

QUESTIONS WITH...

Sam Fowkes shares his excitement with us about the High G Training & Test Facility at RAF Cranwell: **P13**

AGILE WORKING

You tell us how you've been embracing agile working and the benefits that have come with it: **P16**

PRIDE IN THE JOB

We celebrate NHBC Pride in the Job Quality Award wins from site managers across all three of our businesses: **P20**

EVOLVE

AUTUMN/WINTER **2018**
Your employee magazine

P22

PEAK PERFORMANCE

Cover story: colleagues from across the Group brave the Housebuilder Mountain Marathon

P28

TOP FOR TECH

We win NCE's prize for Best Use of Technology

**WIN
£50**

Turn to p27
for our competition

GallifordTry

CONTENTS

News



08

- 04 **COMPANY AND PROJECT NEWS**
Major contract wins, awards and project milestones
- 06 **APPOINTMENTS AND PROMOTIONS**
People moves across our Senior Leadership Team
- 13 **QUESTIONS WITH...**
Sam Fowkes talks to us about our project at RAF Cranwell

Inside our business



18

- 14 **'TIS THE SEASON TO BE CYBER CRIME AWARE**
Top tips to avoid getting caught out online during the busy festive period
- 16 **AGILE WORKING**
How you're benefiting from agile working arrangements
- 18 **WELCOME TO THE CLASS OF 2018**
Our new graduates and trainees are welcomed to the Group

People



24

- 20 **EMPLOYEE, CHARITY & COMMUNITY HIGHLIGHTS**
Your success stories, community activities and fundraising efforts
- 26 **TEA-BREAK WITH...**
Construction Manager of the Year silver award winner David Wright
- 27 **COMPETITION**
Your chance to win £50 of vouchers

EVOLVE

Evolve is produced by the Group Marketing & Communications team. Send us your stories and feedback so Evolve can continue to be a success.

Babita Pawar
Editor of Evolve



Jesus Guedez
Graphic Designer and creative lead on Evolve



Ben Kunicki
PR Manager for Building and FM



Katrina McNicol
PR Manager for Scotland & Investments



Paul Kirkwood
PR Manager for Infrastructure in England



Naomi Burrell
Linden Homes
Communications Manager



Megan Taylor
Communications Executive for Scotland & Investments



Evolve's commitment

Evolve is printed on paper which complies with internationally recognised forestry management standards.

MESSAGE FROM THE CHIEF EXECUTIVE

Hello and welcome to *Evolve*,

It's that time of year when we reflect on our achievements, celebrate our successes, think about how we can do things better, and look forward to the future.

Evolve puts the spotlight on just some of those things we have to be proud of across all three of our businesses and Group Services.

“WE ALL KNOW HOW MUCH DEDICATION AND PASSION WE HAVE FOR OUR ROLES, BUT IT IS REALLY PLEASING WHEN OUR TEAM RECEIVES RICHLY-DESERVED EXTERNAL RECOGNITION LIKE THIS”

Over the last quarter alone, we added to our raft of awards with some really coveted accolades. We won Best Residential Developer and Project of the Year from *Construction News*, the award for the Greatest Contribution to Scotland and Engineered in Scotland Award at the Saltire Infrastructure Awards (pages 4-5), a hat-trick of awards from Education Estates including Contractor of the Year (page 11), and, perhaps most excitingly, Best Use of Technology for Health, Safety & Wellbeing at *New Civil Engineer's* Techfest (back cover).

Our site managers also had some incredible success in the NHBC's Pride in the Job Quality Awards, and Morrison Construction's David Wright gained outstanding praise at CIOB's Construction Manager of the Year Awards, winning silver.

We all know how much dedication and passion we have for our roles, but it is really pleasing when our team receives richly-deserved external recognition like this – so a big well done to everyone involved.

In the last couple of months, we also welcomed our latest intake of graduates and trainees (page 18), the fresh talent that our industry so desperately needs. I'm glad that we do a lot of work to encourage new people into construction and housebuilding, for example by championing Women in Property (page nine). At Galliford Try, we also want to break the stereotype of what it is



to work for our industry and we're doing a great job of this, as testified by you, through programmes like agile working (page 16).

We're also committed to making a wider contribution to society, and I had the pleasure of participating alongside members of our business and the Executive Board in the Housebuilder Mountain Marathon in aid of the Youth Adventure Trust (page 22). The hike itself was a shock to the system, and, unexpectedly, our Executive team managed to come first. Ultimately, it was a great team effort and a fantastic way to use those volunteering days we are all entitled to.

Thank you to everyone for all your hard work again this year. Let's build on all the great things we do and make 2019 even better.

Peter Truscott



ON A WINNING STREAK

The *Construction News Awards* saw us scoop two of the top prizes of the night, including the coveted title of Best Residential Developer and yet another accolade for the Queensferry Crossing

BEST RESIDENTIAL DEVELOPER

Claimed by Galliford Try Partnerships, the award for 'Best Residential Developer' sought to reward a successful strategy, high-quality schemes and a commitment to local planning, innovation and sustainability.

Partnerships was praised for "having

performed strongly across all areas of best practice, particularly diversity and sustainability" and pipped rival finalists to be named Best Residential Developer thanks to its efforts to, not only improve every aspect of its business, but also to futureproof the industry.

PROJECT OF THE YEAR

The Queensferry Crossing, built by Morrison Construction as part of the Forth Crossing Bridge Constructors (FCBC) joint venture, won its category by impressing judges on a number of fronts.

Recognition was received for "exceptional programme and project management skills" and "innovation on a project of national significance".

Representing Scotland's largest infrastructure project for a generation, the crossing is the longest three-tower cable-

stayed bridge in the world and features the tallest towers of any bridge in the UK, as well the longest pair of free-standing balanced cantilevers on record.

Comments from the judges were echoed at Scotland's Saltire Infrastructure Awards (page five).

Other schemes shortlisted for awards on the night were Royal Birmingham Conservatoire, the Quayside Extra Care scheme and the Camogli Health Centre on Tristan da Cunha.

Judges' notes

Partnerships & Regeneration

-  Excellent work on addressing the skills shortage.
-  Very positive attitude to diversity.
-  Robust approach to health and safety.
-  Strong culture of nurturing and developing and developing staff.



GREAT EASTERN QUAYS WINS TOP BRICK AWARD

Pictured left, the multi-award-winning Great Eastern Quays development by Partnerships London claimed Best Large Housing Development at the Brick Awards, which showcase exemplary clay brick architecture.

The award was presented to our partners on the scheme, architects Maccreevor Lavington and brickwork contractor City Brickwork at a ceremony at The Hilton, Park Lane, London on 8 November.

Judges said: "This is a carefully articulated series of buildings around generous public spaces that animate one of East London's disused docks. The materiality of the different buildings generates distinct characters for each of the buildings, which are in keeping with the industrial past while bringing colour and finesse to the

area....Detailing and execution are excellent and contribute to an exemplary response to brief."

The three-phase scheme for Notting Hill Genesis will provide just over 1,000 homes when complete, including 660 homes for market sale, 160 for affordable rent and 239 for shared ownership, plus office, retail and leisure space.

The scheme exemplifies the migration of the Partnerships business from a contractor to a mixed-tenure joint venture partner and demonstrates the value of long-term client relationships.

Previous accolades include Best Regeneration and Best Build to Rent Scheme from *WhatHouse?*, Best Apartment in the *Evening Standard* Property Awards, Best Large Development from the National Housing Awards and many more.

DOUBLE SUCCESS AT SALTIRE AWARDS

Having earned considerable praise at the *Construction News* Awards, two Morrison Construction projects, Queensferry Crossing and Camogli Medical Centre, won prizes at the prestigious Saltire Infrastructure Awards, which celebrate the best of civil engineering across Scotland.

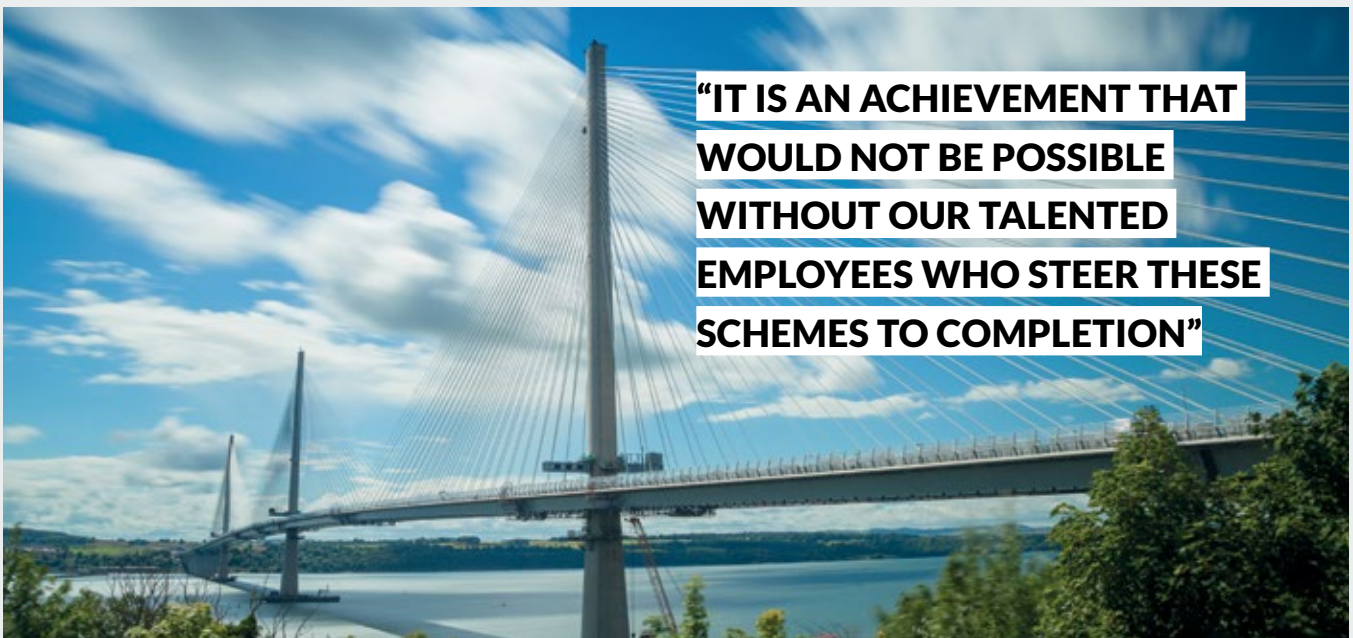
The Queensferry Crossing was awarded the Greatest Contribution to Scotland Award, adding to its growing raft of awards. Judges described the scheme as "an engineering project of extraordinary scale and complexity" which "epitomises professional excellence in all aspects of its design and construction", "safeguards a vital transport corridor and enhances an already iconic location with its elegant design".

Winning the Engineered in Scotland Award, meanwhile, was

the Camogli Medical Centre which is located on the world's most remote inhabited island, Tristan da Cunha. The site was only accessible by sea, creating challenging design and construction conditions. Off-site construction was maximised with all material, equipment and plant transferred to shore on a single ship.

Morrison Construction Infrastructure Scotland & International Managing Director Jim Steele said: "Considering the outstanding quality of the shortlisted engineering projects this year, we are honoured to win these two awards from the Saltire Society."

He added: "It is an achievement that would not be possible without our talented employees who steer these schemes to completion, and I'm very pleased to see their work recognised in this way."



**"IT IS AN ACHIEVEMENT THAT
WOULD NOT BE POSSIBLE
WITHOUT OUR TALENTED
EMPLOYEES WHO STEER THESE
SCHEMES TO COMPLETION"**

APPOINTMENTS & PROMOTIONS

GROUP APPOINTMENTS

Marisa Cassoni joins our Board as Non-executive Director



Marisa was appointed to our Board on 1 September 2018 and is a member of the Audit, Nomination and Remuneration Committees. A chartered accountant with more than 40 years' experience as a finance professional, her previous roles include Group Finance Director of John Lewis Partnership, Royal Mail Group, Britannic Assurance Group and Prudential UK Group. Marisa is currently a non-executive Director of the Skipton Building Society, AO World plc and Ei Group plc.

LINDEN ANNOUNCES KEY PEOPLE MOVES

Trevor Dempsey appointed MD of Midlands



Trevor has taken the reins at Linden Homes Midlands, joining from the Eastern region. Trevor will help take the region from strength to strength, with the region being the first to fully implement The Linden Homes Collection. Trevor joined Linden Homes in 2015 from Bovis and has more than 20 years' experience in the new homes industry, having started out as an apprentice.

Rob Church promoted to MD of Eastern



Promoted from the role of Land Director, Rob has been appointed to lead the Linden Homes Eastern business as Managing Director, taking over from Trevor Dempsey. With 20 years' experience, Rob has previously held senior land roles at Barratt Developments and Taylor Wimpey.

Trevor Wicks takes MD role at Thames Valley



Joining from Beechcroft Developments, where he was Operations Director, Trevor has been appointed Managing Director of Linden Homes Thames Valley. Trevor has almost 30 years of experience in housebuilding and has worked at Gladedale, Persimmon Homes and Barratt Developments.

PARTNERSHIPS BENEFITS FROM NEW STRUCTURE

Partnerships & Regeneration has been geographically arranged into three distinct Regions – Central and North, London South East, and South, led by Regional Managing Directors, James Warrington, Stuart Brodie and Stuart Munro, reporting to Partnerships & Regeneration Chief Executive Stephen Teagle. In addition, the business announces four key promotions:

Matthew Taylor promoted to Regional Director for London Developments



Having joined Partnerships as Development Director in 2016, Matthew has been appointed to lead the new London Developments business, which has been developed out of Partnerships London South East office. With more than 15 years' experience in the industry, Matthew joined Galliford Try from Berkeley Group, where he was Land & Planning Director.

Jon Young promoted to MD of West



Jon originally joined our Building division as Senior Project Manager in 2011, working his way up to Operations Director. Moving over to Partnerships in 2016, he was tasked with launching and leading the new Partnerships West business covering Bristol and the surrounding area as Regional Director. His new role will build on that success.

Andy Reynolds promoted to Regional Director of East Midlands



Andy has been appointed to lead Partnerships East Midlands as the two Partnerships Midlands businesses expand separately. Andy has been with the Group for 29 years and is promoted from the role of Commercial Director.

Ray Toft promoted to MD of London South East



Having joined Morrison Construction as Senior Project Manager in 2004, Ray was appointed Project Director for Partnerships London South East in 2006, becoming Operations Director in 2014. In his role, he has underpinned the growth of the business and will now be charged with leading it into the future.

FIRST VERTICAL LANDINGS AT RAF MARHAM

Combat jets that are new to the UK have used their vertical landing capability to land on new landing pads at RAF Marham for the first time

The Norfolk site is the main UK operating base for the F-35 Lightning II multi-role combat aircraft, which arrived at the base in June. To support the aircraft's short take-off vertical landing capability, the Defence Infrastructure Organisation appointed our Galliford Try Lagan Construction (GTLC) joint venture team to build three vertical landing pads at the site.

Each landing pad measures 67m long and 67m wide, with a central landing area of 30.5m by 30.5m. The core of the pads has been constructed with High Temperature Resistant Concrete (HTRC), which can withstand extremely high temperatures and pressure from the jets. Due to standard concrete not being suitable, the design team had to source special materials from Germany.

“THIS PRODUCT HAD NEVER BEEN PRODUCED IN THE UK SO WE HAD TO GO THROUGH A RIGOROUS RESEARCH AND DEVELOPMENT PROCESS”

James Aikman, GTLC Project Director, said: “The key material component unique to this type of concrete is an expanded shale aggregate which we've imported from Germany. This product had never been produced in the UK so we had to go through a rigorous research and development process to achieve and check the final specification.”

The works form part of a £250m Defence Infrastructure Organisation programme of investment at the station and involve resurfacing about 90% of the airfield operating surfaces while airfield operations are maintained, and construction of a headquarters for 617 Squadron (The Dambusters).



“Vertical landing is a really exciting military capability and, from an infrastructure perspective, it's been fascinating to be involved in the design and construction process. It was really exciting and rewarding to see an F-35 landing on the first vertical landing pad to be finished.”

Lt Col Ian Jenkins, Defence Infrastructure Organisation Project Manager



“It was an honour to be part of the official opening of this fantastic new facility. The whole team can be proud of what they have achieved in this project and it was great to see it being acknowledged in this way with such a high-profile visit by the Duke and Duchess.”

Lee Wilson, Area Director for Building Southern

ROYAL OPENING FOR TECH PARK

The new Technology Park at the University of Chichester, constructed by Building Southern, received its official opening with a visit from their Royal Highnesses the Duke and Duchess of Sussex.

Prince Harry, Duke of Sussex and Meghan, Duchess of Sussex were among the dignitaries at the opening event which showcased the £22m facility at the university’s Bognor Regis campus.

The new building includes a large multi-purpose engineering laboratory incorporating a workshop, cleanroom and wet area,

facilities to teach electronics and computer aided design, a fabrication laboratory, prototype manufacturing facilities and collaborative co-working spaces.

It enables the university to house the Engineering and Design and Creative and Digital Technologies departments and provide courses in IT, Data Science and Maths. It is expected to accommodate 500 new science, technology, engineering and maths undergraduate and postgraduate student places per year by 2020.

BLACKBERRY HILL WELCOMES MAYOR OF BRISTOL

The Mayor of Bristol and key partners at our Blackberry Hill development gained an insight into innovative modern method of construction, the SIG-I-House, during a site visit

Mayor of Bristol Marvin Rees was invited to our Blackberry Hill site in Fishponds to see first-hand, progress so far and gain an insight into accelerated construction methods used at the project.

Other key guests included Bristol City Councillor Paul Smith (Cabinet Member for Housing), local ward councillors Nicola Bowden-Jones and Lesley Alexander, as well as partners from Homes England and Sovereign Housing Association.

Work on site is underway to transform the former hospital into 346 new homes, including 100 affordable homes. Many of the new homes are being built via the SIG I-House, an off-site method which allows the homes to be built to high standards but in a much



quicker timeframe than traditional construction methods.

Jon Young, Managing Director of Partnerships West, said: “This is a landmark scheme for our business, showcasing our ability to work alongside our partners and regenerate redundant sites into much-needed new homes for the community.

“Our ability to use SIG I-House on this scheme is truly exciting, allowing us to build and deliver homes faster, construct more efficiently and reduce transport and environmental costs.”

DEPUTY FIRST MINISTER OFFICIATES MILESTONES ON OUR TWO LARGEST EDUCATION PROJECTS

Morrison Construction celebrated important milestones for the Group's two largest education projects with John Swinney MSP, Deputy First Minister and Cabinet Secretary for Education and Skills.

The £55m Anderson High School and Halls of Residence scheme, which is situated in Lerwick, was officially opened by Mr Swinney in September.

Construction of the five-storey school began in August 2015 and was completed on schedule with staff and pupils relocating to the new facility in October 2017. The new halls of residence have the capacity for 100 residents and provide accommodation for pupils from the outer isles of Shetland.

To mark their opening, Mr Swinney unveiled a plaque placed in a 2.7m-high

commemorative cairn outside the school, which also incorporates the original foundation stone.

In the same week, Mr Swinney, with the help of a pupil, lay down the foundation stone for Scotland's most innovative and ambitious community learning project, the £68m Barony Campus in Cumnock. Pupils and community members also prepared time capsules to be buried on the site and opened 50 years from now.

Mr Swinney made a third appearance to officially open our award-winning Newbattle High School, a Digital Centre of Excellence that focuses on equipping young people with 21st century digital skills.

Ian Jubb, Managing Director for Building North & Scotland, said: "We were delighted to welcome Mr Swinney to these fantastic projects which are set to be inspirational learning environments for students, setting new standards in Scotland and beyond."



CHAMPIONING WOMEN IN PROPERTY

For the third year running, Linden Homes championed the Women in Property National Student Awards, which seek to find the property and construction industry's future stars and encourage women into the sector.

This year's competition was won by Real Estate student Katie McManus who competed against 13 other student finalists from across the UK.

Hannah Pattinson, Linden Homes' Strategic Land Regional Director for the Eastern region, who was on the judging panel, said: "Our support for Women in Property's National Student Awards demonstrates our ongoing commitment as a company to encourage more women

into the industry. There is a diverse range of opportunities for women both on and off site within the marketplace and it has been fantastic to see more women enthused about joining the housebuilding sector."

Linden Homes' sponsorship is continuing into 2019 and this year has seen a record amount of work placements given to some of the best students in the country.



BCI AWARD FOR CARBON REDUCTION

Galliford Try has won a British Construction Industry (BCI) Award in the Carbon Reduction Initiative category for a tar-bound material recycling scheme in Nottinghamshire.

The scheme was part of a £5.5m project for Muse Developments which involved the removal of disused runways and the creation of roads, roundabouts, associated drainage and other civils for industrial and housing developments on the former Rolls-Royce site at Hucknall.

The team had already planned to reuse 6,000 tonnes of contaminated tar-bound planings salvaged from the old runway. However, the depth of the runway turned out to be twice as thick as anticipated resulting in the availability of 10,000 tonnes of planings. The team devised an innovative design for the various courses of the road which enabled the extra planings to be incorporated.

Nick Salt, Managing Director of Galliford Try Infrastructure, said: "This idea underlines how we put sustainability at the heart of our business. It also saved the client nearly £500,000 and has many positive implications for the way in which we and the rest of the industry can approach this type of work in the future."

The scheme has previously won a silver Green Apple award as



Jamie Missenden, Project Manager; Alan Jones, Community Relations Manager; and presenter Nigel Owens, rugby union referee

well as a Considerate Constructors Scheme gold award.

Galliford Try was also highly commended in the Skills Impact Initiative category of the BCI Awards for its involvement in the Industrial Cadets scheme at the A45/A46 Tollbar End junction improvement project.

The awards ceremony took place at the Grosvenor House Hotel in London on 10 October.

CONSERVATOIRE WINS AGAIN

The Royal Birmingham Conservatoire was a big winner at the RICS (Royal Institution of Chartered Surveyors) Awards, picking up a national award in the Design through Innovation category.

The project had previously been named as Project of the Year for RICS in the West Midlands, before the national awards, where it was praised by judges for being a "world-class facility with national and international appeal which will attract further investment to the city".

The £57m scheme, which is part of Birmingham City University, is the first building of its type to be built in the UK for 30 years. The new facilities include five new public performance spaces, including a 500-seat concert hall, a 150-seat recital hall and a 100-seat organ studio.

Mick Laws, Managing Director for Building Midlands & South, said: "The RICS award is another richly-deserved accolade for what has been one of the most outstanding buildings delivered by Galliford Try in recent years. I can only congratulate the team once again for their success."



The North Wales Police Eastern Command and Custody Facility won Constructing Excellence Wales' Offsite Award and Client of the Year for showing tangible benefits delivered by using an off-site approach over and above traditional methods, and commitment to quality, value and collaboration.

HAT-TRICK OF EDUCATION WINS

Our Education team revelled in the glory of three wins at the Education Estates Awards in October, scooping Contractor of the Year, Project of the Year and Innovation in Delivering Value

Project of the Year went to Harris Invictus Academy, which was built for the Harris Federation chain on a former hospital site in Croydon. The project was noted for its collaboration with the design team at Scott Brownrigg and client to achieve complex and stringent planning conditions. Accommodating 1,150 pupils, the £21m school opened in September 2017.

The Ditton Park Academy in Slough, which earned Innovation in Delivering Value, was delivered using Galliford Try's award-winning Optimum Schools 'kit-of-parts approach'. The design principles, which were developed again with architects Scott Brownrigg, allowed the team to deliver an exceptional high-quality school for a demanding budget on a restricted site.

Alongside these two winners, our Eden Girls' School project, also in Slough, was a nominated finalist in the Refurbishment of the Year category. All three schemes were built by Building Southern.

Pictured centre, Claire Jackson, Education Director for Galliford Try, commented: "We are naturally delighted to have been

recognised at what is a key awards event for our sector. The past 12 months have been extremely successful for Galliford Try and Morrison Construction in the education field and I want to thank all the teams involved in our school building and higher education projects that have contributed to this achievement."



PRIZE FOR DREW SMITH

Drew Smith's Alley Groves project in Horsham won Best Affordable Housing Scheme at the regional LABC (Local Authority Building Control) Awards.

The scheme provides 20 homes, including 16 two-and three-bedroom houses and four one-and-two-bedroom flats, all for affordable rent.

"DIFFERENT MATERIALS, AND A COMPLEX ROOF AND PORCHES MADE IT A TRICKY DESIGN. WE OVERCAME THAT THROUGH CLOSE WORKING AND SHARED EXPERIENCE WITH OUR TRADES"

Daniel Cook, Site Manager for Drew Smith, said: "I was over the moon to win, it was a tricky development, but to be recognised makes all the hard work worth it."

Other key wins

Congratulations to our teams for their successes:



STOP PRESS: just as we go to print, Morrison Construction's Newbattle High School scheme has won a prize for Technologies at the Education Buildings Scotland Awards.



The Smart Motorways team won Highways England's Project of the Year award for our work on the M1 between junctions 13 and 16.



The Import Building team scooped Commercial Project of the Year at the Structural Timber Awards.



Our team at Whattriggs Primary School in East Ayrshire claimed the Community Engagement Award in the BIG Biodiversity Challenge.

INFRASTRUCTURE SECURES £8BN HIGHWAYS ENGLAND FRAMEWORK

Galliford Try has successfully won two places on the Highways England Delivery Integration Partnership. The framework, which replaces the current Collaborative Delivery Framework, is worth a total of £8.7bn and will run for six years.

The places are both within 'Band B' for higher value schemes on lot four in the South West, which is valued at £800m, alongside one other supplier, and lot seven in the east of England, which is valued at £2.8bn alongside two other suppliers.

Galliford Try has already been allocated two schemes through the new framework, one in each lot. The larger scheme is a package of six projects to improve the A47 corridor in Norfolk. In the South West, we will undertake the dualling of the A303 between Sparkford and Ilchester in Somerset, one of three planned projects designed to improve the A303/A358 corridor.

Bill Hocking, Chief Executive of Construction & Investments, said: "Highways is a key growth sector for our Infrastructure business so this appointment is particularly significant. We are currently partnered with Highways England under its Collaborative Delivery Framework and Construction Works framework and also a leading Smart Motorways partner. We are fully aligned with our client's ambition and strategic imperatives and pleased to be an integral part of its supply chain for years to come."

GORDON BROWN PRAISES NEW WEST CALDER HIGH SCHOOL

Officially opened by the former Prime Minister Gordon Brown, now the United Nations Special Envoy for Global Education, the state-of-the-art West Calder High School has been the subject of much praise.

At the opening ceremony, the Rt Hon Gordon Brown said: "This magnificent new school is a visible demonstration of the ambition to be at the forefront of educational opportunity and achievement.

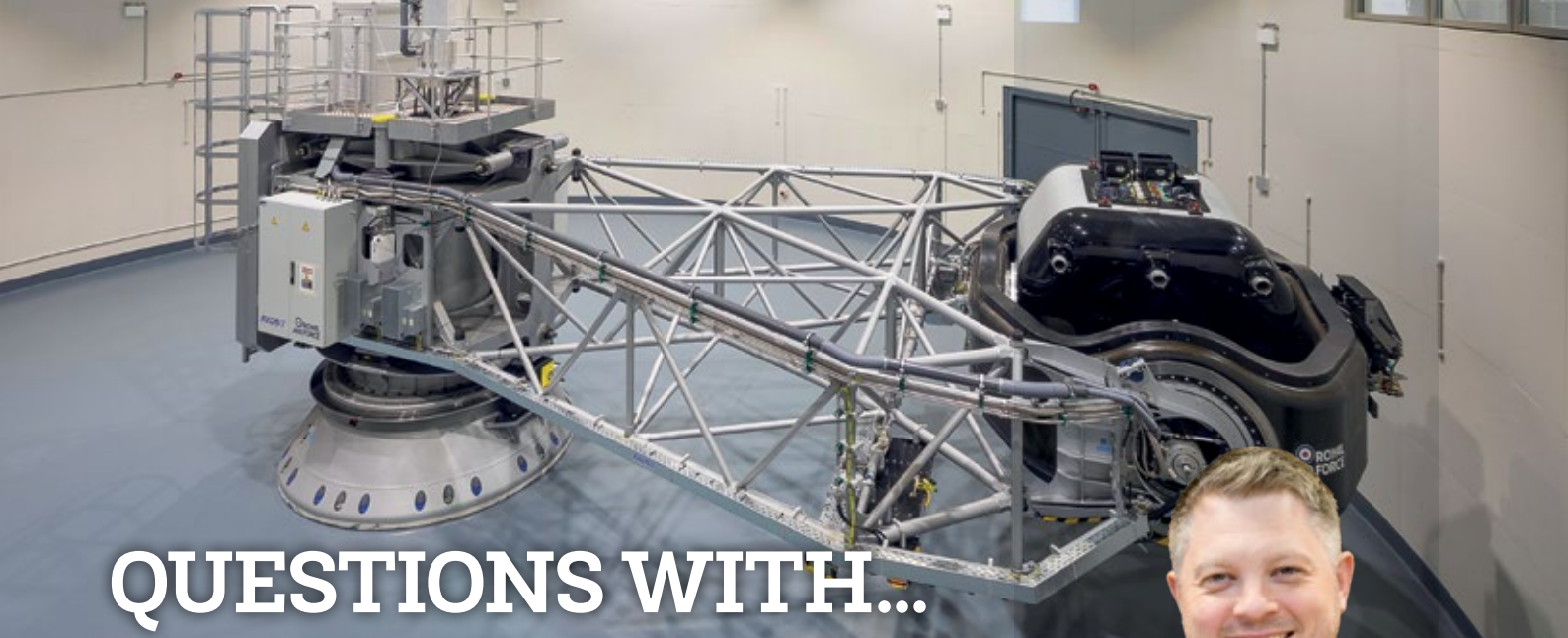
"We now have a place of learning which is the most modern in the country - ecological and sustainable as well - and I hope that all of the young people who pass through its doors are inspired to make the most of their talents to match the excellence of education in the school with the same excellence in their lives."

The secondary school provides 1,100 spaces and represents West Lothian Council's largest-ever single investment in education. Featuring a swimming pool, floodlit 3G sports pitch and sports facilities, it has been designed with the pupil experience at the core, as well as providing facilities accessible to the local community.

Mr Brown's comments were echoed by our own Board of Directors, who were welcomed to the project by Senior Site Manager David Stewart earlier this year.

Peter Ventress, Chairman of Galliford Try plc, said: "The Board was delighted to join David and his team at West Calder High School and see for ourselves the excellent work that has delivered state-of-the-art educational, arts and sporting facilities that will benefit current and future students, as well as the wider community."





QUESTIONS WITH...

Sam Fowkes



Operations Manager Sam Fowkes has led to success Building East Midlands' project for the first facility of its kind for jet fighter pilots to be built in the UK since the 1950s. *Evolve* learns more about the new high G-force training facility

Q What's the scheme about?

A The project is the High-G Training & Test Facility at RAF Cranwell, which we built for Thales on behalf of the Ministry of Defence (MoD). The main part of the job was to create the new structure that houses the centrifuge. This is a piece of equipment that puts an object in rotation around a fixed axis, which is used to train pilots to cope with the stresses they will be under when flying fast jets.

We used a reinforced concrete frame alongside masonry and render to create the drum which was 21m in diameter, as well as building new offices and medical areas.

The centrifuge, from specialist suppliers from Austria, AMST, is now installed and will be putting the pilots through their paces at forces of up to 9g, completing 34 rotations in one minute.

Q What have been the more unusual aspects of this project?

A This is a particularly unique building which requires high-level engineering to achieve the performance required by the centrifuge installation. The

base of the structure has to support almost 40 tonnes of equipment, which is obviously moving and creating different stresses and forces over the lifetime of the building. The tolerances that we had to build the inner ring of the drum to were also quite extreme - under 1mm - so being able to achieve the client's specification was a great achievement for the team.

"I DOUBT ANYONE WORKING ON THE PROJECT WILL WORK ON THIS KIND OF JOB AGAIN...IT HAS TO STAND OUT AS A CAREER HIGHLIGHT FOR ALL INVOLVED"

Q What has made this project stand out for you?

A This is the first facility of its kind to be built in the UK since the 1950s and

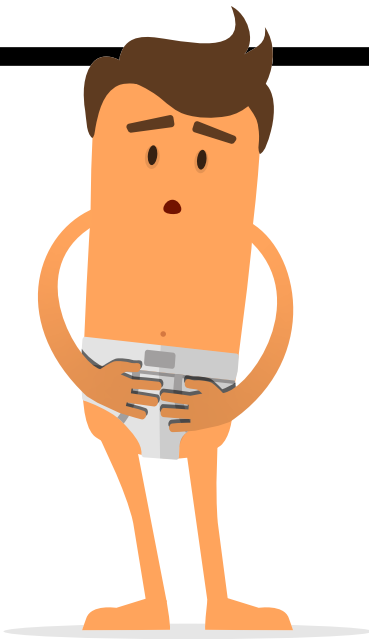
I doubt anyone working on the project will work on this kind of job again, so I think it has to stand out as a career highlight for all involved. As I said, the level of engineering involved in getting the drum right was a real achievement to be part of. The quality and design standards set by the MoD in its Joint Service Publication are extremely stringent and also highly sensitive to the point that some instructions had to be given verbally, as we were not allowed to access that part of the manual!

Q What are you particularly proud of?

A I was particularly proud that we were able to achieve the Delivering Excellence standard on such a complicated project. To be able to deliver on time and snag free for important clients like Thales and the MoD was very satisfying and it was made possible by the fantastic relationship we maintained with Thales throughout. The job has already won one award from the FBE (Forum for the Built Environment) and has been nominated for one more. It's always great to receive those accolades for a project you have been part of.

'TIS THE SEASON TO BE CYBER CRIME AWARE

The festive season marks the busiest time of year for internet shopping. Whether they're big-ticket items such as technology and appliances, or smaller buys, online shopping can leave you exposed. Follow a few tips from us to stay safe online at home



TREAT YOUR PASSWORD LIKE YOUR UNDERPANTS

- Change them regularly.
- Don't leave them lying around.
- Don't share them with anyone else.
- Make sure they're fit for the job!

Identity theft is reaching epidemic levels. You can stay safer online by using strong passwords. That means using random words, capital letters, numbers and punctuation. Use different passwords for different accounts. Keep them personal and keep them safe. You wouldn't give someone the keys to your home, why give them the key to your data?



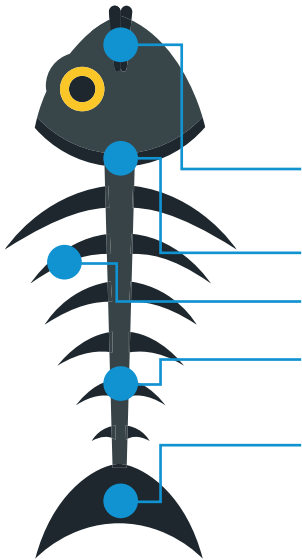
WATCH WHERE YOU SURF

Pharming is another method hackers use to manipulate users on the internet. While phishing attempts capture personal information by tricking you into visiting a bogus website, pharming redirects you to false websites without you even knowing. Be careful where you surf, there could be sharks phishing for your data:

- Only visit trusted sites.
- Never enter your personal information on a website unless you are sure it is legitimate.
- Ensure that once the page has loaded, that the URL (website address) is spelt correctly and hasn't redirected to a slightly different spelling, for example with an additional letter or a letter swapped around.
- Look for a padlock symbol when making purchases, this confirms that the site encrypts your data.
- Check the website is 'https' and not 'http' before entering your data. The 's' stands for 'secure'.

DON'T TAKE THE BAIT

Fraudsters 'phish' for your data via emails and web adverts to obtain login details, usernames, passwords and bank account details by duping you into carrying out an action. The scam emails can look quite convincing.




Anatomy of a phishing email

1. Mimics the sender details of someone you trust.
2. Looks like an urgent request.
3. Contains links or attachments.
4. Contains spelling mistakes or grammatical errors.
5. Requests sensitive data.

Don't be caught out. Scrutinise emails before clicking on links and opening attachments. If you think you know the sender, call them using a number you already have to check if it's genuine.

LOCK IT OR LOSE IT

Just like you set an alarm for your home before you leave, lock your data too:

- Hit  + L to lock your laptop/PC.
- Set a screen lock on any mobile devices you have.

It's important to do this, even for just a few minutes.



TOP TIPS

- Make sure that your anti-virus software is up-to-date.
- Never follow the messages from anti-virus software you encounter while on the internet. Only follow the anti-virus instructions from the software you have installed on your computer.
- No bank or card issuer will contact you by email or phone to ask you to enter your personal and financial details online. If you receive a message like this, report it to your bank, then delete it.
- Be careful when using public wi-fi. Use it for general browsing, but never use it for shopping or banking.
- When in public, look out for 'shoulder surfers' who can steal your data over your shoulder or by eavesdropping on private calls.
- Protect hard copies of personal data by keeping it secure and shredding it, confidentially where possible, when it is no longer needed.
- For more information visit: <https://www.cyberaware.gov.uk/>



Apply these tips when you're at work to help keep our business and our data, particularly that which belongs to you, our colleagues, customers, clients, partners, suppliers and the communities we work with, safe and secure.

AGILE WORKING

Earlier this year, we rolled out our agile working programme. Designed to empower you to choose the way you work, boost productivity and create a more inclusive environment, it is already being embraced across our businesses. *Evolve* learns more



Stuart Brodie

Regional Managing Director

Partnerships & Regeneration London South East



We have built a highly talented team in London South East so when we moved our offices from Chelmsford to Stratford we wanted to make it a seamless transition, rather than losing our people.

Following some discussion, we decided to introduce flexible working over core hours. The premise is that core hours are set from 9:30am to 4:00pm Monday to Friday. Based on a 37.5-hour week, this leaves everyone with two hours of their contracted hours, which they can be flexible with.

Our office is open for staff to start work from 7.30am until 7:00pm, should they choose to start earlier and finish later. The idea behind this is to give everyone the flexibility to plan their working days to best suit their out-of-work commitments.

The arrangement has been a real success. We've had great feedback from staff and it also ensures that the business is fully functioning throughout the main core hours of the working day. It's worked very well for us and I would definitely recommend it.

Paul Burns

Contracts Manager

Facilities Management



I manage 12 schools that Galliford Try built and now maintains. The schools are located across a distance of circa 100 miles, and I live in Middleton St George, which is just outside Darlington, commuting to our Washington office.

I have condensed my hours to four days for term-time periods over 11 weeks of the year to assist with childcare and also to allow me to spend time with my daughter. The revised working pattern is achievable as the schools close in the same period I reduce my hours. The type of work we complete in this period is also very different and is not as much reactive works - 90% is planned preventative maintenance or planned lifecycle replacement works due to the school either being closed or having skeleton staff.

The benefit is that I get to have a full day with my daughter as, in a normal working week, due to her age, this is limited to 1.5-2 hours per day. It also allows me to have planned childcare.

Gillian Carter

Senior Sales Executive

Linden Homes North East



“At Christmas time last year, my husband passed away. When I returned to work, I raised the possibility of working part-time as I felt it was important to be around my daughter more if I could be. After a few months, childcare was difficult and I asked to go part-time, steering away from working on the weekend. As a Sales Executive, Saturday is our busiest day but the business was very good about this and agreed to me working one Saturday a month. The other two days would be Thursday and Friday, as opposed to Thursday to Monday previously.

My work/life balance is now much better under some difficult circumstances. I spend a lot more time with my daughter, who is over the moon and much happier. I haven't had to consider another job, which is great because I really love my job, and it works out for the company as when people are on holiday or off sick, I can cover them as I am both experienced and not fixed to one development. I've got a lot less stress and I really appreciate how the company has gone out of its way to do this.”

Bradley Davison

Managing Director

Linden Homes South West



“We've been really keen to adopt agile working, not only since the official launch of the programme but before that too.

A couple of years ago, we relocated from our office at Newton Abbot, after 28 years, to Camberwell House at Exeter Business Park. To allow staff to beat the worst of rush hour traffic, we agreed earlier start and finish times (8:00am and 4:30pm). We found this worked really well.

We've found part-time working to be particularly effective too, especially in the sales role where we have numerous individuals working part-time. This really helps when it comes to covering days off and holidays as it gives us better cover as a business, while allowing our teams to balance their working lives with their home lives.

We also have an example of a job share. Our reception cover is done via a job share which works well.”

Sarah Briggs

Supply Chain Development Manager

Building Division



“I work across all our business units in England and Scotland to instil and manage Advantage through Alignment. This includes quite a lot of travel, working anywhere from 8am to 6pm Monday to Friday depending on meetings/duties required.

I have an arrangement where I have the flexibility to work from home one or two days a week to help with school runs, being a parent of two young girls, aged eight and four.

Working full-time can take you out of the equation in terms of being a parent and being there for important milestones. Knowing I can manage my workload and still be hands-on is very important to me. My children are very happy and don't miss out, and I don't carry the 'guilt' associated with being a full-time working parent.

My work life is better, and any travel I have to do can be arranged at a time when it won't have an impact on my family.

It was easier than I thought to arrange and my line manager Mick Laws was more than happy to accommodate it.”

DOWNLOAD THE AGILE WORKING BOOKLET

Visit: [Galileo > Group Services > HR > Agile Working](#).





WELCOME TO THE CLASS OF 2018

Our Early Careers Welcome and Management Trainee events proved to be valuable for this year's intake of graduates and trainees

Graduates and trainees from Construction & Investments, Partnerships and Group Services attended our annual two-day welcome event, which focused on outlining our strategy, reinforcing our values, and putting a spotlight on two key priorities, health and safety and our people.

Designed to be an interactive event, the Early Careers Welcome offered a variety of team building exercises and provided an introduction to the attendees' development programmes.

It gave individuals an opportunity to meet and engage with our leaders, including Peter Truscott, Group Chief Executive, Bill Hocking, Chief Executive of Construction & Investments and Clare Crawford, Business Development Director and Investment Director for Partnerships.



Galliford Try Chief Executive Peter Truscott provided an overview of our Group, strategy and key priorities.

Presentations were also given by Safety, Health and Environment Director David White and Construction & Investments HR Director Vikki Skene, giving delegates an insight into their career journeys, and our culture and businesses.

Carra Bosworth, Head of Learning & Development for Construction & Investments, who organised the event with her team, said: "This was a fantastic opportunity for our graduates and trainees to come together and learn more about our wider business, their development programmes and hear from senior leadership. Feedback from the event has been very positive from everyone, with the event proving to be interesting and informative for all attendees. Thank you to everyone who got involved and made it a success."



Using a 'People Tree', individuals talked about where they are in terms of their careers to promote a sense of feeling and belonging among peers and show everyone doesn't have to be in the same place at the same time.



The 'Who'd be in your spaceship?' exercise enabled attendees to understand their bias by getting them to think about how they make decisions.



Our Graduate Programme facilitator Shaun Pascoe led a rope exercise in which delegates would move up or down a rope based on their response to a question. This was designed to help individuals think about whether they follow the crowd or are more independent thinkers.

LINDEN'S MANAGEMENT TRAINEES GET OFF TO A GOOD START

As part of their ongoing development and training, Linden Homes' Management Trainees took part in a new two-day event focusing on team building, communication and presentation skills

The 40 delegates from across the business experienced interactive tasks, which aimed to develop their understanding of the importance of inter-departmental working.

Presentations were given from the Chairmen of Linden Homes, Tom Nicholson and Andrew Hammond, to outline the strategy and future plans of the business. Group Chief Executive Peter Truscott was also in attendance and gave an insightful talk about his experience from trainee to CEO and reminded them that although their career will be a challenging one it will also be rewarding, partly due to the investment in their development.

The event gave delegates a chance to meet other trainees from across the business and, following a 'speed-dating' ice-breaker, they were split into teams. The groups completed a series of fun outdoor activities, which tested their problem-solving ability, and saw their competitive natures come out. The second day entailed designing and selling product in a limited timeframe, considering design and build costs. It was crucial that they appointed a team leader and played to the strengths of each individual as their collaboration, planning, problem-solving, communication and leadership skills were tested.

Each team presented back to a panel of judges with the winning team not only designing the best product but clearly demonstrating they had thought through each element of the challenge.



PRIDE IN THE JOB

Congratulations to our five site managers who were picked from 16,000 across the country for this year's NHBC Pride in the Job Quality Awards

Recognising the industry's best site managers, and driving quality in housebuilding, the NHBC (National House Building Council) Pride in the Job Quality Awards are some of the most celebrated among site teams in the industry.

Judging for the awards is meticulous, beginning a year before the first round of winners are announced.

As well as undergoing spot checks of the day-to-day running of their site, each site manager is assessed across 44 areas of site management, including their technical knowledge, consistency in the build process and the quality controls they have in place.

This year, Mark Baxter, Matt Coe and Piet Cloete from Linden Homes, James Green from Galliford Try Building and Christopher Jamieson from Partnerships & Regeneration each scooped a prize in the first round of the awards.

The five site managers competed with 16,000 sites for one of 450 awards, demonstrating their exceptional standards on a national level.



Piet Cloete

Site Manager at Buckby Grange, Northamptonshire for Linden Homes Midlands



Mark Baxter

Build Manager at Viewpoint in Battersea, London for Linden Homes South East



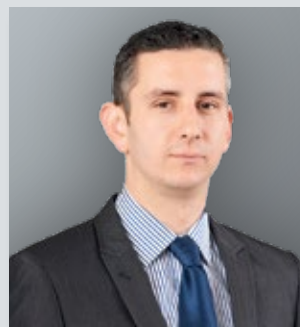
Matt Coe

Site Manager at Beaumont Park, Hampshire for Linden Homes South



Christopher Jamieson

Site Manager at North Farm, Northumberland for Partnerships North



James Green

Senior Site Manager at Seymour Street, London for Building London & South East Commercial

TALKING A GOOD GAME

Partnerships South West's Charlotte Olver has been selected by CIOB as an inspirational speaker for the region

Development and Communities Co-ordinator Charlotte Olver has embraced the opportunity to help the Chartered Institute of Building (CIOB) in its mission to promote careers within construction.

As part of the role, Charlotte will work with the CIOB to engage with local schools and colleges to provide opportunities for students through an array of activities including site visits, career events, subject sessions and 'I Love my Job' assemblies, speaking about how she began her career and what she loves the most about working in construction.

She has also been appointed to the board of the Exeter Novus Group hub, a dedicated, passionate group of young professionals who place the CIOB at the heart of their career and prepare young people to be the next generation of the construction industry.



Charlotte said: "I am passionate about construction and doing my part to tackle the skills shortage we face. For me, undertaking these roles means I can promote the benefits of the industry I know and love, inspiring the next generation by helping them to unlock their potential and achieve their career aspirations."

Andrew Johnston, Managing Director of Partnerships South West, said: "We are delighted that Charlotte has been selected for this important role and know she will do a fantastic job of encouraging others into our industry, something we are committed to as a business."

FORMING LINKS WORTH RECOGNITION

Our team at the St Dunstan's scheme in Woking won a 'Special Recognition' Award from LinkAble, the project's nominated charity

The close ties the St Dunstan's project team has formed with charity LinkAble, which supports people with learning disabilities and autism, was acknowledged with a 'Special Recognition Award'.

Since the team got in touch with LinkAble last year they have, alongside members of our supply chain, raised more than £1,500 for the charity - with over 120 hours of engagement amounting to £2,700 of donations in kind.

Senior Project Manager Max Jadav said: "Here at St Dunstan's, we're committed to making a positive impact in the local community and beyond so this award is fantastic recognition for us.

"The whole site team here contributes financially each month, but special praise is due to Seamus Ward, Senior Site Manager,



who collects these contributions and builds relations with our contacts at the charity."

Earlier this year, the team entered and won one of 12 prizes in the Ivor Goodsite Hoarding Competition alongside the charity.

The artwork theme was 'Site Safety is a 'No Brainer'', taking inspiration from one of LinkAble's participating service users' quiz group - the 'No Brainers'.

The Partnerships team at Stoke Gifford Retirement Centre also scooped the same prize.



PEAK PERFORMANCE

A 38-strong team from Linden Homes and Partnerships & Regeneration completed the mammoth Housebuilder Mountain Marathon challenge in September. The event saw seven teams cover a gruelling 26 miles across the rugged terrain of Snowdonia in North Wales, raising over £35,000 for charity

Our teams prepared for months in advance of the challenge - albeit some taking it slightly more seriously than others - and, despite a few teething problems, like forgotten sleeping bags, everyone was up for the task.

The charity, Youth Adventure Trust, which organises the event, briefed all the teams on the route before they set out. However, due an adverse weather forecast for the day of the hike, the route had to be changed to an arguably more demanding one, which, although steeper, was less exposed in terms of the winds, and so safer. The reality of the challenge started to set in but all teams assembled for an early start with determination on their side.

“ THE CAMARADERIE WITHIN AND BETWEEN THE TEAMS HAS FORGED SOME NEW FRIENDSHIPS AND CEMENTED OTHERS ”

The diverse terrain and weather on Mount Snowdon only added to the testing conditions of the route. Day one included walking 16 miles to the summit, where there are usually stunning views across the mountain range, but, due to the low cloud, they were impossible to see. Undeterred, all our teams came back to base in respectable times and were ready to take on the route of day two.

However, following injuries, some were unable to participate the second day and, despite covering less ground than on the first day, it was no easier for the walkers. Sore feet, aching legs and getting lost never wiped the smiles off the faces of all those involved and the sense of achievement when they reached the end made it all worthwhile.

The money raised will go to the Youth Adventure Trust which helps vulnerable children, aged 11 to 14 years old, and gives them the chance to take part in residential adventure camps. The programme enables the participants to experience success and learn to go beyond their own expectations while growing in confidence.

Our Group Chief Executive Peter Truscott, who took part in the challenge, said: “The camaraderie within and between the teams has forged some new friendships and cemented others. I’m incredibly proud of everyone who took part, they have shown great determination in completing such a mammoth challenge. I can confirm that two days trekking across Snowdonia in the blustering wind and rain was no mean feat!”





'Galliford Try a little harder'
 Keiron Pittore (Assistant Site Manager), Georgie McCrae (Planner), Tim Walker (Land Manager), Lauren Potter (Land Manager) and team captain Alex Jordan (Technical Director).



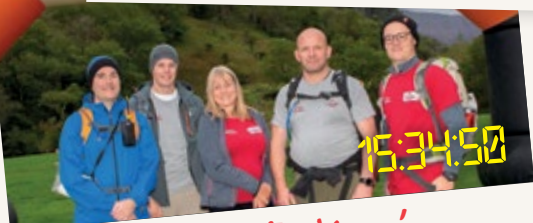
'Linden Ormes'
 Stephanie MacDonnell (Commercial Secretary), Graham Gribbin (Technical Manager), team captain Naomi Burrell (Communications Manager), Gavin Hughes (Sales Executive) and Nick Robinson (Site Manager).



'The Scrambled Legs'
 Josh Collingwood (Sales Executive), Gina Wiltshire (Sales Executive), team captain Yuved Bheenick (Senior Land and Planning Manager), Amy Savage (Land Buyer), Zak Yates (Assistant Quantity Surveyor) and Elliot Mitchell (Senior Technical Manager).



'Partnerships'
 Adrice Edgar (Graduate), Kasia Drinkwater (Assistant Quantity Surveyor), Michelle Drabwell (Defects Co-ordinator Supervisor), team captain Lorren Coaker (Joint Venture Co-ordinator) and Michaela Jones (Quantity Surveyor).



'Linden Peaky Builders'
 Team captain Robin Pearmain (Senior Planner), Paul Craig (Assistant Site Manager), Janine Kingett (Construction Administrator), Guy Richardson (Commercial Manager) and Oli Swift (Trainee Site Manager).



'Summit Special'
 Team captain Karen Gibbs (Financial Controller), Conor McCormack (Assistant Quantity Surveyor), Frances Longhurst (Marketing Manager), Alex Lawson (Sales Executive), Natalia Trinca (Management Accountant) and Stephen Spedding (H&S Advisor).

PEDAL POWER

Staff from Morrison Construction and Partnerships & Regeneration got on their bikes for charity in two separate events that brought fun, laughter and some healthy competition across our offices while raising funds for two worthwhile causes



‘TYRING’ WORK FOR MORRISON CONSTRUCTION

Morrison Construction set up stationary bikes at six project sites and our Glasgow office for employees and guests to ride as part of a fundraising event for CLIC Sargent, the UK’s leading cancer charity for children, young people and their families.

The aim was for our teams to cycle 60 miles per day - the average distance many children and their families must travel for cancer treatment.

Collectively, they covered 1,860 miles during the five-day challenge, with the Greenlaw Business Centre project team being the standout performers, cycling 261 miles on day three.

Throughout the event, donations of more than £2,300 were collected. These funds were then matched by the business to raise a total of £4,600.

Eddie Robertson, Morrison Construction’s Managing Director for Central Scotland, said: “At Morrison Construction, we believe in giving back to the communities that we live and work in. Choosing to supporting CLIC Sargent through a fundraiser was a great opportunity to do just that.

“I want to congratulate everyone who participated in this cycling challenge and helped raise funds for such a worthy charity. I look forward to taking part in our next fundraiser.”

PARTNERSHIPS’ TOUR DE TRY

Partnerships kicked off its first-ever business-wide charity event, which was aptly named “Tour De Try”. The week-long event linked all of the regions, which worked towards a singular goal to cycle 850 miles - the distance it would take to travel around all of our Partnerships offices.

Each office was given static bikes in a bid to reach the target miles and support Partnerships’ chosen charity World Child Cancer. The final 60 miles were covered by a team from across the business units, many of whom went above and beyond 60 miles.

Stephen Teagle, Chief Executive of Partnerships & Regeneration, said: “This event not only raised funds and awareness for the charity but promoted health and wellbeing and engaged our supply chain, who pledged both support and cyclists to help. I am delighted it was so enthusiastically embraced by all and thank everyone for the huge amount of effort that they made to raise more than £25,000 for World Child Cancer, making a real difference to people’s lives.”





Tea-break with **DAVID WRIGHT**

Winner of silver in the Primary Education category of the CIOB's fiercely competitive Construction Manager of the Year Awards (CMYA), Morrison Construction's David Wright talks to *Evolve* about his win

Q CMYA is renowned for its rigorous selection process. Tell us about your experience.

A The process began with our client East Ayrshire Council nominating me for the award for our work at Whatriggs Primary School and Early Learning Centre. There was a very thorough process which whittled the applications down, followed by a site visit, where I had to demonstrate the skills and experience referred to in the application. The next step was a two-hour interview in London in front of four judges. It began with a 20-minute presentation and continued with some tough questioning. After that, I was notified I was a finalist.

Q Finalists are drawn from a diverse mixture. What made you stand out?

A I think it was my enthusiasm for the project. We highlighted the areas of innovation in the project including the ventilation system and the landscaping. Our team also had to consider a complex internal and external design set to a very tight programme. I think the impact of the project on the area, bringing two schools together and making a community hub was recognised. We regenerated an unused piece of land and put life back into the area.

Q How did it feel to win?

A You rarely get individual awards and the process was very new. I didn't believe it until they called out my name on the awards night. This was my first job as Project Manager so it was an amazing surprise and the biggest highlight of my career so far. Doing my first project by myself, as a Site Manager, when I was younger near Clydebank is another. It was a fairly small job but it gave me the hunger that this was what I wanted to do. Being given the opportunity to manage a project by myself was an eye opener, and it gave me great confidence.

Q Our industry needs to attract more talent. What do you enjoy most about your role and why would you recommend it to others?

A It is the sense of pride I get. The best feeling I got about the project was after the teachers and pupils moved in. I drove down and looked at the site and saw all the pupils in yellow and blue uniforms and I thought, "my team has made a difference". Our work positively impacts people's lives.

"THIS WAS MY FIRST JOB AS PROJECT MANAGER SO IT WAS AN AMAZING SURPRISE AND THE BIGGEST HIGHLIGHT OF MY CAREER SO FAR"

Q What would your advice be to someone who wants to pursue a career in construction?

A Treat everyone with respect. It does not matter if a person is a labourer or from management. Never think you know it all because there is always something to learn in the industry. It is fresh and fast-moving and it takes you all over the country and will continually challenge you.

Q What do you enjoy most about being part of Morrison Construction?

A I enjoy the team atmosphere at Morrison Construction. You can speak to everyone across the office and sites and there is great community spirit. We have great pride in our work and there is such a high standard.



CONGRATULATIONS TO...

Jonathan Jowett, Bid Writer for our Infrastructure Division

Thank you to everyone who entered our competition. The word from the crossword was 'INTEGRITY'.

Jonathan was selected at random from all the entrants who responded correctly to win £50 of Amazon vouchers.

"Wow, I'm staggered that I've won this – thanks! I'm hopeless at crosswords and never win anything! I'll spend the vouchers on camping equipment for my children's Beavers group that my wife and I support."

Jonathan Jowett,
Bid Writer



WIN £50 OF VOUCHERS

SPOT THE DATA PROTECTION HAZARDS

We are giving you the chance to win £50 of Amazon vouchers by taking part in our competition. All you have to do is name five data protection hazards in the image above.

Answers should be emailed to: evolve@gallifordtry.co.uk by 31 January 2019. The winner will be selected at random from all of the correct entries.



COMPETITION

TOP FOR TECH



Pictured centre: Lucy Sales from our Highways business collecting our prize at the live-judged awards

A Virtual Reality (VR) safety training initiative, pioneered by Galliford Try, has scooped the award for Best Use of Technology: Health, Safety & Wellbeing at *New Civil Engineer's* Techfest

The initiative, which uses films shown on virtual reality headsets, gives trainees an impactful, up-close training experience without endangering them.

The first film lasts six minutes and was made at the Stanton Cross rail and civils scheme in Northamptonshire. It centres around a service strike, during which underground cables and pipes are hit during excavation works - a key focus area for our industry and business. The sequel, shot at Manchester Airport, highlights some of the specific site risks such as aircraft movements, airport traffic, noise and working in the dark. The film is now used for inductions on a weekly basis.

A third film about working around plant, shot at the Houlton Link Road site near Rugby, concerns one of our eight golden health and safety rules and will be applicable to numerous sites across the Group. Another more site-specific film is in production for the induction of staff at the Smart Motorways scheme on the M1 for roll-out out over the coming months.

Nick Salt, Managing Director of Galliford Try Infrastructure, said: "This award is testament to the enthusiasm of our teams who embraced this project from the outset. The real power of the training is the immersion it gives you. This is the closest you can get to giving people their own experience of real-life high-risk situations. Harnessing cutting-edge technology in this way will help make Galliford Try an even safer and better place to work."

More than 300 staff have experienced the training to date. Some 86% said it was the most impactful safety training they had ever received and 71% have personally changed safety behaviours following the training. Around 1,500 members of staff will be trained over the next three months using the films and new equipment.

The training technique was additionally shortlisted in the Health, Safety and Wellbeing Initiative of the Year category at the British Construction Industry Awards.