engagement activities. We will also utilise the classroom space for external training and development activities linked to the onsite pre-employment training facility.

The green credentials of the hub being progressed include sustainable cabins, PVs for electricity, an Air Source Heat pump, low flow taps, flow restrictors, waterless urinals and rainwater harvesting. Partnership opportunities are being offered to supply chain partners to showcase sustainable products and solutions. Carter Accommodation will be providing the cabins, Bespoke Construction, the internal partitions and glazing, and Ivegate, PV and battery storage. Further partnership opportunities available include equipment, recyclable/sustainable furniture and activities that take place within the hub.



## Winvic Subcontractor creates 4 twelve-month opportunities for young people with Special Educational Needs...

Building on the previous positive Nuneaton Signs update we have more good news!

Michelle York, Commercial Director at Nuneaton Signs said, "We are very pleased to let you know that we are now working with North Warwickshire and South Leicestershire College and are about to launch a Supported Internship program. We will be taking on four young learners who will be based with us 4 days a week, with one day at the College."

The learners will be gaining on-the-job experience whilst undertaking a life skills course, supported by a full time Job Coach employed by the College. The program is specifically aimed at young people aged 16 to 24 years of age who have an EHCP (Education Health Care Plan), who want to move into employment and need additional support to do so. The goal at the end of 12 months is that they move into employment, an apprenticeship or further education – depending on individual needs.

Michelle goes on to say, "We are exceptionally excited and proud of the program and delighted to be working with NWSLC on this – we are recruiting over the summer for September starts. We would also like to say a massive thank you to Winvic for choosing to buy their signs from Nuneaton Signs, and realising the power of their pocket, as without this increase in turnover and the continued development of this contract we would not be in a position to offer this program out to local young people. So, thank you Winvic, you genuinely are helping us change peoples' lives."

Nuneaton Signs is growing into one of the foremost sign making organisations in the country.

To find out more about the Supported Internship program, please contact: Michelle York, Commercial Director, 02476 341922, or email [michelle.york@nuneatonsigns.co.uk](mailto:michelle.york@nuneatonsigns.co.uk)

## BUY LOCAL UPDATE...

Following on from the last progress report and the work being underway on the DSV buildings, an additional £764k has been spent locally, with an additional £7.1m spent within the WIA. It's great to see the impact in terms of spend in both the local and wider impact areas is evident and increasing as the project progresses.





# SPOTLIGHT ON... SUSTAINABILITY

Our aim is to create a high-quality employment park – a sustainable development that is a great place to work and which will provide long-lasting socio-economic benefits for North West Leicestershire and the wider area. Mercia Park enables sustainable energy and carbon saving through latest generation building design and several sustainable initiatives are being trialled during the construction phase of the project including:

## Onsite Concrete Batching



An onsite concrete batching plant has been installed on the development and has completed its first week of production of concrete for the external yards. The batching plant is being provided by supplier Hanson and operated by subcontractor Fortel.

The plant will create seamless continuity of supply throughout the project's lifecycle, as well as a number of financial benefits associated with utilising a sustainable solution. The installation of the plant will also have a positive environmental impact, helping to reduce the number of vehicle movements to site by approximately 37%. An added environmental benefit is that all of the concrete wagons will wash out back at the plant where the water and waste is 100% recycled.

It's great to see the plant is employing dedicated, local, full time staff and an apprentice for monitoring tickets, permits to pour and the mix allocation schedule. As part of Fortel's commitment to training and continuous professional development, they have recruited a recent graduate, who will be based on site managing the batching plant.

## Green Diesel at Mercia Park

In line with Winvic's sustainability goals and commitment to reducing its carbon footprint, green diesel, an alternative fuel, is being trialled at Mercia Park. Green D+ HVO (Enhanced Hydrotreated Vegetable Oil), is a fossil-free, paraffinic fuel made from 100% renewable raw materials which is a more sustainable, high quality of diesel fuel. 124,000 litres of green diesel is expected to be used and performance of the fuel will be monitored throughout the trial.

## NET ZERO : WHAT DOES IT MEAN?

Net Zero refers to the balance between the amount of greenhouse gas produced and the amount removed from the atmosphere; we reach net zero when the amount we add is no more than the amount taken away. Net Zero is one way we can tackle climate change – the UK became the world's first major economy to set a target of being net zero by 2050.

## NET ZERO : AT MERCIA PARK

Project Mercia will be implementing Net Zero Construction in accordance with the principles set out in the UK Green Building Council document 'Net Zero Carbon Buildings – A Framework Definition'. To implement this standard, IMP will work with their chosen construction contractor Winvic to calculate all carbon associated with the construction of the building and identify measures to reduce this where possible. All residual carbon remaining after this process will be offset using high quality offsets that meet the principles of the UK GBC guidance. At practical completion of the building or as soon as possible thereafter, we will publicly disclose the route to Net Zero Construction in accordance with UK GBC guidance.

### Overall the sustainability benefits of the development can be summarised as:

- BREEAM – the proposed units will achieve the standard of 'Very Good' with excellent level performance for the Energy and Water efficiency criteria; and note we are now aiming for a general BREEAM standard of 'Excellent'.
- Sustainable Transport – creation of pedestrian and cyclist friendly routes and a range of measures to promote and support the use of sustainable transport.
- Climate Change – the use of a highly efficient building fabric, energy efficiency measures and renewable energy technologies are predicted to result in buildings which exceed the requirements of current building regulations by up to 20%.
- Sustainable Design – use of a range of design measures including orientation and daylighting, 'A' rated sustainable materials and green infrastructure.
- Water Management – the site is of low flood risk and the development is utilising Sustainable Urban Drainage Systems. Water efficiency measures will substantially reduce water consumption.
- Waste Management – the development will reduce the production of waste, manage waste sustainably and increase re-use, recycling and recovery rates.
- Nature Conservation – taking opportunities for new habitat creation and biodiversity improvements through an increase in native planting and new pond/wetland features.

# COMMUNITY MATTERS

The Community Liaison Group had its third meeting in February 2021 – the second virtual – during which key aspects of the project development and progress were reported, including an update on the Employment Scheme. The Mercia Park Community Fund, launched in June 2020, met for the second time in March 2021 to review applications for funding from local charitable or voluntary groups with a view to strengthening local communities and supporting projects that can improve the natural environment. Following the March panel, 12 local projects have since been awarded a total of £40,731, bringing the total amount awarded so far to £132,218. The next round for applications is now open – the closing date for new applications is 6th August 2021. These can be made via the Leicestershire & Rutland Community Foundation, which is independently administering the fund, through its website below.



**MERCIA PARK  
COMMUNITY FUND  
WEBSITE**

## LOOKING FORWARD

### JAGUAR LAND ROVER

Jaguar Land Rover's 2.94 million sq ft global distribution aftermarket parts campus will have 5 units at Mercia Park and the building contracts are secured. Vertical pre-construction (contractor mobilisation, detailed design development and the procurement of subcontractors) is well underway. The first JLR unit (Unit 3) is scheduled for practical completion in November 2021, with the other units following between April and September of 2022. Winvic are producing a construction programme schedule for the Employment and Skills Partnership showing the types of trades and skills required. This will be circulated in May and can be the focus of the next ESP meeting.



FIRST STEELWORK ERECTED AT JLR



AERIAL IMAGE OF JLR SITE



INDICATIVE CGI OF JLR BUILDING

### NEED MORE DETAIL?

If you wish to know more about IM Properties, the Mercia Park project or the world of construction, please see the following links:

[www.improperties.co.uk](http://www.improperties.co.uk)

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