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£50**

Turn to p23
for our competition

GallifordTry

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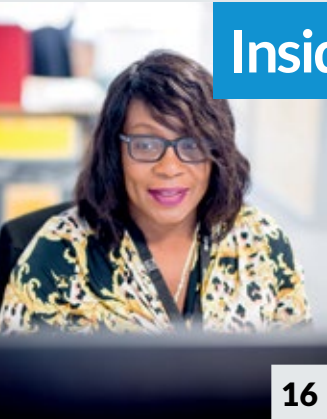
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EVOLVE

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

Babita Pawar
Communications Manager and editor of Evolve



Jesus Guede
Graphic Designer and creative lead on Evolve

Gavin Crumlin
Digital Communications Manager



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

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

MESSAGE FROM THE CHIEF EXECUTIVE

Hello and welcome to *Evolve*,

Reading through the pages of *Evolve* and seeing the result of the collective effort we make in our three businesses is something I always find incredibly gratifying.

This quarter, that is even more so the case than usual, as we can really start to see each of Construction, Partnerships and Linden Homes shine in their own rights.

Partnerships has made excellent progress, having been appointed to four major regeneration contracts worth some £622m, which will enable us to deliver nearly 2,000 homes (page seven). The homes will be built right the way across the country, in line with our plans for geographic expansion in the business.

“THE NATURE OF THESE PROJECTS IS REALLY EXCITING. IT IS AN ATTRACTION FOR PEOPLE WHO WANT TO COME AND WORK FOR US TOO”

Linden Homes is also making good progress with standardisation continuing to deliver efficiencies and increased productivity, which Gary Bagley touches on at Boorley Park (page nine). The land market is allowing for good acquisitions too (page five).

In Construction, we are continuing to secure some really great projects in key sectors including defence, aviation and education. As you'll read in the *News* section, the nature of these projects is really exciting. It is an attraction for people who want to come and work for us too.

Marking National Apprenticeship Week, which took place in early March, some of our apprentices tell us about this and what attracted them to our business (page 14).

I'm pleased that with the launch of social media (page 16) our teams in Construction and Partnerships will be able to share more about our business with our stakeholders such as the successes of our businesses and our people, as well as project milestones.

It's also a great platform to promote how we make an impact on the wider community, for example with the charities we



fundraise for and the volunteer work we do. Just recently, we have signed up for the Housebuilder Marathon (page 20), in which teams from across Linden and Partnerships will go head-to-head with our peers from the industry to raise money for the Youth Adventure Trust.

I hope you will enjoy reading about this in *Evolve* and thank you for your hard work and effort which is central to the excellence you see across these pages.

Peter Truscott

UPPING OUR DEFENCES

ADDITIONAL DIO SECURITY WORK AWARDED

Construction has ramped up its presence in the defence sector, with a further contract for the Defence Infrastructure Organisation (DIO) to upgrade security at one of its Scottish bases

The work, worth £64m, will be carried out by the Infrastructure Security and Morrison Construction Scotland Central business units which are completing another security project for the same client at another, nearby base.

Due to the secure nature of the project, details of the scheme must remain confidential.

Ian Jones, Managing Director of Galliford Try's Water, Waste & Security business, said: "Galliford Try has now worked with the DIO across several different types of work and we're glad for the

opportunity to expand our security business with the client."

Eddie Robertson, Managing Director of Morrison Construction Central, added: "The award underlines the breadth and depth of our construction business and demonstrates the value of business units working together to maximise our offering to secure work and add value for our clients."

The contract was secured using the expertise of Galliford Try's Defence team led by Keith Yarham. It has now been successful in 10 out of 17 opportunities and won work worth £285m.

SLAM DUNK WITH WORLD-CLASS SURVIVAL TRAINING FACILITY AT YEOVILTON

Rear Admiral Keith Blount OBE was the guest of honour opening the new 'dunker' facility at RNAS Yeovilton, alongside members of the Building South West team.

The world-leading facility is the first of its kind in the UK, providing survival training for personnel in the event of a helicopter accident over water. It also represents Galliford Try's first successful completion of a project under the DIO Next Generation Estate Contracts (NGEC) framework.

The new building brings together all the factors involved in training personnel in survival techniques, including the ability to simulate climatic and sea conditions such as wind, rain and waves, as well as darkness. As part of the opening event the capabilities of the building were shown to the attendees through a training demonstration.

Rear Admiral Blount, commented: "This has been a journey and triumph of The Fleet Air Arm's hard work that something as splendid as this has been developed and built. The tremendous robust work of the previous 'dunker' facility has allowed us to develop and engineer much more sophisticated training at this world-class facility."

Mark Wusthoff, Area Director for Galliford Try Building South West, said: "Working on this project has presented considerable challenges for us as a contractor and I'm delighted to say we have risen to meet them. It's not often that we get to construct a building as unique as this facility and we are proud to have played our part in creating something that will have a real impact in saving the lives of our service personnel."

"WE ARE PROUD TO HAVE PLAYED OUR PART IN CREATING SOMETHING THAT WILL HAVE A REAL IMPACT IN SAVING THE LIVES OF OUR SERVICE PERSONNEL"





THAMES VALLEY EXPANDS REACH WITH LAND ACQUISITION

Thames Valley has recently announced that it has successfully exchanged contracts to acquire 102 acres of land directly adjacent to its flagship site in Basingstoke

Known as Hounsome Fields, the site has outline planning consent for 750 homes (400 private and 350 affordable) along with sports facilities, shops, a school and a nursery.

Following a successful sales rate at its Longacre development (pictured), which is now selling its third phase, the business was keen to expand its reach and provide further homes and facilities in the highly sought-after commuter town of Basingstoke.

Located west of Winchester Road, the Hounsome Fields site is situated immediately south of the 310 homes at Longacre. It is

positioned less than five miles from the centre of Basingstoke town, and is within immediate reach of the M3 and A34. Work is due to start on site in late 2018, with homes launching the following summer.

Simon Pendlebury, Managing Director at Linden Homes Thames Valley, commented: "This is a fantastic acquisition for us and a direct representation of the continued growth and development of the region. Securing this site demonstrates that the business unit is able to successfully compete for large-scale housing schemes on the open market, in line with the strategic direction of the wider business."

MORE MAG IN THE BAG

Galliford Try has secured a £54m contract as part of the second phase in the largest infrastructure project in the history of Manchester Airport

The 10-year £1bn Manchester Airport Transformation Programme (MAN-TP) will double the size of Terminal 2 and reconfigure its airfield to unlock the growth potential of its two runways.

Galliford Try, which has been a capital delivery framework contractor to Manchester Airports Group (MAG) since 2013, was appointed to the first phase of scheme last August. The £38m contract centres around the extension of the airfield's west apron and includes construction of new taxiways and aircraft stands around piers and terminal buildings.

Under this £54m second phase, we will increase aircraft stand capacity and other aircraft parking to cope with 2024 traffic projections, maximise the use of both runways by upgrading the existing taxiway system and improve departure performance capability.

We will also install more than 79,000 cubic metres of pavement quality concrete while reallocating the existing airfield and dualling a mile-long, 400,000 sq m stretch of taxiway so that aircraft can be

manoeuvred more efficiently.

Colin Abbott, Galliford Try Aviation Director, said: "We are delighted to have been awarded this contract which further strengthens our long-standing partnership with MAG. Playing such a key role in the airport's expansion is a very exciting prospect that enables us to draw on our considerable experience of working airside and landside at airports within and outside the group."



PEOPLE MOVES

DEAN ASHTON TO RETIRE

Following more than 30 years with the business, Dean Ashton, Managing Director of the Facilities Management Division, has taken the decision to retire at the end of June this year.

As a result of Dean's announcement, the Construction & Investments (C&I) Board has looked at the reporting lines within the FM and Specialist Services businesses and made the following changes to support the delivery of our strategic objectives, while offering continuity.

- FM is to be led by Mark Baxter, who is now Divisional Managing Director for FM

as well as Investments.

- The Telecoms business will become part of the Infrastructure Division at the end of June, reporting to Ian Jones, Managing Director of Water, Waste & Security.
- Oak Dry Lining (ODL) and Rock & Alluvium (R&A) will continue to operate as separate specialist subcontractor businesses under their own branding. From 1 July 2018, ODL, will report to Mick Laws, Managing Director of Building Midlands & South and R&A will report to Bill Hocking, Chief Executive of C&I.
- Fleet Services, under Fleet Manager

Alan Baker, will report to Vikki Skene, HR Director for C&I.

Commenting on Dean's departure, Bill said: "While Dean will remain with Galliford Try for a few months, I would like to take this opportunity to thank him for his valued contribution and loyal support to the company over such a long time and wish him all the very best for a long and happy retirement."



DUNCAN ELLIOTT TO LEAD HIGHWAYS

Duncan Elliott has been appointed as Managing Director of the Highways business unit. He will be responsible for growing our market share in the sector, managing our relationship with Highways England and local authorities and overseeing our highways maintenance business.

Duncan, who is a Fellow of the Institution of Civil Engineers, previously headed up Strategic Highways with Carillion for nine years. He has also held

a number of senior roles with Alfred McAlpine, where he spent 16 years.

A highly sought-after hire, Duncan was attracted to the exciting opportunity to accelerate growth in our Highways business, coupled with our track record in the sector and industry.

Nick Salt, Managing Director of Infrastructure, said: "Duncan's appointment is a key element in our drive for growth and the lead role that Highways will play in it. We're in a position to

provide a focus and resource to our clients that can't be matched by some of our competitors who are committed to major programmes such as HS2."

Duncan will be supported by David Bates, Commercial Director, who also joins from Carillion where he held a similar role. The two succeed Bob Gibbon and Mike Walters, respectively.



PHIL TOMPKINS APPOINTED RISK & AUDIT DIRECTOR

Phil Tompkins has been appointed as the new Group Risk and Internal Audit Director, following Mike Norton's transition into semi-retirement.

Phil joins Galliford Try from professional services firm Ernst & Young, where he was a Director in their Risk and Internal Audit practice, leading the Real Estate

and Construction sector team. Phil had been with Ernst & Young for over 20 years, during which time he held senior risk and internal audit roles with clients including Severn Trent, British Land and Canary Wharf Group. He now reports into Group Finance Director Graham Prothero.

Graham commented: "I'm delighted

we have been able to bring in someone of Phil's extensive experience and knowledge for this vitally important role. I look forward to working with him to continue the excellent progress we have made during Mike's time in the role."



PARTNERSHIPS APPOINTED TO REGEN SCHEMES FOR 1,800 HOMES

Making great progress against its strategy, Partnerships & Regeneration has started work on four major regeneration schemes for nearly 2,000 homes, including the largest UK regeneration scheme following the London 2012 Olympics and the first major contract for our recently established East Midlands team

Partnerships has made an exciting start to the year, commencing work on four key schemes worth £622m to the business.

In North West London, the business has been awarded the first phase of construction works for a £155m project at the Old Oak Common site, representing the start of the UK's largest regeneration project after the 2012 Olympics.

“THE SCHEMES DEMONSTRATE OUR COMMITMENT AND THE TRUST OUR PARTNERS PLACE IN US TO DELIVER MUCH-NEEDED AFFORDABLE HOMES”

The development for Genesis Housing Association and championship football club Queens Park Rangers entails the demolition of derelict buildings to make way for 605 new homes, 40% of which will be social and affordable homes. It will also provide 3,500 sq m of commercial space.

In a separate contract, working as part of the Opal joint venture with Thames Valley Housing, Partnerships London has commenced construction of 975 mixed-tenure homes at the Brunel Street Works site off Silvertown Way in Canning Town, London.

The £400m development project, which has a four-year construction programme, will deliver homes across five distinct blocks, ranging from nine to 26 storeys in height. The project is comprised of 30% cent privately-rented homes, 35% affordable housing and 35% open-market sale homes to be sold by Linden Homes.

In Nottingham, Partnerships East Midlands has formed a joint venture with affordable housing provider Metropolitan as part of an opportunity that will deliver

171 new homes at Wilford Lane.

Working alongside Rushcliffe Borough Council, we will deliver 51 affordable homes for affordable rent and shared ownership, as well as 120 open-market sale homes. The development is expected to complete in 2022.

In the South West, the £23m Millbay regeneration project in Plymouth for client, English Cities Fund (ECf) has got underway.

Named 'A2', the scheme will deliver further regeneration on the eastern side of the historic former docks at Millbay and will involve the creation of 137 new homes.

Partnerships & Regeneration Chief Executive Stephen Teagle, commented: “I am delighted that we have been appointed to deliver these major regeneration schemes which help us further solidify our position as a leading regeneration specialist nationally. The schemes demonstrate our commitment and the trust our partners place in us to deliver much-needed affordable and rented homes across the UK.”



MP PRAISES LINDEN'S WORK AT PREVIOUSLY DERELICT SITE

MP for Kingswood Chris Skidmore learned how a previously derelict site is being transformed into a development of 113 new homes in Bristol

Historically, the Bitton Mill site housed a battery mill that produced brass and copper goods. It was then converted into a paper mill and an iron foundry, before becoming home to the manufacturing of Morris car seats and plastic fittings for the automotive industry. After production ceased in 2006, the site was left derelict until it was granted planning permission in 2016 for the development of 113 new homes.

Learning about the history of the site, Mr Skidmore toured the new development with Linden Homes Sales & Marketing Director Sue Scholfield, Head of Technical Stuart Smith and Site Manager Paul Brain.

They spoke about the construction as well as the ecology of the site, while also discussing the importance of the Help to Buy scheme. At Bitton Mill alone, 42% of sales have been made through the scheme.

Sue said: "We were pleased to welcome Mr Skidmore to Bitton Mill, which enabled us to discuss important industry issues. He was interested in every aspect of the project and it was a wonderful opportunity for us to show him around – it's certainly a development we are very proud of."



"I was impressed that local people will be able to join the property ladder, or make their next move and afford the space they need, at Bitton Mill. Help to Buy really is helping people and it was great to see first-hand how the scheme is benefiting the community."

Chris Skidmore, MP for Kingswood

THIRD SILVER FROM NEXTGENERATION FOR SUSTAINABILITY

Linden Homes has been awarded Silver for its sustainability performance in NextGeneration's independent benchmark of the top 25 housebuilders for the third year running.

NextGeneration is a benchmark which encourages companies to report against a range of criteria relating to high-quality, sustainable homebuilding and then scores them primarily on publicly available information.

This year, we received a score of 71%, exceeding the all company average of 38% and placing us fourth in the prestigious ranking, reflecting our ongoing commitment to sustainability.

Particular strengths of ours were reported as health and safety, design and placemaking, and energy and carbon.

Commenting on our success, Andrew Hammond, Divisional Chairman for Linden Homes, said: "This year our primary focus has been on reducing our carbon footprint, particularly emissions linked to travel, and we are proud to have reduced our overall

emissions by 9% despite growing the business. Placemaking, wellbeing and our supply chain relationships remain focus areas and, in recognition of the industry skills shortage, we have also bolstered and developed our approach to diversity and inclusion."





QUESTIONS WITH...

Gary Bagley



As the Linden Collection housetypes become more prevalent, Evolve catches up with Contracts Manager Gary Bagley at Boorley Park in Hampshire to find out more

Q What does the project entail?

A Boorley Park is a large consortium site of more than 1,300 homes, of which we're building 575. The original phase of the development was built using the Linden Homes Layouts but as the new Linden Collection, with improved internal designs and more efficient ways to build was introduced, the second phase of 293 homes has been replanned to utilise these designs.

Q Are we using any special building techniques?

A As the business moves towards more efficient ways of working across the board, new ways of working on site have been introduced. Recently, a Smartroof system through which the roof is produced off-site and fitted in just two days has been implemented. This compares to traditional roofing which can take up to two weeks to become watertight. This new way of working not only saves time and therefore cost but also helps us to improve health and safety.

Q What have been the main challenges on site?

A The land was a former golf course so the levels have been an obstacle throughout the build. In order to meet NHBC (National House-Building Council) requirements and build effectively, we have incorporated the works into our build programme.

Q What are the highlights so far?

A We have a great site team down here, at any one time there are over 100 operatives on our site alone and the Site Manager, Ben Hansford, and Assistant Site Managers, Wayne Taylor, Alex Cooksley and Jordan Burnby run the site like clockwork. They work really hard to ensure that the customers are happy when they move in and to see that finished product, with a happy homeowner moving in makes all the hard work worthwhile.

Q Has any community engagement taken place?

A We've worked closely with the local community throughout the duration of the project. Recent projects include a donation to Stoke Park Infant School which was creating a 'Magical Woodland Theatre'. The school was delighted with the donation and it made a significant improvement to their fundraising target. In addition, we invited Solent University Interior Design students down to site to redesign a show home.

"A SMARTROOF SYSTEM THROUGH WHICH THE ROOF IS PRODUCED OFF-SITE AND FITTED IN JUST TWO DAYS HAS BEEN IMPLEMENTED"

LEADING IN EDUCATION

Building demonstrates its leading position in the education sector with a string of project completions and new contract awards

Kirn Primary School project officially opened

The £9m Kirn Primary School built by Morrison Construction Highland was officially opened on Wednesday 31 January.

Kirn Primary, one of Argyll and Bute Council's flagship school projects, was delivered in partnership with hub North Scotland.

The project was built on the existing site, with the 1881 Victorian building being retained and refurbished.

A high-quality two-storey building has replaced the annexes of the old school, providing bright new classrooms, an atrium and library area, sports hall, main office and reception, general purpose room and separate dining hall.

Outside, the new school has large play areas, including a multi-use games area with a synthetic surface, an improved pupil and bus drop-off area, and increased parking.



Doors open for pupils at £26m Campbeltown Grammar

Secondary pupils from across Kintyre moved into their newly-built Campbeltown Grammar School, also built by our Highland business, on Wednesday 21 February.

Campbeltown Grammar School is the second of four current school projects to be delivered to Argyll and Bute Council in partnership with hub North Scotland.

The three-storey school has the capacity to cater for up to 500 pupils and will provide young people with a modern learning environment.

Outside, it will feature a 3G sports pitch, music pavilion and large car park on the site of the existing 1960s school buildings, once they are demolished.

Morrison Construction Project Director Jeff Hedley said: "It was wonderful to see pupils and teachers begin to move into their new school. Works will now progress to the next phase of the project, demolishing the old school."



Pupils begin to move into £52m Largs Campus

The doors to the state-of-the-art £52m Largs Campus opened to pupils and teachers on Monday 12 March.

The project, delivered in partnership with hub South West Scotland, was handed over on Monday 5 March to North Ayrshire Council.

St Mary's RC Primary School, the new Largs Primary (formerly Brisbane and Kelburn primary schools) and Early Years nurseries from the area were the first to begin moving into the amalgamated campus. Secondary pupils from Largs Academy are due to begin their move in April.

The campus will accommodate more than 2,000 pupils. Facilities include two theatres for both primary and secondary pupils, one of the largest gym halls in the UK and third-floor art classrooms with balconies that enable outdoor creative work. The nursery incorporates parent rooms, family rooms and imaginative play and learning areas.

Morrison Construction Operations Director Allan Cunningham, said:

"We are proud to have delivered this fantastic project, which provides state-of-the-art educational, arts and sporting facilities that will leave a lasting legacy not just for current and future students, but the wider community as well."

CONTRACT WINS IN EDUCATION

Major building works contract for University of Strathclyde

Morrison Construction has been announced as a primary contractor on the £250m University of Strathclyde major building works framework. The framework is for four years. We will be one of four primary contractors able to tender for all major building works likely to range between £4m to £50m in value to develop the estate and facilities of the University of Strathclyde in Glasgow. Renfrewshire Council and Renfrewshire Leisure Ltd can also use the framework to tender for major building works.

£40m education hub for Durham Uni

Building has secured a £40m contract to build the new Centre for Teaching and Learning at Durham University. Alongside new lecture centres and teaching rooms, the centre will utilise new technologies, including new classrooms that will allow students to share courses in real-time with students from peer institutions around the world.

Student digs to be built in Cardiff

Building has signed contracts with Mace Developments to construct a new student accommodation block in Cardiff. The 644-bed facility is due to be built on the site of the former west wing of Cardiff Royal Infirmary on Glossop Road in the Adamsdown area of the city. The 10-storey development will incorporate a mixture of apartments, studio-style living and cluster accommodation. Other facilities include two retail units, an on-site media room, gym with yoga studio, private dining and study areas.

READ MORE ON GALILEO

Keep up-to-date with news from around the Group by logging on to Galileo daily. Subscribe to content you are interested in to see it in your feed.



Deputy First Minister officially opens Whatriggs Primary

Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney, officially opened Whatriggs Primary and Early Childhood Centre in Kilmarnock on Wednesday 17 January unveiling a plaque to mark the occasion.

The original Whatriggs Campus design, created by East Ayrshire Council's architects, was developed by Morrison Construction in partnership with architects, Keppie Design.

A tour of the campus was led by Headteacher Diane MacKinnon. This gave Mr Swinney (*pictured*) and invited guests, including Morrison Construction's Managing Director for Central Scotland Eddie Robertson, an opportunity to view the classrooms, playrooms and the school library that doubles as a community library.

Mr Swinney said: "It was a pleasure to be invited to officially open the fantastic new Whatriggs Primary School and Early Childhood Centre. I am sure it will be a great environment that will inspire a love of learning and will make an extremely positive difference to the wider community."

Eddie said: "It was great to be at the award-winning Whatriggs Primary School and Early Childhood Centre today and hear how pupils and staff have been enjoying the new facilities since moving in during August last year.

"We enjoyed working collaboratively with East Ayrshire Council, teachers and pupils to ensure the new school met their needs now and into the future."

LIGHTS, CAMERA, ACTION

Health and safety videos have come a long way since the hammy office hazard films of the 1980s. *Evolve* meets the stars of the new Galliford Try virtual reality film show

A new cutting-edge, film-based approach to health and safety training is being pioneered by the Infrastructure Division. Staff have teamed up with consultants from 360SafeVR to produce films designed for virtual reality headsets that give trainees an impactful, up-close training experience from a safe distance.

The first film lasts six minutes and was made at the Stanton Cross rail and civils scheme in Northamptonshire. It concerns a service strike, during which underground cables and pipes are hit during excavation works - a key focus area for our industry and business.

In the film, trainees take part in a safety briefing and then join workers as they travel on to site, discussing and preparing for excavation works planned for the day. After a series of latent errors such as rushed briefings, misunderstandings, inaccurate information and shortcuts, one of the workers accidentally hits a power cable during digging works. There is a big bang and he is thrown to the ground. Paramedics arrive on the scene a short while later and tend to him while his distraught colleagues look on.

The virtual reality headsets with headphones provide a truly immerse experience. Look in front and you see the injured person. Then to one side is a digger

and behind you is the rest of the team. The mere way in which the film encourages continual vigilance is a benefit in itself. Trainers can also monitor where and how trainees' gazes change through a central console linked to up to eight headsets.

David White, Group Health, Safety & Sustainability Director, said: "The central messages of the film are the same as we've communicated previously but the key is that they're experienced rather than simply heard. Traditionally, safety training is geared towards ticking boxes as opposed to engaging the audience to prevent harm on site. It's been skewed the wrong way. This approach is all end user-faced and, for me, is the way training has to go in the future."

**"LOOK IN FRONT AND YOU SEE THE
INJURED PERSON. THEN TO ONE SIDE IS
A DIGGER AND BEHIND YOU IS THE REST
OF THE TEAM"**

Project Director Adam McAllister and Jason Wassell, Senior Foreman were heavily involved in pioneering the film's production. They decided on the key messages to communicate and behaviours they wished to influence throughout the film and then, after the consultants had storyboarded it and drafted a guide script, the team played the various roles (although essentially as themselves), bringing a frisson of Hollywood to Northamptonshire.

Adam said: "Having staff from Galliford Try and our subcontractors as the actors secured their buy-in, making them ambassadors for the training, and ensures the film has both credible and authentic content."





Banksman Chris Seal, one of the actors, said: "I was really impressed with the result. It's a brilliant idea. Looking at something is so much better at getting the message across than just listening to someone talking - and there's no looking out of the window when you've got a VR headset on."

"The film has certainly had an impact on me personally by putting me in a health and safety mindset. Just this morning when we were preparing a ramp I thought to add cones along the edges which I probably wouldn't have done previously."

"THIS APPROACH IS ALL END USER-FACED AND, FOR ME, IS THE WAY TRAINING HAS TO GO IN THE FUTURE"

So far about 100 staff from Galliford Try and its subcontractors have watched the film. The full training consists of a preliminary survey, post-film discussion and second viewing followed, three months later, by a final viewing and survey to measure message retention. The early results are promising. Some 47% of the trainees said that watching the film had a significant impact and helped them to think differently about safety while 85% said that they would "pay more attention to a VR film" than other types of safety training.

A sequel has already been released. Shot at Manchester Airport, the four-minute film highlights some of the specific site risks such as aircraft movements, airport traffic, noise and working in the dark.

David concluded: "We're discussing at Board level other applications for VR safety training. One idea is to use it within

Highways to train staff about lane rentals. The approach is ideal for situations in which trainees benefit from immersion in an environment they may not have experienced before and when you really need to show 'what it feels like'. Equally, we need to use the technique relatively sparingly to make sure it has maximum impact where and when it matters most."

Safety first in Scotland

The Morrison Construction team working on the Scottish Water framework was the first part of the Group to venture into VR last year. Along with the University of the West of Scotland, the team produced a site safety induction video. It differs to the one at Stanton Cross in that it uses Computer Generated Imagery (CGI) rather than 'live' action. Trainees watching the Scottish Water film can also carry out simple operations such as picking up objects and placing flags.

Stephen Slessor, Operations Manager for Morrison Construction Water, said: "We developed these films as a way of improving safety induction for short-term or transient visitors to our sites such as those making deliveries and repairing plant. Ordinarily, they would undertake only a simple visitor induction and were therefore not always fully aware of the risks specific to the site. Development workshops were held with the site teams throughout the process and proved to be key in ensuring a quality product."

VR using CGI has been used in the construction industry previously but only within the Building Information Modelling (BIM) application used in the design process.

CELEBRATING OUR APPRENTICES

In support of National Apprenticeship Week, which took place in early March, *Evolve* puts the spotlight on trainees and apprentices across key disciplines to find out what attracted them to construction, what their roles involve and what they enjoy most about working with us

As a business, we recognise that our future success is dependent on our ability to attract and retain the right talent, through a number of routes.

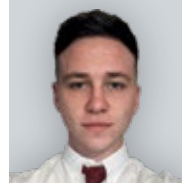
One way we do this is by actively encouraging people to consider trainee and apprenticeship programmes. We've always supported apprenticeships and in the last nine months alone we've registered 48 apprentices on to construction, business admin and leadership and management apprenticeships.

Carra Bosworth, Head of Learning and Development for Construction & Investments, said: "We understand that people need very individual career paths and that when some people leave school, studying at college or university full-time isn't for them. Our Apprenticeship and Trainee programmes give people hands-on, practical work experience while working towards a recognised qualification."

We offer a variety of opportunities including: bricklaying, carpentry, general construction, groundworks, quantity surveying, design / construction management, civil engineering, estimating, planning, business administration and business support.

As outlined by five of our employees on the right, they are designed to ensure our people receive an enriching learning experience and grow their network, while in a permanent role, working to real deadlines, on live projects with experienced teams.

Joe Holmes
Trainee Assistant Site Manager



What attracted you to construction? I was attracted to construction due to the fact each day is considerably different especially working as a Trainee Assistant Site Manager. I found it appealing that you work with different people every day and that the job involves working both indoors and outdoors.

What does your role involve? It involves a lot of communication and organisation as things like our programme sequence proficiency and materials ordered are down to the site manager and me. It also involves a lot of learning; working on site, to me, is the best way to understand the sequence of build and what it consists of.

What do you enjoy most about working at Linden Homes? I enjoy working for Linden Homes as I am a part of a winning team. It's a challenging role and so it is great to come out the other side completing our targets - it gives me a great sense of achievement. I also enjoy my job specifically due to the complete difference a day can bring and the problem-solving my job entails.

Elanor Martin
Administration Assistant



What attracted you to construction? I've always had a bit of a fascination with construction - seeing things physically take shape and knowing what work goes into it. I wanted to be a part of that. I've loved the idea that I could go past a building or down a road and say "we did this".

What does your role involve? My role as an Administration Assistant varies widely from ordering office supplies, covering reception, doing expenses and archiving documents to registering our Highways employees on the Highways England safety passport scheme. I get to work with people in all areas of the company and in doing this I learn what hard work goes on behind the scenes in construction.

What do you enjoy most about working at Galliford Try? The people I work with. I have had endless support and have always felt like a valued part of the company. There are so many open doors for me to progress and learn and the people I work with as well as the company itself offers the help and encouragement to do this.

Courtney Phillips

Trainee Quantity Surveyor



What attracted you to construction? I have always had an interest in construction projects, specifically the financial management side. I have a family friend in the construction industry, who explained the variety of roles available and applied for a role.

What does your role involve? I manage subcontractor packages. This consists of compiling all the contract documents, monthly valuations, issuing site instructions and agreeing all variations and the final account. I enjoy getting out on site to check all works are carried out safely and correctly.

What do you enjoy most about working at Galliford Try? I relish the responsibility that has been given to me from day one. It has allowed me to develop my knowledge and confidence. The 'no blame' culture means that if I make a mistake while learning, I am not scrutinised and instead I have support and learn from mistakes. Everyone I have met at Galliford Try has been helpful and friendly, especially when getting help for my studies.

Josh Brown

Trainee Engineer



What attracted you to construction? I was attracted to construction because there are so many different routes you can take with a construction career so I knew there would be possibilities to find the right job for me within construction.

What does your role involve? Being a Trainee Engineer involves using different pieces of equipment such as Cat and Genny scanners, automatic levels and total stations to carry out various tasks. These tasks involve locating and marking out where underground services are, carrying out land surveys and marking out points for new kerbs for example.

What do you enjoy most about working at Galliford Try? The thing I enjoy most about working for Galliford Try is the people I am surrounded by. Everyone I work with is always friendly and welcoming from the moment I walk in to the moment I leave. Furthermore, my colleagues are always happy to help me if need be. There are also always new opportunities to meet new people like at the trainee and graduate welcome event.

Kyle Lindley

Construction Apprentice



What attracted you to construction? At school, I was always very practically minded and enjoyed the opportunity to build. I gained an NVQ in Joinery and also studied the necessary subjects to enable me to have a career in construction within a specialist sector. The Rail sector was a natural choice for me, as most of my family have worked within the industry and had rewarding careers within it.

What does your role involve? My day-to-day job consists of organising, motivating and supervising site operatives and subcontractors, carrying out inductions, site briefings of method statements and activities. I implement safety arrangements and manage programmes and key objectives to ensure the project is finished on time and to budget.

What do you enjoy most about working at Galliford Try? Working on exciting projects in a fast-paced environment. Galliford Try also has a great family feel. Not only have I gained great work colleagues, I have also made friends for life.



LET'S GET SOCIAL

Earlier this year, Construction & Investments and Partnerships & Regeneration took a digital leap into the world of social media, launching an official presence on LinkedIn and Twitter. While the move is a great plus for our business, it also gives you the chance to promote your projects and our business to your peers

Social media has been taking the world by storm for people, professionals and businesses alike for several years. Enabling people to share information and interests online and allowing them to interact with content by posting opinions on it or sharing it with others, it is now a staple part of daily life for many people.

Worldwide, there are around 2.5 billion social media users, with approximately 40 million of these residing in the UK. A captive audience like this gives a business like ours huge potential, as outlined on the right, enabling us to reach a vast audience with ease.

From a business perspective, the launch of social media allows us to easily share news and information from our business directly with people who register an interest in us by 'following' our profiles. It also means that our teams from Construction & Investments, Partnerships & Regeneration and Group Services can post their personal and professional success stories on LinkedIn and Twitter. You can also share news from Galliford Try, industry bodies and trade organisations as well as other interests you have. Just make sure that most significant news such as contract awards, project milestones for key projects, VIP visits or awards is first posted officially on the Galliford Try accounts.

BENEFITS



Increase brand awareness and loyalty

Social media makes it easy for stakeholders to find, connect and build relationships with us.



Improve image

We can share content such as news, photos and videos with our audiences that show what our business is about.



Aid staff recruitment

We can use social media to target and build relationships with potential candidates.



Real-time

We can gain information about our stakeholders and react in real-time.



Pin-point targeting

We can more easily target people with a common interest such as those in certain jobs.



Aid staff engagement

Social media can also help to improve how employees engage with Galliford Try.



DOs



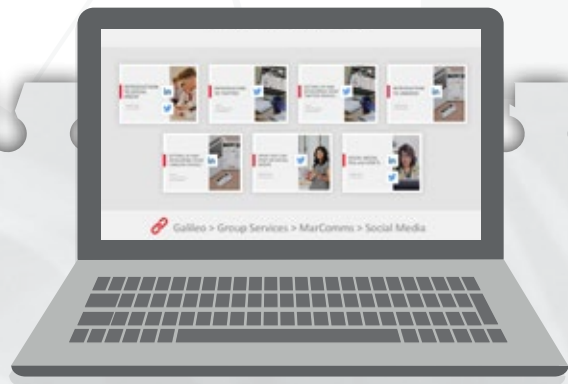
- ✓ DO familiarise yourself with our Social Media policy and our Code of Conduct.
- ✓ DO be aware of, and recognise, your responsibilities.
- ✓ DO set up your individual profile.
- ✓ DO make it clear that your opinions are your own.
- ✓ DO use a professional photo.
- ✓ DO remember that Group Marketing & Communications should be first to post key news.
- ✓ DO gain appropriate permissions when posting news.
- ✓ DO follow our official business profiles and accounts on social media.

DON'Ts



- ✗ DON'T set up new websites, blogs or social media accounts on behalf of any of our businesses.
- ✗ DON'T use a name or logo that associates you the business.
- ✗ DON'T respond to negative or offensive comments about our businesses.
- ✗ DON'T share internal information.

For the full dos and don'ts, refer to our Social Media policy.



Get involved

To help you get the most from social media and ensure you are always acting in accordance with company policy, a series of videos outlining what social media is, how it is used at Galliford Try, how to set up your account and dos and don'ts on social media have been created and are available to view on Galileo.

Anyone wishing to take part in social media and mention Galliford Try as their employer or comment on our activities will need to view the videos and understand the new Social Media policy before engaging online.

FOLLOW US TODAY

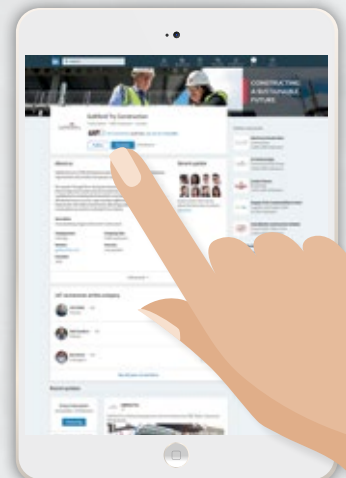
If you're already signed up to LinkedIn and Twitter, be sure to connect with us on our official accounts:

LinkedIn

- Galliford Try plc
- Galliford Try Partnerships
- Galliford Try Construction
- Morrison Construction

Twitter

- Galliford Try Construction @gallifordtry
- Galliford Try Partnerships @gtpartnerships
- Morrison Construction @morrisonbuilds



GET GDPR READY

The biggest change to data protection law in 20 years is afoot



ARE YOU DOING WHAT'S NEEDED TO PROTECT YOURSELF AND OUR COMPANY?

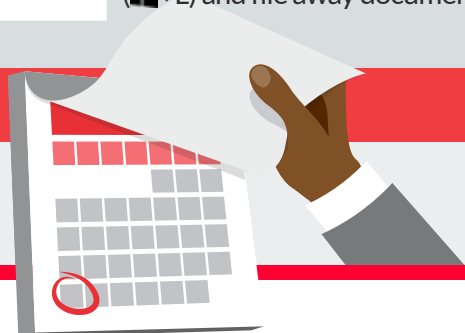
Under the General Data Protection Regulation it's more important than ever to process personal information lawfully, fairly and transparently. 'Personal data' can be anything where two pieces of data can be combined to identify an individual. This ranges from names, addresses, bank details, dates of birth, user IDs and location data but extends to even generic data and details about ethnic origins.

TO GET IN SHAPE FOR WHEN GDPR COMES:

	Only use authorised IT systems and be aware of IT security and other business policies.		Remember that you are responsible for keeping personal data safe and making sure we have permission to use it.
	Where possible, secure your data with a password. Always set a strong password and never share it.		Take extra care when sharing information – and make sure it's always sent to the right people.
	Only keep personal data for as long as necessary. Securely delete it if it is no longer required.		Beware of phishing scams and viruses. Double-check anything that looks suspicious and report it to IT.
	Don't leave sensitive information unattended, lock your computer screen (⊞+L) and file away documents securely.		Look out for the mandatory GDPR training module and make sure you complete it.

> **NEW REGULATION TAKES EFFECT 25 MAY 2018**

Please look out for more information on GDPR compliance on Galileo, Taleo and via email.



AT YOUR ASSISTANCE

Staff from Galliford Try have been gaining benefit as early members of the Executive and Personal Assistants Association (EPAA).

The organisation was founded two years ago to champion, promote and develop the PA and EA profession using

Infrastructure Division's Chesca Simmons with Julie Budd, who has been a keen advocate of EPAA along with her colleagues



a similar approach to other professional organisations such as the Institution of Civil Engineers and Royal Institution of Chartered Surveyors.

It offers three levels of membership – Affiliate, Member and Fellow – according to experience.

Among other things, EPAA offers a continuous professional development programme including book recommendations, webinars, podcasts and training days.

EPAA Fellow Jane Nield, from the Infrastructure Division, told *Evolve*: “As a result of membership I’ve benefited from networking at the EPAA’s Fellows’ conference, found a fresh enthusiasm for my role and been introduced to new, more efficient ways of working.”

She added: “I think it’s important too that potential newcomers to the profession realise that it’s not just for women in the same way that construction

is not solely a male occupation.”

Jane’s colleagues Chesca Simmons (Affiliate Member) and Julie Roblin (Fellow) have been promoting the role of the PA with schools and career days, using the ‘Not just a Girl’s Job’ motto, which parodies the construction industry’s ‘Not just a Boy’s Job’ campaign.

All three benefited from support from the business, which subject to approval, pays for yearly membership to the recognised and relevant professional association for staff.

“I’VE FOUND A FRESH ENTHUSIASM FOR MY ROLE AND BEEN INTRODUCED TO NEW, MORE EFFICIENT WAYS OF WORKING”

TRAVEL AND HOTEL BOOKING PORTAL LAUNCHED

Employees will now be able to book pre-authorised rail and air travel and hotel accommodation for work-related travel using Inntel, our new Group travel management company.

“BOOKING SERVICES WILL BE AVAILABLE VIA A PORTAL ON YOUR DESKTOP”

Inntel’s core service is to provide us with a ‘one-stop-shop’ for travel services ensuring we have access to the most cost-effective travel options, and helping us to get best value for money.

The advantage from your point of view

is that you will no longer have to pay for your travel yourself and claim back costs via expenses. Instead, any travel booked via Inntel will be invoiced directly back to your business unit.

All booking services will be available via a new Galliford Try travel portal which will

be accessible via your desktop.

To ensure you can benefit from Inntel, please look out for an email providing you with your unique booker ID number, followed by a second email giving you instructions on how to set-up your password.



LINDEN & PARTNERSHIPS SPONSOR HOUSEBUILDER MOUNTAIN MARATHON

Linden Homes and Partnerships & Regeneration are proud to announce that they are headline sponsors of a new and challenging charity event backed by the housing industry.

Through the event, teams will battle the rough terrain of Snowdonia, North Wales later this year, over a two-day period.

Around 40 teams of four to six people will look to complete 26.2 miles – marathon distance – across some of the UK’s most difficult ground. The challenge will be as much a mental one as a physical one but it hasn’t put people off signing up.

Along with other sponsors from the industry, Linden Homes and Partnerships are aiming to raise £100,000 for the Youth Adventure Trust.

The charity works with vulnerable young people aged 11 to 14 years old and gives them the opportunity to take part in a series of residential adventure camps which includes a range of activities, working in a team, and challenging themselves in a new



environment. The programme enables them to experience success, learn to go beyond their own expectations and grow in confidence.

Chief Executive Peter Truscott commented: “We’re delighted to be a sponsor of the Housebuilder Mountain Marathon. As soon as we heard about the event, we knew we had to get involved. It’s clear to see that the charity works tirelessly to help young people, give them new opportunities and help them realise their potential.

“The response from our staff has been overwhelming and we’re looking forward to a little friendly rivalry between our peers.”

CALLUM NAMED ‘CADET ADVOCATE OF THE YEAR’

Congratulations to Callum Finch of Highways who has been named ‘Cadet Advocate of the Year’ in the Industrial Cadets Awards. The recognition follows his success as ‘Cadet of the Year’ in last year’s inaugural awards.

The Industrial Cadets scheme provides workplace experiences that develop employability skills in young people. Callum joined the Highways team on such a placement at the Tollbar End scheme near Coventry three years ago and was taken on by Galliford Try as Apprentice Engineer on the Smart Motorways project.

Judges of his latest award were looking to recognise a cadet who promotes the programme by example and in practice. Callum received his award from HRH The Prince of Wales, who inspired the Industrial Cadets scheme, at the Institution of Engineering & Technology in London in early March.

Callum said: “It was a great honour to meet him and a privilege to receive the advocate award. I’ve enjoyed telling young people about the cadets scheme and the opportunities it presents and tried to inspire them to take it on. You get tremendous experience from being on site but can progress your education on the side and use it back on the job.”



Callum with Helen Nurrish, Employment and Skills Manager, Highways

“YOU GET TREMENDOUS EXPERIENCE FROM BEING ON SITE BUT CAN PROGRESS YOUR EDUCATION ON THE SIDE”

LEIGH IS *THE ONE* FOR MOTHER OF ALL CHALLENGES

Galliford Try Security Manager Leigh McLean joined forces with *The One Show* host Alex Jones and three other mums from across the UK to take part in 'Mother of all Challenges'.

The event formed part of Sport Relief, with the aim to raise awareness and funds for maternal health issues.

As part of the challenge, Leigh took part in five days of gruelling activities, including open water swimming in Loch Ness, hiking up Helvellyn, cycling across the Lake District and caving in South Wales. They finished with a marathon across the hilly Welsh coast to raise awareness of IVF.

Leigh said: "Being part of a team of mums and knowing that we were raising money for Sport Relief to support incredible causes made a massive difference. I'm not sure I would have been able to do this on my own, having the girls and Alex with me meant we were able to support each other."

You can still support Leigh and the other mums by visiting:

www.sportrelief.com/mums or by texting GIVE to 70205 for a £5 donation or GIVE to 70210 for a 10 donation. Alternatively, phone 03457 910 910.

From left: Matt LeBlanc and Chris Harris (*Top Gear* presenters); Mother of all Challenges team, consisting of Amal from Wimbledon, Debbie from Bristol, Jodi from Bristol and Leigh McLean; and, behind, *The One Show* hosts Alex Jones and Matt Baker



MARC KICKS OFF FUNDRAISING FOR PARTNERSHIPS' CHOSEN CHARITY

Director of Strategy and Projects for Partnerships & Regeneration, Marc Thompson, has become one of the first people in the business to announce his commitment to helping Partnerships hit its £50,000 fundraising target for its selected charity, World Child Cancer.

Marc is set to prove that there really is no mountain high enough to keep him from raising vital funds for the charity with a trek to the top of the High Atlas mountains in Morocco at the end of April.

The challenge will involve Marc climbing and scrambling over the huge boulders and rocks of northern Africa's tallest peak, Jebel Toubkal, which stands at an impressive 4,167m.

Marc said: "I am really looking forward to the expedition, especially trekking in Africa, meeting new people and reaching the summit but I know it is going to be tough. I have done some mountaineering challenges before in the UK and Europe and I like to think of myself as reasonably fit, but the altitude will be a serious challenge and one I haven't encountered before."

Partnerships & Regeneration Chief Executive Stephen Teagle added: "I am delighted that Marc has decided to undertake this

challenge to raise money for such an important cause. I hope many other people within the business will follow in Marc's footsteps – not necessarily literally – in helping raise funds for our charity of choice."

To support Marc you can make a donation and hear about his training and experience by visiting: <https://worldchildcancer.charitycheckout.co.uk/pf/marc-thompson>.





Time Out with **AMBER WILTSHIRE**

Evolve speaks to Amber Wiltshire, Customer Service Representative for Linden Homes South West, who used her volunteering leave to support Devon and Cornwall Police

Q Who did you volunteer for?

A I'm a Special Constable for Devon and Cornwall Police, covering and responding to calls within the Teignbridge area. I support the regular officers on duty and have the same responsibilities, powers and equipment. Like them, I respond to 999 calls, which can range from everything from carrying out arrests, acting on warrants, going to road traffic collisions and searching people and houses to dealing with sudden deaths, domestic issues and event security.

Q Why is this form of volunteering so important?

A Special Constables provide additional support to the regular officers who are all stretched to their full capacity and all have large workloads. This allows regular officers to concentrate on their specific workloads while the Specials are out and about, responding to calls and engaging with the public. Having more Special Constables means the number of officers on the frontline is increased and this provides the public with some reassurance that they are safe in their local environment.

Q Tell us about some of the most interesting work you've done.

A Every shift is always different; you never know what jobs you will be attending from one hour to the next. My first ever shift was the day of the Olympic torch passing on Shaldon Bridge. We were required to assist with the security of the event. Muse, the rock band, carried the torch for this passing and we got to meet them after the event. I was given a small silver Olympic coin medal as a token of thanks from the Prime Minister for my assistance in helping the event pass safely and securely. My second shift was completely different. I was dispatched to a concern for welfare job as a member of the public had not been

seen for a few days and their house looked to be insecure. Upon arrival, we found that the person had taken a drug overdose and had died in his property. It is challenging, but at the same time it is extremely rewarding.

Q What do you enjoy most about your role?

A You get a real sense of achievement after you have helped someone, when no one else was there to do so. Knowing that you have contributed to making someone's life a little better just by listening to them, referring them to specialist support agencies, or by acting against someone who was having a detrimental impact on their life is a great feeling.

Q How has Linden Homes supported you with your volunteering?

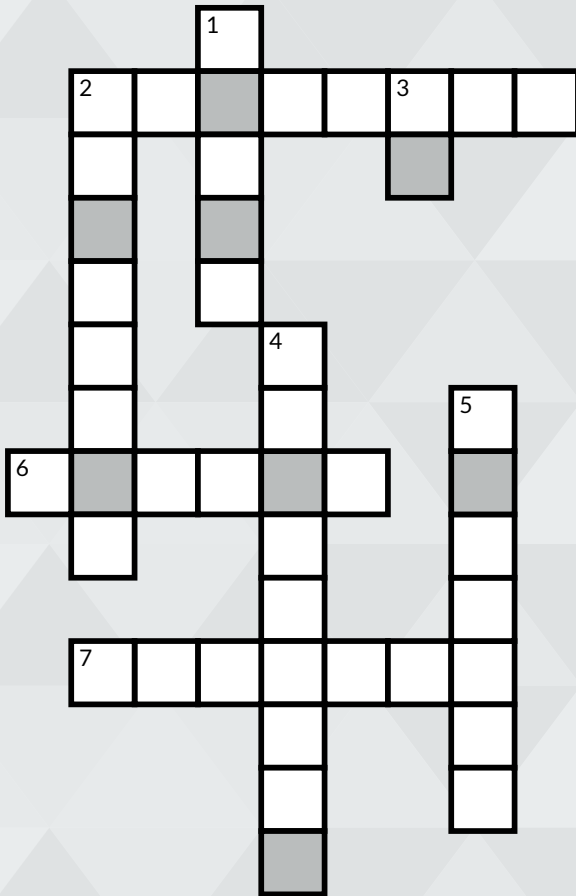
A As a Special Constable, I have a set number of minimum hours I need to do each month. Some months it is harder than others to achieve this, but with the two days' volunteering leave that Galliford Try offers, I have managed to utilise these on the months where I may have struggled to fit it in.

Everyone at Galliford Try is encouraged to take up to two days of paid leave for volunteering a year. Learn more by visiting: [Galileo > Group Services > HR > Employee Benefits > Paid Volunteering Days](#). Remember to log your time off as 'Special Paid Leave' in Oracle so we can add up all the good work we are doing as a business.



WIN £50 OF AMAZON VOUCHERS

We are giving you the chance to win £50 of Amazon vouchers by taking part in our competition. All you have to do is complete the crossword and tell us what the grey boxes spell once unscrambled: _____ (8). For a bit of help, refer to page 18).



CONGRATULATIONS TO...

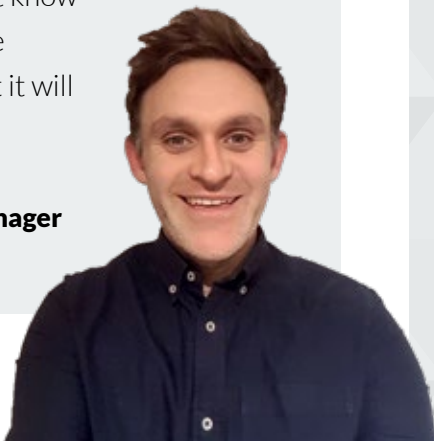
Neil Munro, Site Manager for Morrison Construction Highland

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

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

"I'm surprised that I won the crossword competition as this is the first time I have entered. I don't know what I will spend the vouchers on yet, but it will be something good."

Neil Munro, Site Manager



Across

- _____ (8) scams are malicious emails that try to steal account login details.
- A security _____ (6) leads to unauthorised disclosure of personal data.
- _____ (7) is required before being allowed to use somebody's personal data.

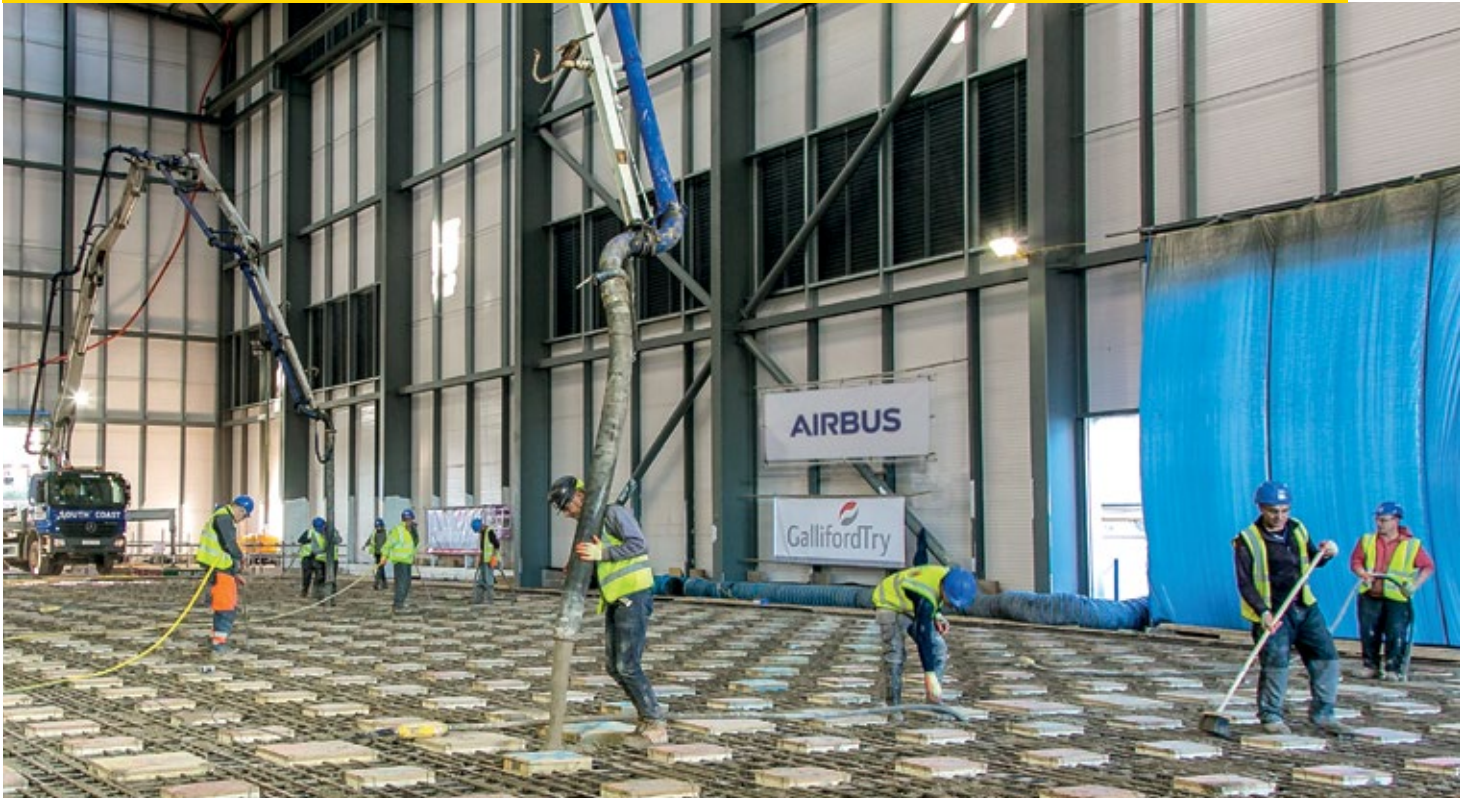
Down

- A _____ (5) is a type of malware that infects a computer.
- To protect data, you should have a strong _____ (8) and not share it with anyone.
- Only use authorised _____ (2) systems.
- Don't hold on to personal data for longer than _____ (9).
- Personal data must be securely _____ (7) once it is no longer needed.

Answers should be emailed to: evolve@gallifordtry.co.uk by 1 June 2018. The winner will be selected at random from all of the correct entries.



STRONG FLOOR POUR SUCCESS



Building West Midlands & South West undertook one of the UK's largest concrete pours for the 'strong floor' at the Airbus Wing Integration Centre (AWIC) project at Filton, near Bristol

The £40m facility will enable Airbus to perform structural tests on aircraft materials, components and large assemblies, including complete wings. The concrete floor will support a 220-tonne, 10m-high steel wall where structural test specimens will be attached to allow testing to take place.

The pour itself lasted a continuous 23-hour period, one hour under the scheduled 24. It required a lorryload of specially prepared concrete to arrive every six minutes to provide a constant supply to the pour and avoid any inconsistencies in the concrete. This demanded considerable logistical planning, co-ordinating lorries into and away from site, adjacent to a busy dual carriageway.

A total of 1,440 cubic metres was poured into the floor, which measures 40m by 18m, to a total depth of two metres. The steel

reinforcement amounted to a total of approximately 280 tonnes of rebar, estimated to be around 54 km laid end-to-end.

Senior Project Manager Jason Hunt said: "It's been a tremendous effort by all concerned to successfully complete this pour within the tight schedule we were working to. There were lots of potential risks involved, including the cold weather, but the whole team managed to work through them and achieve what we set out to.

"It's been a wonderful project to be part of so far and we now look forward to the rest of the build and completing this exciting building."

The AWIC facility is supported by the Aerospace Technology Institute (ATI), Department for Business, Energy and Industrial Strategy (BEIS) and Innovate UK.