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Delivering strong results through our disciplined growth strategy: **P06**

WE JUST DON'T CLICK ANY MORE

Breaking up with the old intranet and getting ready for the new one: **P14**

ADVANTAGE THROUGH ALIGNMENT

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AUTUMN 2016
Your employee magazine



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GROWING STRONGER

Tom Nicholson and Andrew Hammond give their views on Linden Homes' plans and progress

WIN £50 | Turn to p23 for our competition



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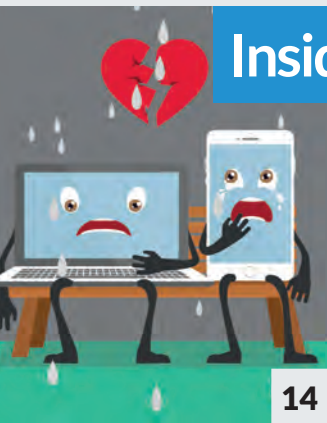
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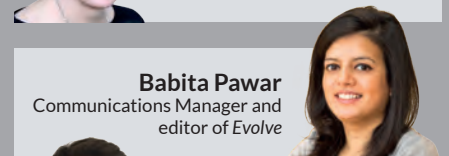
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EVOLVE

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



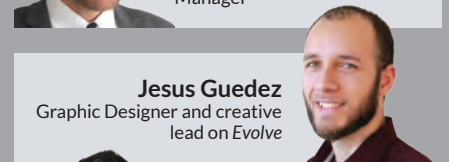
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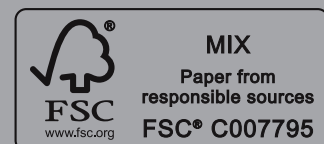
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MESSAGE FROM THE CHIEF EXECUTIVE

Hello and welcome to *Evolve*,

It is a year since I have been at Galliford Try and I can honestly say that time has flown by. Getting to know our people and see our business in action first-hand has enabled me to truly appreciate how great we are as a business. That was of course demonstrated by our annual results (page six) in which we announced good progress in all three of our businesses.

We continue to make progress in Construction, building and delivering a reliable and high-quality order book; we increased our mixed-tenure output in Partnerships, and achieved significant progress on margins in Linden.

Our operational excellence will be driven further by the key management changes we made in our businesses.

Bill Hocking has taken the reins from Ken Gillespie in Construction and Investments, becoming its Chief Executive in August, and is making his mark on the business (page eight), leading a programme of improvement including BMS modernisation and the intranet project.

“OUT ON SITE, WE ARE DOING A FANTASTIC JOB, ACHIEVING THE HIGH STANDARDS WE SET OUT TO”

We combined our Partnerships and Affordable Housing & Regeneration businesses to build on the complementary knowledge and expertise within each and appointed Stephen Teagle as Chief Executive of the enlarged business (pages eight and 10). Stephen will enhance our strategic focus, while Stuart Gibbons will continue to drive operational excellence.

In Linden, Andrew Hammond and Tom Nicholson have been promoted to Divisional Chairman, West and Divisional Chairman, East, allowing us to capitalise on their many years of experience and, drive Linden's growth strategy which is centred around simplification, standardised processes and devolved responsibility (page 12).

As well as these changes, this November we say farewell to our Chairman Greg Fitzgerald. Greg has played a key role in the Group for many years, leading it through both good times and difficult ones. I thank him on behalf of the business for his hard work, commitment and leadership.



Peter Ventress, currently our Deputy Chairman, will become Non-executive Chairman (page eight) on Greg's departure.

Operationally, we continue to make great progress with initiatives, as I mentioned before, and in Construction it is pleasing to see that 'Advantage through Alignment' has been so positively received (page 16). Projects like the new intranet will also drive our efficiency, making it easier for us to get to the information and tools we need to do our jobs. The project team has had a huge undertaking on its hands but I am pleased to say the project is well underway and delivery is planned for the end of the year (page 14).

Out on site, we are doing a fantastic job, achieving the high standards we set out to, as demonstrated by our stream of award wins (page four) and recognition for our people (pages 19 and 21). Particular congratulations are in order for Brad Coker, who was shortlisted as 'Construction Manager of the Year' at the CIOB Awards, and NHBC Pride in the Job Award winners Kevin Bishop, Ian King, Gerard Barnes, Marek Pientak and Bob Mitchell. They set an excellent example for us all and really put our business in a good light.

Our business relies on our new and emerging talent, and so I am also very pleased that Andrew Matiba (page 19) was named 'Student of the Year' while carrying out his degree in Civil Engineering.

As a business, there are still areas for us to improve, and as would be expected, the result of the EU referendum has created a backdrop of uncertainty but overall, the future remains positive for all three of our businesses. Strong demand in housebuilding, stable construction markets, a good order book, and most importantly an excellent team gives me confidence in our prospects.

Thank you, as ever, for all of your hard work and efforts over the year that have made all of our successes possible.


Peter Truscott

**GROUND
ENGINEERING
AWARDS 2016**



Design Manager Nigel Lindsay (fourth from left) with the 40 Brighton Road team at the Ground Engineering Awards at the Hilton Hotel in Park Lane, London

RAFT OF AWARDS IN THE SOUTH

Galliford Try Building London and South East Commercial has scooped three major awards, demonstrating excellence across engineering, office development and architecture

Ground Engineering Awards

The 40 Brighton Road development in Sutton scooped 'UK Project with a Geotechnical Value of between £1 million to £3 million' at the *Ground Engineering Awards* in June.

INTERNATIONAL GLORY FOR WATER BUSINESS

The recently completed Liverpool Wastewater Treatment Works (WwTW), which was delivered by Galliford Try, Costain and Atkins as part of a joint venture for United Utilities, was named 'Project of the Year' at the European Construction Institute (ECI) Awards.

The ECI is a pan-European network of organisations focused on delivering construction excellence by sharing knowledge and best practice. Its awards acknowledge leading engineering and construction projects and teams, which have achieved significant success through effective management and delivery approaches.

Mick Ogden, GCA Operations Director, said: "Serving around 650,000 people, Liverpool WwTW is a fantastic facility that is treating sewage to the highest standards possible before returning it to the River Mersey. It is improving the quality of the river, which has previously been named as the dirtiest in Europe,

The awards recognise and celebrate engineering excellence. Judges singled out the team for its "excellent demonstration of contractor and consultant working together and using observational techniques to deliver a very efficient temporary works outcome".

Office Agents Society Development Awards

Double success was on the cards for the business at the Office Agents Society (OAS) Development Awards with Reading-based scheme Forbury Place being named 'Best Development Outside London', and Alphabeta in Central London claiming 'City Development of the Year'.

The 2 Arena Central development, which is being delivered by Galliford Try Building West Midlands & South West, also gained recognition. Representing the largest office occupier transaction to take place in Birmingham since 2002, the forward purchase of the office development by HSBC was praised as the 'Best Deal Outside London'.

RIBA National Award

Described as a "wonderfully crafted building", 8 St James's Square won a RIBA National Award for its contribution to architecture. The scheme, designed by Eric Parry Architects, offers 5,500 sq ft of the highest quality office space in London across eight open and expansive floors with terraces, offering impressive views of the city.

"A WONDERFULLY CRAFTED BUILDING THAT SITS WELL WITHIN A SENSITIVE CONTEXT"

providing a much cleaner environment for not only the people of Liverpool, but also marine-life."

The £200 million scheme was officially opened by HRH The Princess Royal in April. It consists primarily of a sequencing batch reactor built within Wellington Dock, a new sludge treatment plant and substantial upgrades to the existing treatment works in Sandon Dock.

The triumphant team, from left: Matt Lees (GCA BIM Manager); Damian Hackett (UU General Manager, Wastewater); Matt Crabtree (GCA Board Member); Manjit Gill (GCA MEICA Manager), Chris White (GCA MEICA Site Manager); Lorne Large (UU Principal Project Manager); Mick Ogden (GCA Board Member) and Merfyn Pugh (GCA Works Manager)



BIM EXPERTISE AND COLLABORATION RECOGNISED IN NORTH

The Building North West and North East teams celebrated triple success at the Constructing Excellence Awards in the North East and Wales, walking away with prizes for 'BIM Project of the Year' and 'Integration & Collaborative Working'

BIM WIN

Using Building Information Modelling (BIM) to "dramatically improve the design, delivery and operation" of buildings, both the Priority School Building Programme (North East Schools) and Holywell Learning Campus won prizes at their regional awards ceremonies in the North East and Wales, respectively.

The new campus at Holywell, the first BIM Level 2 project to be commissioned by Flintshire County Council under the 21st Century Schools programme, was praised for "setting new standards in the use of BIM" and for sharing best practice with neighboring local authorities starting on their BIM journey.

The North East PSPB batch received high acclaim for aspiring to using BIM Level 2 to deliver 12 schools simultaneously. The project enabled all users to visualise designs using a digital prototype that



Dean Armstrong, Building Services Manager & Regional BIM Champion (far left), Paul Cook, Business Development Manager (second from left) and Graham Ford, Senior Project Manager (second from right) from Building North West pictured with representatives from Flintshire and Denbighshire councils and Lovelock Mitchell Architects at the Constructing Excellence Awards in Wales

allowed for consultant and subcontractor input. This provided more time for site strategies, better adherence to the specification and savings in time and cost.

"THE PROJECT ENABLED ALL USERS TO VISUALISE DESIGNS...THIS PROVIDED MORE TIME FOR SITE STRATEGIES, BETTER ADHERENCE TO THE SPECIFICATION AND SAVINGS IN TIME AND COST"

Integration & Collaborative Working Award

Also celebrating success was the team delivering the North Wales Schools and Public Buildings Framework which showcased a seamless approach in project delivery, "integrating to such a level that they appear as a single entity to the customer".

All regional winners go forward to the national finals which will be held in November.

IMPROVING OUR SUSTAINABILITY PERFORMANCE

Galliford Try has been featured within the FTSE4Good Index for the fourth year running in recognition of its continued strong performance against stringent and demanding Environmental, Social and Governance (ESG) benchmarks.

As well as featuring within the list, the Group has improved its ESG rating from 2.7 to 3.1, and moved up by 18% within the ranking.

The Group scored particularly highly across health and safety, climate change, corporate governance and anti-corruption.



FTSE4Good

GROUP WINS ROSPA PRESIDENT'S AWARD FOR SECOND YEAR RUNNING

Galliford Try won a President's Award - the second highest level of distinction attainable - from the Royal Society for the Prevention of Accidents (RoSPA) for the second year running.

The award is presented to businesses which receive 10-14 consecutive RoSPA Gold Awards and recognises the Group's sustained focus on health and safety.

Also celebrating wins were the Building Division's London and South East Commercial team, which won its fifth President's Award; Building East Midlands and our joint venture with Black & Veatch for the Environment Agency both of which won Gold Medal Awards; and the Highways Maintenance business unit which won a Gold Award.

DELIVERING RESULTS

The Group announces strong results for the year ended 30 June 2016 with growth across all three businesses

Linden Homes achieved significant progress on margins, we increased our mixed-tenure output in Partnerships and Regeneration, and Construction continues to make progress in resolving older contracts, while building and delivering a reliable and high-quality order book.

The Group has reorganised management in all three businesses during the year, creating the right platform for future progress in both volume and margin.

The full results are available online together with a video interview with Chief Executive Peter Truscott and Group Finance Director Graham Prothero.

Revenue¹

Up 10%

£2,670m

Profit before tax

Up 18%

£135.0m

Earnings per share

Up 17%

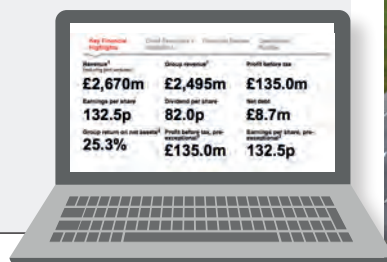
135.2p

Dividend per share

Up 21%

82.0p

¹ 'Revenue' includes share of joint ventures' revenue of £175.5m (2015: £82.3m).



AVIATION BUSINESS SECURES PLACE ON MAJOR GATWICK FRAMEWORK

Galliford Try's presence in the aviation sector is reaching new heights following its recent appointment to Gatwick Airport's Capital Delivery Framework

As part of Gatwick's transformation, and under a new programme focused on developing the existing airport infrastructure and increasing future passenger capacity, the Infrastructure business has been appointed to Gatwick Airport's Capital Delivery Framework.

The framework will cover building, civil engineering and Mechanical & Electrical (M&E) services to support the airport's capital investment programme. Projects will include asset maintenance and replacement, and building reconfiguration.

Galliford Try has been allocated civils projects of low and medium complexity, and building projects of medium complexity. The work is expected to generate up to £100 million of income for Galliford Try over the framework's five-year term.

Nick Salt, Managing Director of Galliford Try's Rail, Aviation and Environment business, said: "Securing a place on the prestigious Gatwick framework is a key part of our strategy for growth. We look forward to working with this new client, drawing on the skills of a dedicated team and the experience gained from our similar framework with the Manchester Airports Group, which is now in its third year."



▶ For more information visit: <http://www.gallifordtry.co.uk/investors/results-centre>.



“It was a pleasure being involved with the new Ultra Site initiative and to work with such an enthusiastic team that was driven to achieve the highest scores possible across all aspects of the scheme.”

The Considerate Constructors Scheme monitor at Protheroe House

SETTING THE BAR FOR THE INDUSTRY

Partnerships and Regeneration is trialling a new initiative with the Considerate Constructors Scheme with the aim to deliver “the ultimate commitment to considerate construction” in terms of appearance, community, environment, health and safety, and workforce.

Galliford Try is one of just 10 contractors that is taking part in the Ultra Site initiative with its Protheroe House scheme, a new build 50-bed extra care development for One Housing Group in Tottenham, London.

Sarah Cowell, who is the Group's representative for CCS, said: “An Ultra Site sets the bar higher than a standard registered project, showing that excellence can be achieved. It also creates heightened awareness of sustainable issues and increases best practice among all stakeholders. The key benefits we have found include the strengthening of relationships between stakeholders and the supply chain.”

PROTECTING AGAINST FLOODING

Infrastructure wins a place on Natural Resources Wales' framework to deliver complex coastal and river defence schemes in regions prone to flood risk

Under the framework, Galliford Try will work with other contractors on complex civil engineering projects designed to protect communities and businesses from flooding.

Worth up to a total of around £45 million, the framework is for Natural Resources Wales, the national body responsible for rivers and coastal protection.

Earlier this year, the team secured its first contract under the agreement consisting of a £5 million scheme to provide flood protection for more than 660 properties in Newport, including allowances for the effects of climate change over the next 50 years.

The Infrastructure division already has a strong track record of providing flood and coastal protection in Wales having delivered projects at Rhyl, Colwyn Bay, Gwynedd and the Severn estuary. The new work will allow the team to continue its relationship with Natural Resources Wales, helping them to bring security and reassurance to communities in coastal and riverside locations.

BEING STRATEGIC ABOUT LAND

Linden Homes plans to significantly increase investment in strategic land, with the aim of doubling its current portfolio of sites in the next three years.

Currently, less than 10 per cent of annual completions come from strategic land sites which identifies a huge opportunity to add value to the business by delivering more strategic projects.

To drive the plans forward, Andrew Tildesley has been appointed as Strategic Land Managing Director to lead a growing team which specialises in identifying and promoting land with longer term future housing potential.

Andrew said: “We are looking for suitable land opportunities across all regions although currently we have a particular focus on sourcing more land opportunities for our Midlands and South East business units. I'm looking forward to working with the team here on our current sites and delivering new and exciting opportunities that we hope to secure in the next few years.”



Read more about Linden Homes' strategy on page 12

APPOINTMENTS & PROMOTIONS

Peter Ventress to become Chairman



Peter Ventress, Non-executive Deputy Chairman and Senior Independent Director, will become Non-executive Chairman on 11 November 2016, when Greg Fitzgerald steps down from the Group after 33 years.

Bill Hocking takes Board responsibility for HS&S and Procurement



Bill Hocking, who became Chief Executive of the Construction & Investments business in August, has taken the reins as the Executive Board Director responsible for Health, Safety & Sustainability, as well as Procurement.

Stephen Teagle appointed Chief Executive of Partnerships and Regeneration



The knowledge and expertise within Affordable Housing & Regeneration and Partnerships have been combined under a new enlarged Partnerships and Regeneration business led by Stephen Teagle. Stephen joined the Executive Board in September. See page 10 for more.

Tom Nicholson appointed Divisional Chairman, East



Tom Nicholson has been promoted to Divisional Chairman, East of Linden Homes, taking responsibility for the East Yorkshire, West Yorkshire, Midlands, Chiltern and Eastern businesses. He joined the Executive Board in September. See page 12 for more.

Andrew Hammond appointed Divisional Chairman, West



Andrew Hammond has been promoted to the role of Divisional Chairman, West of Linden Homes, comprising the South East, South, Thames Valley, Western and South West businesses. He joined the Executive Board in September. See page 12 for more.

Ian Hessay appointed Divisional Managing Director East & West Yorkshire and Strategic Land



Ian Hessay has been promoted to the role of Divisional Managing Director for East and West Yorkshire, and Strategic Land, demonstrating the importance the Group places on maintaining the quality of both our short and long-term landbank.

Chris Harris takes the reins as Managing Director for Linden Homes Western



Chris Harris has been promoted from Commercial and Technical Director at Linden Homes Midlands to Managing Director at Linden Homes Western. Chris has been with Linden Homes for six years and has more than 24 years' property experience.

Andrew Johnston promoted to Managing Director for Partnerships South West



Andrew Johnston has been promoted to Managing Director of Partnerships South West, having been its Regional Director since 2014. Andrew has more than 27 years' experience in the industry and has previously held senior positions at Midas Group.

Brendan Blythe promoted to Managing Director for Partnerships North West



Brendan Blythe has been promoted to the role of Managing Director for Partnerships North West, having been its Regional Director. Brendan originally joined Galliford Try in 1989 and has previously headed up the Linden Homes North business.

Jon Young promoted to Regional Director for Partnerships West



Jon Young has been appointed to lead the new Partnerships West business covering Bristol and the surrounding region. Jon originally joined Galliford Try Building as Senior Project Manager in 2011, working his way up to Operations Director in 2014.

David Blackburn appointed Managing Director of Major Projects and HS2



Joining from Leighton Contractors in Australia, David Blackburn has been appointed as Managing Director of Major Projects in Infrastructure. One of his key focuses will be leading Momentum Infrastructure, a joint venture comprising Galliford Try, Dragados and HOCHTIEF, which is bidding for the High Speed 2 project.



Image courtesy of Feilden Clegg Bradley

Birmingham Conservatoire

QUESTIONS WITH THE PM

Senior Project Manager Keith Lilley and his team are building the first purpose-built music facility of its kind in the UK in 30 years. The new conservatoire is the first ever to be designed for the digital age and will provide world-class facilities. Keith tells all

Q What does the project entail?

A We are building five performance spaces; the Adrian Boult Hall, which is a public concert hall with the capacity for 450 people; and organ, jazz, recital and experimental performance spaces. We are also building other live rooms as the conservatoire will be a performance centre as well as a teaching facility for Birmingham City University. It is one of the most prestigious buildings built for the music sector for 30 years and everybody in Europe is looking at it from an acoustics point of view, so the spotlight is definitely on.

Q Are we using any special techniques on the building?

A The main performance spaces are all being constructed with a box-in-box method because of the high acoustic requirement. We construct a box that is sitting on rubber acoustic pads and then build another box outside it so noise can't

break out and, more importantly, can't break in and disturb the performance.

We have also undertaken a lot of value engineering with the Mechanical & Electrical (M&E) work - including changes to plant and the lighting scheme. This, coupled with the finishes, enables us to achieve a very high acoustic quality and still stay within the client's budget.

“LOGISTICALLY, IT’S A VERY INTERESTING PROJECT”

Q What are the main challenges of this project?

A There are no two rooms or two floors the same. Logistically, it's a very interesting project. It is a city centre scheme and the footprint of the building is basically the full footprint of the site so getting materials in and out of the building is a logistical nightmare. Also, because

we are delivering on the acoustics, and because no two rooms or two floors of the six are the same, it takes a lot of designing, planning, thinking and organising of how the sequence works. It is also extremely challenging from the procurement and installation perspectives.

Q What are the highlights so far?

A The teamwork. We have one large office where our team, the client and key subcontractors are all based together. Everyone gets the benefit from this as we are all working together, with close communication. Communication is paramount to make sure we all have the same understanding and goals.

We also have a very positive relationship with the university, and we are all working hand in hand to ensure we all get exactly what we need, budget, quality and performance-wise.



RUNNING REGENERATION

Regeneration is a concept that Stephen Teagle, Chief Executive of Partnerships and Regeneration, was introduced to at a very young age. As a child growing up in the outskirts of what would become the new town of Milton Keynes, he saw the city grow and the existing towns within its boundary, adapt to the changes

“It touched every aspect of our lives with a constant sense of mixing the new with the old. My parents were always extending and improving our homes too so there was a lot of development going on,” he says.

A part-time job at a petrol station when he was at sixth-form introduced Stephen to construction.

“One of the guys who used to work there who had completed a construction degree popped in and enthused about the industry.”

Before he knew it, Stephen signed up for a Quantity Surveying degree at Birmingham City University where Galliford Try is currently constructing the Conservatoire, but it was the hands-on experience that he gained in the long student holidays that really fired his passion for construction.

He spent many weeks working for a small contractor, side-by-side with the owner, George Claxton, who he now credits as a real mentor.

“It became a matter of pride to make sure the guys on site valued what I did. I would go in early and get the spot board loaded and bricks stacked ready to go when they arrived. Watching George taught me an awful lot; especially the value of getting the best out of people you work with, making sure you go home with a sense of achievement and how clients rightly value honesty and integrity,” he explains.

Having completed his degree, Stephen worked on regeneration projects in London, first with a private quantity surveying practice on an estate renewal scheme in Hackney, then on an Inner City Fund community scheme near the Oval.

“WE HAVE AN EXCELLENT CULTURE OF LONG-TERM PARTNERSHIPS AND THAT COMES FROM AN UNDERSTANDING OF EXACTLY WHAT INCENTIVISES OUR STAKEHOLDERS”

He moved to the South West when he landed a job with Devon and Cornwall Housing, now better known as DCH. He created Westco Property, which became one of the first commercial subsidiaries set up by a housing association and, to this day, is a key joint venture partner of Galliford Try on projects such as the Homes for Cornwall initiative. He also set up Partnerships Southwest, providing services to half a dozen other housing associations and a regional procurement framework to deliver standard units to associations.

At this point his path crossed with our Chairman Greg Fitzgerald who was then a Development Manager at Midas Homes on a mixed-tenure scheme in Paignton. “I took a call late one evening at home from Greg who had somehow got my number, excitedly telling me as his client, that the scheme had got planning at committee that evening. I never forgot that.”

Ten years later, following his appointment as Chief Executive of Galliford Try, Greg made another call to Stephen, then Group Director of Investment at DCH, to come and provide his strategic input into the business’ affordable housing output, and the Affordable Housing and Regeneration business was born.

“Regeneration and the provision of affordable homes is fundamental to the long-term success of our economy and life chances for the next generation,” he says, expressing real passion.

“It’s inevitable we will need more homes and better places, and that means more investment. Housing has to be recognised as infrastructure and the value of investing for the long-term viewed similarly. Successive governments have recognised that.

What is needed now is a focus of funding that infrastructure - I call it HS1- Housing Supply 1."

He is equally passionate about Galliford Try's part to play: "That right there is the context for a really exciting opportunity to further grow our Partnerships and Regeneration business."

He says that, over the last 10 years, we have become much more sophisticated in the way we operate but the essential proposition of identifying opportunities, making the investment case and generating the right balance of risk and return is very simple and has stayed the same.

"Setting the right strategic direction and anticipating our operating environment is critical to success," he says, "but then we have to quickly convert that to action and deliver with pace."

For Stephen, the strength of Galliford Try within regeneration is in the quality and commitment of our people and the relationships we have been able to form.

"We have an excellent culture of long-term partnerships and that comes from an understanding of exactly what incentivises our clients and how they value partners who can deliver. We succeed where we display our values too - not just valuing success but valuing the way we go about achieving those commercial outcomes.

"Communication in all its forms is key. Whether you are buying land, securing a planning consent, managing 200 people on a site or selling the home to a customer, we are more successful if we communicate well and motivate others through our approach.

"IT IS A SCANDAL THAT THERE ARE FEWER WOMEN WITHIN CONSTRUCTION NOW THAN 10 YEARS AGO"

"Diversity is also a real issue for us across the industry. We must reflect better the society we are in or we will fail to be the best we could be. As a sector, it is a scandal that there are fewer women within construction now than 10 years ago. Bearing in mind the skills shortage we face, this an area where we should be excelling, not lagging behind so badly."

Looking ahead, Stephen is enthusiastic about the future for the newly-formed Partnerships and Regeneration business, considering it to be a fundamental driver to the process of delivering the much needed homes that society needs.

"We need to step up and prepare for growth. The Government has made it clear to the sector - housing associations, local authorities and developers - that it expects them to contribute more to increase housing supply and that is playing through to our clients' ambitions. We are ready to play our part in delivering these homes and must work closely with our partners to ensure such growth takes place."

GETTING TO KNOW

Stephen Teagle

My friends and family would describe me as...

I did a straw poll and they independently came up with "having high expectations, determined but generous". They were probably thinking of me in the kitchen!

The first thing I do when I get home from work

is... look at the Cornish sky. It is generally raining! I may also go running; I try to run 5km every other day and I nearly manage that.

Not many people know that... I inadvertently took part in the Tour de France. With a friend, we cycled at the end of one of the stages after what we (and the marshalls) thought was the last rider had gone past. It was only when we realised the crowds had not dispersed after the one km flag and people started cheering that we realised our mistake and were happy to be waved off the course by a more informed gendarme.

If I wasn't in Regeneration I would be... doing something that creates change. I have a worrying tendency to enjoy journalism and politics.

If I could have one superpower it would be to... run like Mo Farah **...so that I could do** 5km in half the time I do now; this would allow me to get even more done!

I am right when I say that... whatever field you work in, being able to communicate well, close deals and act with integrity are the keys to success.

My guilty pleasure is: fine food and fish and chips. That's why I have to run - to use up the calories.

GROWING STRONGER



Tom Nicholson
Divisional Chairman, East

Andrew Hammond
Divisional Chairman, West

As evidenced in our recent results, Linden Homes has made fantastic progress towards its objectives over the last year. Ask Divisional Chairmen Tom Nicholson and Andrew Hammond why and the answer is simple; our people, the right strategy, and a strong foundation to build on

Over the last 12 months, Linden Homes has made excellent progress.

“We have rolled out the new Linden Homes Layouts, which allow us to benefit from a more standardised procurement and construction process; we have created standard designs for marketing suites and brochures and we have streamlined our signage,” points out Tom Nicholson, who along with Andrew Hammond was recently appointed to the role of Divisional Chairman for Linden Homes.

According to them both, continuously “reinventing the wheel” on bespoke developments has been hugely inefficient, whereas replication of the new layouts, as an example, will lead to better quality homes, and a more streamlined process across all aspects of the business from Technical through to Sales. Similarly, standardisation of other processes will also save time and reduce costs while delivering more consistency.

The changes all started three years ago when Linden embarked on The Linden Way – a journey designed to allow the business to hone and unify its processes after a rapid growth period.

“The Linden Way has evolved with the business, and at every stage of our

growth, and now helps to drive efficiency as well as to help our teams fulfil their aspirations in terms of quality customer service throughout the home-buying process. It provides a framework to achieve our core objectives of customer satisfaction, quality of product and sustainable profitability, safely,” Tom says.

simplification, and their strong desire to share best practice, work together and consistently achieve high standards across everything we do,” adds Andrew.

“We have made progress in everything we have been doing, and, importantly, we now have a very collaborative approach.”

Reinforcing the point, Tom says: “We

“A REAL HIGHLIGHT OVER THE LAST YEAR HAS BEEN HOW THE REGIONAL TEAMS HAVE RESPONDED TO THIS NEW FOCUS ON EFFICIENCY AND SIMPLIFICATION”

With the profit margin for Linden at 17.5% - just skimming the 18% targeted for 2018 - along with solid revenue and a steady landbank, The Linden Way is certainly proving successful on the financial side, and an excellent foundation to carry on building upon.

“Now that everyone knows what good looks like, we want to continue to simplify our processes and ensure the businesses have ownership of them. A real highlight over the last year has been how the regional teams have responded to this new focus on efficiency and

want to be a successful, profitable and efficient business where our teams are empowered and feel proud of what we do and what we deliver both individually and as a business. Essentially, we want Linden to be recognised for quality of product, quality of customer service and an honesty of approach. Without the passion and enthusiasm of our people, and without people working together we would not be where we are.”

“That is why we are also devolving more responsibility and decision-making to our teams. They have the skills,

knowledge and expertise to add to our success within the framework of what we have created over the last 12-18 months. The idea is then to optimise the service we receive from centralised Group functions to make sure we drive efficiencies while meeting Linden's specific requirements. So we are engaged in projects like the new intranet that will bring operational benefit and have implemented structure changes for the HR resource specific to our business," comments Andrew.

Increased benchmarking will also allow the business to have more visibility of what works best, and encourage healthy competition.

All of these improvements will make Linden more competitive as a business, enabling it to grow its points of sale, geographical reach and, through that, its volumes.

Delivering over 3,000 homes for the first time this year, Linden's target is now 4,000 homes a year. Previously, growth has come from the South, where Linden has a core offering. Over the last year and a half, Tom and Andrew have identified continued growth beyond the South in the Midlands, West, Thames Valley and North, where we opened a second business this year, building on the acquisition of Shepherd Homes.

Rather than acquisition, organic growth looks to be on the cards.

"We have a track record of growing from established offices; North, Thames Valley and Eastern were all created from existing businesses, all the while maintaining the core values and disciplines of a Linden business," explains Andrew. "We are good at doing that, and see this as a real strength."

One thing that onlookers may question is that if we are looking to continue growth, why has our landbank

come down by a few hundred plots? Tom responds to this observation positively: "Our landbank has come back a bit but we have always said we want a landbank fit for our aspirations, and our current short-term landbank reflects that. We don't just want to buy land for the sake of it. We want to buy the right land, in the right places on the right terms."

"What we have committed to is an increased investment in our strategic portfolio over the next three-and-a-half years, with a particular focus on land opportunities in the Midlands and South East business units. Doing this means we can typically secure better margins and that we have visibility of land coming through," he adds.

It also gives Linden the added benefit of controlling the timing of land purchases and allowing the business to be reactive in its approach to short-term land opportunities.

The components of a successful strategy all seem to be in place for Linden but the inevitable question is how the business will fare after Brexit.

"The core dynamics are in our favour," concludes Andrew. "There is an undersupply of housing; a significant number of people are still aspiring to buy homes; mortgages are at a historic low; and initiatives such as Help to Buy encourage the market."

"What also helps is that Linden provides homes for the mid-market, which represents the biggest market segment. Demand for this core offering of family homes remains strong," Tom adds. "With all of this in mind, we are cautiously optimistic about the market and our position post Brexit. We have a strong strategy, robust foundations and most crucially, an excellent team and so we are very confident in the future of our business."

QUICK-FIRE QUESTIONS

They may be accustomed to making tough choices, but do Tom and Andrew make the right decisions when it comes to our quick-fire questions? You be the judge.

ANDREW HAMMOND



- Watch the film / **read the book**
- Beach holiday / **city break**
- Tea / **coffee**
- **Smart** / casual
- Early bird / **night owl**
- Pepsi / **Coke**
- Summer / **Winter**
- Made in Chelsea / The Only Way is Essex *...really??*
- One Direction / Justin Bieber *...ditto!!*
- **Night in** / night out
- **Call** / text
- Truth / **dare**
- **Rural** / urban

TOM NICHOLSON



- **Watch the film** / read the book
- Beach holiday / **city break**
- Tea / **coffee**
- **Smart** / casual
- **Early bird** / night owl
- Pepsi / **Coke**
- **Summer** / Winter
- **Made in Chelsea** / The Only Way is Essex
- One Direction / **Justin Bieber**
- **Night in** / night out
- **Call** / text
- **Truth** / dare
- **Rural** / urban

WE JUST DON'T CLICK ANY MORE

By the end of the year, we are aiming to deliver a new, modern, scalable and sustainable intranet that will give you key news and information, and let us all share knowledge with each other in an easier way, helping us all with our day-to-day activities

The problems with the intranet have dated back some years, but as the business increases its focus on simplifying, streamlining and standardising processes, systems like the intranet are being overhauled.

Led by Group Marketing & Communications, IT and a working group representing all parts of the business, the intranet project started with a scoping exercise that involved gathering requirements from across the Group. Everyone in the business was invited to take part in a survey to put forward their views on what the intranet should be. More than 1,000 employees took part, and to further inform the brief, focus groups were held with around 70 people and one-to-one conversations took place with key stakeholders.

This comprehensive process identified around 400 requirements for the new intranet which were categorised into 40 themes and narrowed down into five high-level requirements based on cost, time, level of complexity and, ultimately, value to business.

The recurring themes were:

- better knowledge management;
- tools that will save us time and effort searching for information;
- an intuitive design with a simple user journey;
- integration with other existing software; and
- better access to content while on the move via mobile devices.

SharePoint, the market-leading and most popular intranet and collaboration platform for larger companies, was identified as the platform for the new intranet, and the build of the new system is currently underway. A taster of what is to come is shown over these pages.

HOMEPAGE

The new intranet will have a universal homepage for everyone to see whenever they launch the intranet. It has been designed to provide you with quick and easy access to key information in a 'push and pull' way. The left side provides you with the most high profile news from across the Group and information that everyone should be made aware of, while the right side can be personalised to meet your specific requirements.

KEY FEATURES

- | | |
|-------------------------------|--------------------------|
| A. Homepage link | G. My Intranet |
| B. Search | H. Display photo |
| C. Main navigation bar | I. Favourite Apps |
| D. Share price | J. Favourites |
| E. People search | K. My Feed |
| F. News and events | L. Quick links |

TOP FEATURES

Search - the new intranet will have a smart search, enabling you to search pages, documents and news. You will also be able to search for people and their contact details.

My Intranet personalisation - when you first launch the intranet, an on-boarding wizard will help you populate some of your key data into the new system. It will give you the chance to change your photo and set up your favourite apps. You will be able to set further preferences in My Intranet.

Subscriptions - you will be able to select which news you want to hear about in your newsfeed.





OFFICE PAGE

Every permanent office will have its own intranet page. The aim of these pages is to provide you with key information including contacts, as well as providing a social space for those who are based in those offices.

KEY FEATURES

- A. Global navigation
- B. Link to map
- C. Contact details
- D. News, events and bulletins
- E. Teams who work here
- F. Page contacts
- G. Actions
- H. Yammer!

TOP FEATURES

Yammer!- eventually, Yammer! groups will be created for each of the offices creating online communities within the business, and providing a space for more social and local communication and collaboration.

BUSINESS / DEPARTMENTAL PAGE

Each of our three businesses, Group Services and their respective divisions / departments will benefit from a page like this. It will provide news, events and bulletins from the area of the business concerned; top documents and information, links to related content and page contacts.

KEY FEATURES

- A. Global navigation
- B. Secondary navigation
- C. Left navigation
- D. Message / introduction from director
- E. News, events and bulletins
- F. Quick links
- G. Documents
- H. Page contacts
- I. Actions
- J. Yammer! (coming soon)

TOP FEATURES

Content subscription - you will be able to subscribe to news stories, events and 'short bulletins' from the concerned part of the business.

Actions - in this area, you can add the page to your favourites, send a link to the page to another person and subscribe to this section.



ADVANTAGE THROUGH ALIGNMENT



Simon Stone
Deputy Procurement Director for Building

Megan McLeod
Supply Chain Development Manager

Last year, Construction & Investments started rolling out a new initiative which aims to create an industry-leading approach to supply chain engagement. The pilot was hugely successful and the concept is gaining momentum. Programme leaders Megan McLeod and Simon Stone explain

Tell us about what we are doing and why?

MM: We know the market is changing and subcontractors have a choice of who they work with. We want to be the contractor of choice so Advantage through Alignment provides a very collaborative approach to supply chain engagement and offers a new direction in terms of a two-way street for the subcontractors we work most closely with - our 'Aligned' subcontractors - so they get something back from us. This approach has been based on the feedback our subcontractors gave us when we started this process.

SS: Our Aligned subcontractors will demonstrate our company vision, goals and behaviours. We want greater levels of collaboration to benefit both our business and theirs. We will offer them improved communication, early engagement in terms of pipeline of work, payment transparency and access to key training including introductions to BIM, our Challenging Beliefs, Affecting Behaviour programme and Viewpoint training. 'Selected' subcontractors will be on-boarded and approved to work for us but won't receive the same benefits as our Aligned subcontractors do.

What progress have we made?

MM: We ran a pilot with Building Southern. The team identified and invited their 28

Aligned subcontractors to a launch day where we outlined our overarching Group strategy, the regional business plan and the benefits of Advantage through Alignment. We then offered training to the directors from those businesses. The response was very positive and reinforced that if we achieve our aim we will be one of the first contractors to do this.

SS: The programme has now been rolled out across all of Construction and Investments. We have champions in each business who have attended workshops that outlined our aspirations and how Advantage through Alignment works. The teams have started to identify their Aligned subcontractors based on our criteria and they are now organising their local launches.

What is in store for the future?

MM: To set up and ensure Advantage through Alignment is embraced and that it can thrive throughout the business. We are also working on an internal behavioural change management programme which will look at our approach to supply chain management. The aim is to pilot it in Building Southern and then roll it out across Construction and Investments. We will also continue to monitor our progress and develop Advantage through Alignment in line with the feedback we receive.

"We found this to be very informative and moving forward we are excited about implementing this within our organisation and setting it up on our sites. I must say it was delivered extremely well as well."

Jason Weekes, Lateral Concepts Ltd (following a Challenging Beliefs, Affecting Behaviour session).

"We at SSF Ltd welcome this new initiative from Galliford Try within a supply chain environment. The continual messages from the business make us feel part of a team working together to provide the best possible service knowing it is appreciated."

David Frampton, Commercial Director, SSF Ltd.

To learn more about Advantage through Alignment, download the booklet or email AdvantageThroughAlignment@gallifordtry.co.uk.



MAKE THE RIGHT CALL

GallifordTry



Drive time savings with teleconferencing

We can all save time and the cost of travel - while reducing our environmental footprint - by holding meetings via teleconference.

Teleconferencing accounts are free to own, so if you have a meeting that could be replaced by a teleconference, contact the IT Help Desk.



Watch out for more details on how we can save time and the cost of travel with new tools such *Skype for Business* and *Yammer!* later in the year.



Set up a teleconferencing account today:



Call: 01455 544600



Email: service.desk@gallifordtry.co.uk



Log a call at:
<https://gallifordtry.service-now.com/ess/>



MD ENDORSES ICE MEMBERSHIP

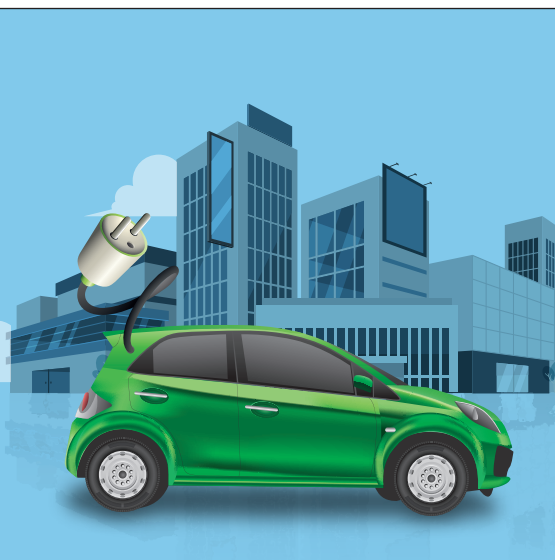
Tom de la Motte, Managing Director of Galliford Try Infrastructure, is recommending that staff seek membership of the Institution of Civil Engineers

“Membership makes great sense all round. It provides the individual with a structured path for personal development and, for Galliford Try, acts as a trusted benchmark for clients when they are dealing with us,” said Tom.

“We also hope that by encouraging people to gain membership, we can demonstrate that we invest time and

effort in career development.”

Reflecting this, the Group will pay for yearly membership to one recognised professional association relevant to your role. For details of how to join the ICE see ice.org.uk. To find out what our employees say about the benefits of membership, visit the Infrastructure news pages on the intranet.

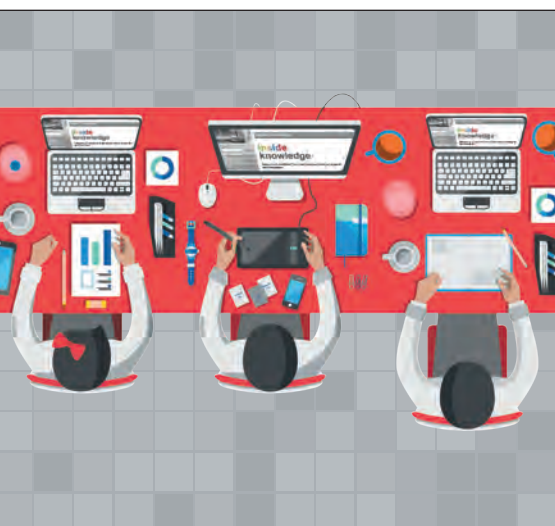


STEPPING UP A GEAR IN MOTORING

Galliford Try is among the first 60 companies to sign up to the new green standard for business motoring called ‘Go Ultra Low’ – and is already exceeding its pledge through the initiative to ensure that at least five per cent of its vehicles are electric by 2020.

Alan Baker, Galliford Try Fleet Manager, commented: “Nearly seven per cent of our fleet consists of plug-in hybrids. We have 115 Mitsubishi Outlanders as well

as some Golf GTEs and Teslas. They are suitable for staff who drive up to 20,000 miles per year and can use charge stations at some company locations. Some drivers have also installed home charging stations for which grants are available. Drivers benefit from electric cars in terms of lower tax and fuel savings while also enabling Galliford Try to meet its carbon dioxide reduction commitments; so they make sound sense all round.”



LUNCH AND LEARN

For the last two years, the Infrastructure Divisional Solutions team has been carrying out monthly Webex presentations about key topics.

To date, sessions have been delivered about major projects including the Queensferry Crossing and the AWPR (Aberdeen Western Peripheral Route) scheme, the Sustainability Route Maps, Advantage through Alignment and Office365.

The presentations are designed to share best practice and aid communication across the Building and Infrastructure divisions. All previous presentations are available on the Building and Infrastructure pages of the intranet under Business Performance & Improvement.

For more information about hosting or attending a session, please contact Eugenie Blyth.

ANDREW NAMED STUDENT OF THE YEAR



Trainee Site Engineer Andrew Matiba has been rewarded for his exceptional work as part of his studies

Andrew, who is based at the Project Angel scheme - the new headquarters for Northamptonshire County Council - was named 'Best Civil Engineering Student of the Year' while graduating with a BSc in Civil Engineering from the University of Northampton.

Andrew joined Galliford Try in May 2015 after talking to representatives from Project Angel at a Moulton College open day. He swiftly became a key member of the team on the £40 million project, earning the praise of Project Director Brian Scott, as well as tutors, while splitting his modules between Moulton College and the University of Northampton.

Pictured left with Chartered Institute of Building (CIOB) Chief Executive Chris Blythe, he said: "I am delighted to have been recognised in this way by Moulton College and the CIOB. I have enjoyed my time at the college immensely and it has opened the doors for me on what I hope will be a long and successful career at Galliford Try."

"Pride in the Job recognises site managers who produce the best quality new homes, built and finished to the highest possible standards. Most importantly, homeowners who buy a Pride in the Job award-winning home benefit from a high-quality product."

Jim Lyons, NHBC Director

QUALITY AWARDS FOR SITE MANAGERS

Setting the standard for quality in housebuilding, five Linden site managers have received NHBC (National House Building Council) Pride in the Job Awards.

Kevin Bishop (Saxon Gardens), Ian King (Cygnet Place), Gerard Barnes (Great Denham), Marek Pientak (Scholars Grange) and Bob Mitchell (Kings Gate) were all presented with Quality Awards for their meticulous attention to detail, high quality of workmanship and excellent leadership.

The managers were judged on spot checks on the day-to-day running of the sites, assessment across 37 areas of site management, consistency in the build process and quality controls.

Around 16,000 site managers from across the UK compete for the awards, with only 450 being selected, demonstrating that the winners truly are the best of the best.





TEAM SCORES NEW KIT

The Stoneleigh Athletic Under 12 Blues will be proudly donning a new football kit, courtesy of Rock & Alluvium.

The team will be competing in the Epsom and Ewell Youth League's Premier Division this season and reached out to Rock & Alluvium for some support via Contract Supervisor Peter Mallett, whose son plays for the team.

Coach Colin Stubbs said: "Running a youth football team doesn't come without its overheads and Stoneleigh Athletic U12s were in dire need of a new kit and training equipment. Thanks to Stan Goddard, Darren Brockett and everyone at Rock & Alluvium, the team are now proudly wearing the logo on their new kits."



From left: Jon Williams, Adam Prescott (Graduate Engineer), Alex Musgrave, Chris Jamieson (Assistant Site Manager), Omar Sharif (Assistant Quantity Surveyor) and Mark Whalley (Site Manager)

FORMER GRADUATES FLY THE FLAG FOR GALLIFORD TRY

A group from the 2014 graduate cohort climbed Ben Nevis to raise funds for the Children's Heart Unit at Freeman Hospital

Led by Assistant Site Managers Alex Musgrave and Jonathan Williams, the team of six took on Ben Nevis to raise money for CHUF, one of the world's leading centres for children and babies with heart conditions.

CHUF is particularly close to the team's hearts. Not only does Jon's partner work at the unit, but the hospital also cared for Alex's baby cousin so it fit perfectly as the charity of their choice.

The group scaled the mountain in under six hours, taking advantage of the Group's volunteering scheme for the time away from work.

"It was an enjoyable experience, good for the soul and great to think that what started as a conversation ended with us raising a few thousand pounds for charity."

In the Midlands, the 2 Arena Central team undertook the Three Peaks challenge to climb the highest mountains in England, Scotland and Wales in 24 hours. With just three minutes to go, the team achieved its goal, raising more than £2,000 for NSPCC.

"AN ENJOYABLE EXPERIENCE, GOOD FOR THE SOUL"

In numbers

38,000	steps taken
450	flights of stairs climbed
6,500	calories burned
3.5	hours of ascent and two of descent
£2,000	raised



RAIL TEAM HELPS THE HOMELESS

Homeless people in Liverpool are benefiting from a donation from the Galliford Try team working on the redevelopment of Moorfields Station on the Merseyrail network.

The team sourced 56 sets of rucksacks complete with flasks, socks, hats, mats, wet bags, cutlery and other items for onward distribution to the Whitechapel Centre in Liverpool which provides a

range of services for 'rough sleepers'.

"We have been keen to do our bit for the local community while we have been based here and, since the station is in an area frequented by homeless people, this type of donation seemed to be fitting," said Wes McKee, Rail Director of Galliford Try.

"The idea really caught the imagination of our suppliers and we're very grateful for their support."

CONSTRUCTION MANAGER OF THE YEAR FINALIST

Project Director Brad Coker was shortlisted as CIOB 'Construction Manager of the Year' for his work at Cannon Road in East London

The prestigious award is designed to celebrate the personal achievement of individuals who overcome "extraordinary challenges" to deliver projects on time and on budget, which is exactly what Brad did.

Coming on site partway through demolition works at the 222-home scheme, he learned of a series of problems that were threatening the delivery of the project.

"We were behind programme on finalising party wall agreements so I decided to split up the awards and start demolition from the back of the site to get things moving," he said. "When one party wall owner refused to allow us to touch their wall during demolition, we installed steel posts within the existing building, with their bases encased in concrete and bolted them to the wall. This allowed for demolition of the structure without affecting the party wall."

Similarly, when a problem arose for the structural frame of one of the tower blocks, Brad proposed jumpform instead of a traditional reinforced concrete formwork, and brought in a specialist to agree the solution between the parties involved.

Another solution that impressed judges was how Brad initiated testing of the cladding to ensure it would not leak before it was installed.

"Going in to Brook House (now known as Cannon Road) at an early stage and enabling it to be successfully delivered after the risk of it not happening has definitely been the highlight of my career. Furthermore, I am delighted to have made it to the finals of the Construction Manager of the Year Awards where the calibre of people is incredibly high."

HELEN DOES IT AGAIN

Swimming enthusiast Helen Beveridge, who is Environment & Sustainability Manager for Scotland, took part in a 'monster swim' across the length of the Loch Ness (23 miles).

Having set off from Fort Augustus at the south west end of Loch Ness at 5.37am, she braved cold waters for 18 hours, 22 minutes and 16 seconds to finish at Loch end at 11.59pm, totting up 60,610 strokes,

and averaging at 55 strokes a minute.

She said: "Fortunately the weather conditions were good, I felt strong and swam well. Coping with the very cold water temperatures was my biggest challenge as I shivered my way down the Loch."

Helen has completed a number of swimming challenges, including swimming the English Channel, and this time raised almost £3,000 for Highland Hospice.

GETTING TO KNOW

Brad



I started working at Galliford Try... in 1997 on a year out from South Bank University.

My first role was... Trainee Site Manager at Little Havens Hospice. We built a 16-bedroom in-patient unit for children. It was a very interesting project, built in an 'S' shape without any corridors.

I'm currently based at... Great Eastern Quays in East London. It's an £83 million job for Notting Hill Housing. At the time the contract was secured it was the client's largest land purchase, and it's Partnerships' largest scheme on site to date.

It's an interesting site because of... the size of the job and its technical aspects. We are 40m away from the centre of the runway at London City Airport. We are building to the underside of the flight path to allow maximum building height. We have also had underwater demolition and marine piling.

The best part of my job is... the variety from job to job and phase to phase. Partnerships started as a small local builder and has grown to a national company. I have grown with the business, with a natural progression from working on smaller projects to large-scale sites.

The best thing about Galliford Try is... the people.

I'm most proud of... being a family man with two children.

My motto is... work hard, play hard.

People would describe me as... happy, proactive and busy.



TIME OUT WITH CHESCA SIMMONS

Galliford Try Infrastructure Secretary Chesca Simmons tells *Evolve* about teaching music and singing in a top 10 barbershop chorus



Q Tell us how you first got interested in singing?

A I started singing in school 13 years ago at the age of 10. When they were recruiting people for the choir, everyone was voice tested and my teacher called my mum and said she should have me voice-trained. I started some exams and grades at school, starting out with classical music and then going into Musical Theatre and got more and more into it as I progressed. It was when I decided I didn't want to go to university that I started looking at teaching. I trained in singing and performance in my own time outside of work and eventually gained my diploma in Musical Theatre from the London College of Music.

Q What are you doing at the moment?

A I teach a glee club of 3-10 year olds who were part of a dance academy but wanted to sing. I also do private lessons for exams and events. I've been doing barbershop for three years and it's sort of taken over my life. I had an accident and could no longer go on stage. One day my mum, who was in the chorus, told me to get off the sofa and go with her so I joined them and never looked back. I'm in *The Belles of Three Spires*, a Coventry-based group of around 75. We are seventh in the UK at the minute and go back to nationals in a few weeks - around 3,000 people compete altogether so it's pretty good.

Q What have the highlights been?

A I've done a lot of productions and one of the biggest parts I played at school was Cosette - one of the main leads in *Les Misérables*. I was also in the chorus for *42nd Street* with Rugby Theatre. Our barbershop chorus also sang at the torch ceremony held in Coventry in the lead up to the London 2012 Olympics.

Q What do you enjoy about it?

A Everyone gets on really well and we've formed some really close relationships. It brings together people from all walks of life, and all abilities too. It's a big confidence boost and anyone can do it - just Google your local barbershop group.



KAREN GOES SKY HIGH FOR NEPHEW'S SCHOOL

Linden Homes Chiltern Construction Secretary Karen Knight set her hopes sky high for raising money for her nephew's school, which caters for children with complex learning disabilities.

She decided to take part in a skydive, plunging 10,000 ft from a plane, to raise funds for The Collett School in Hemel Hempstead. The school covers a huge area across Hertfordshire and is constantly welcoming new pupils. All available space has been converted to classrooms. However, some facilities are in desperate need of repair.

She said: "I have seen for myself the amazing work the school does with my nephew Harvey and other pupils. It is very specialised and the staff are excellent but it is seriously underfunded and under-resourced and could do with any help it can get."

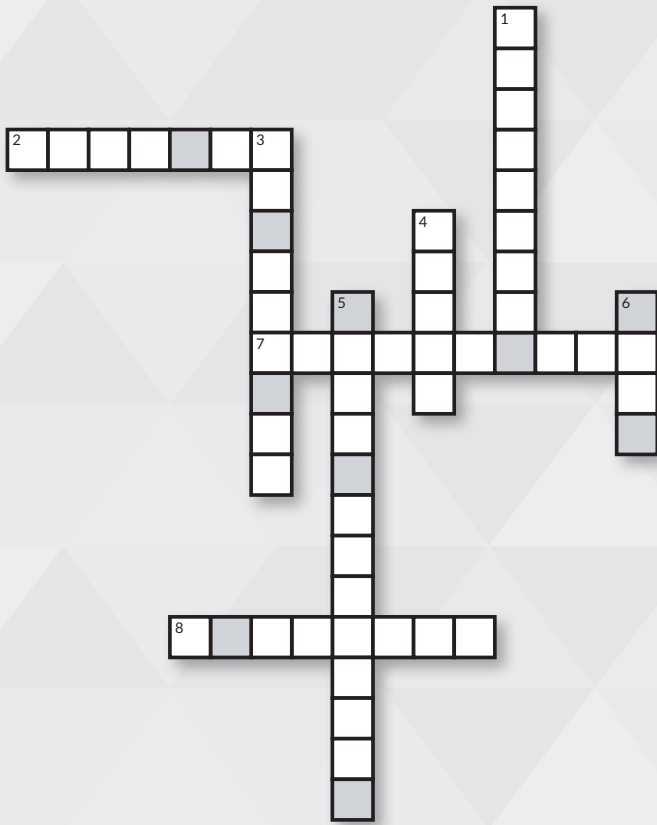
Through her bold attempt, Karen raised over £2,500 which will go towards building a new entrance for the school to provide a more secure environment as well as disabled access.

"WE COULD SEE HOW MUCH OF A DIFFERENCE THE SCHOOL MAKES TO THE CHILDREN'S LIVES"

Karen's colleagues at the Nash Mills Wharf site have been equally keen to show their support for the school. Inspired by Karen, they invited Harvey's class to the development and rounded up help from suppliers and subcontractors who then visited the school with offers of spare materials and services.

Chris Scales, Project Manager, commented: "It is a truly amazing place. From our visit we could see how devoted the staff were to the pupils and how much of a difference the school makes to the children's lives. We came away and knew that we could help improve their facilities."

You can sponsor Karen and help the school by visiting: <https://localgiving.org/fundraising/karentandemskydive17july/>.



WIN £50 OF AMAZON VOUCHERS

For your chance to snap up the vouchers, tell us what the letters in the grey boxes on the crossword can be rearranged to spell:

----- .

CONGRATULATIONS TO...

Kevin Gill, Design and Build Estimator / Surveyor for Morrison Construction Scotland - North East

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

Kevin Gill was selected at random from all the correct entries, winning £50 of Amazon vouchers.

"It's always a nice feeling to win something. As my wife and I are expecting our first child in January the vouchers will come in handy for getting clothes, toys and any other accessories for the baby."

Kevin Gill



Across

- 2. Andrew Matiba was named 'Best Engineering ----- of the Year' (7).
- 7. Rock & Alluvium sponsored the ----- Athletic Under 12 Blues (10).
- 8. Linden Homes has a track record of growing its geographical presence from ----- offices (8).

Down

- 1. ----- through Alignment is our supply chain initiative in Construction & Investments (9).
- 3. Andrew ----- has been appointed to head up the Strategic Land business (9).
- 4. Brad ----- was recognised in the 'Construction Manager of the Year' Awards (5).
- 5. Birmingham ----- is the first music facility of its kind in 30 years (13).
- 6. Five site managers won Pride in the Job Quality Awards from ---- (4).

Answers should be emailed to: evolve@gallifordtry.co.uk by Monday 31 October 2016. The winner will be selected at random from all correct entries.



OPENING OUR DOORS



Galliford Try sites across the UK took part in the annual Open Doors initiative, during which members of the community and young people with an interest in construction careers visited Galliford Try and Morrison Construction sites.

Open Doors is an event co-ordinated by BuildUK in partnership with the Construction Industry Training Board (CITB) which encourages building sites to promote the benefits of the industry and the opportunities available within it.

In the South, the Forbury Place site team in Reading (pictured) welcomed construction students from Reading College to the development and gave them a presentation and tour designed to highlight the wide range of careers available within the industry. Students and their tutors also took part in a programming exercise, which provided experience of functions that take place on a construction project daily.

To read about Forbury Place's recent award from the Office Agents Society turn to page four.

