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Your employee magazine



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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**  
Editor of Evolve



**Jesus Guede**  
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*,

There's been a lot going on around our businesses over the past quarter as demonstrated throughout this edition of *Evolve*.

As well as delivering the construction projects and housing and regeneration schemes that we are involved in, we've been going above and beyond for our clients, customers and communities.

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**“ONE OF THE BIGGEST ACHIEVEMENTS FOR OUR GROUP IN THE LAST QUARTER IS THE RAFT OF AWARDS WE’VE RECEIVED FOR OUR WORK IN WELLBEING”**

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In the first few weeks of March, we once again, opened up several of our sites to the public (page five) to showcase what a great industry we are to be part of, and encourage people from all walks of life to consider a career in our industry. We continued in a similar vein at hub South West when we joined them in their support for New College Lanarkshire's Females into Construction course (page nine). This is something I personally feel very passionate about so I was pleased to see the recognition we received from NextGeneration in the work we've done across diversity and inclusion - and we've only just started (page nine).

One of the biggest achievements for our Group in the last quarter is the raft of awards we've received for our work in wellbeing with our 'Be Well' campaign (page four). This is a huge area for our industry and beyond and I am proud that we are championing it across Galliford Try. Thank you all for the part you have played in it, because it is all of our responsibility to look out for and support each other.

We've also had significant awards success at the RICS, RIBA, Considerate Constructors and the Partnerships Awards (page 14) and this, again, is tremendous recognition of our expertise across a breadth of areas and across our businesses. Well done to everyone who's been involved in those schemes. I also want to congratulate Maria Butzi-Vogel for her nomination for a Women in Construction & Engineering Award, which is a fantastic achievement.



In terms of projects and initiatives, I'm pleased with the progress we have made with the Linden Collection (page 10), which forms a crucial part of our strategy to 2021, and Nick Salt from Infrastructure gives an update on where we are in Infrastructure (page 12), a hugely important part of our business.

All of you will also be aware of GDPR, having undertaken the training in May and June. It's worth taking a look at some of the changes that have been implemented across the Group as they will no doubt touch your operations (page 16). Remember, if you haven't already, do take part in our Great GDPR Quiz for your chance to win an iPad.

Thank you for your hard work and effort which make our company better every day.

Peter Truscott



Pictured far left: Galliford Try's David White with fellow speakers at the Mates in Mind wellbeing event

# WINNING IN WELLBEING

Just six months into launching our 'Be Well' programme, we've won 'Most Inspiring Mental Health Initiative' and 'Best Mental Health Strategy' as well as being asked to showcase our work to our peers in the industry

Our wellbeing programme has had early success, winning 'Most Inspiring Mental Health Initiative' at the Inspire Awards and 'Best Mental Health Strategy' at the Employee Benefit Awards.

The wins recognise our efforts in promoting wellbeing and mental health based on five themes of 'take notice', 'stay connected', 'keep learning', 'be active' and 'give back'. They follow on from a commendation for our approach from the British Safety Council earlier in the year.

As part of our programme and partnership with charity Mates in Mind, 32 mental health first aiders have been appointed across the business, as well as 60 internal Mates in Mind facilitators. More than 194 staff have attended our mindfulness workshops and 176 line managers have been trained in mental health awareness.

The programme also incorporates a comprehensive employee assistance programme, online health check tools, help lines, discounts on fitness products and general advice on reducing stress.

The most recent addition to the suite of resources is the Mental Fitness Blog, an online diary entry with submissions from all over the Group, that was launched for 'Time to Talk' day in February.

Both employees and guest contributors have written for the blog, each helping to start and continue the conversation about mental health. Our initial target is 1,000 conversations this year and we have had 495.

## STOPPING TO MAKE A CHANGE

Reinforcing the theme of wellbeing further, and following last year's success, we once again supported the industry-wide 'Stop.

Make Change' event, using it to focus on the key issues of plant safety and mental health through a stand down.

Across our Group, hundreds of people downed tools to spend time to discuss the issues of male suicide, anxiety, depression and stress - the number one cause of long-term sickness in the UK. A key theme was "it's ok not to be ok".

## SHOWCASING OUR APPROACH

Recognising the strides we have made, Mates in Mind invited Group Health, Safety & Sustainability Director David White to present our work in wellbeing to our peers.

## "IT HAS BEEN MADE A SUCCESS BY OUR PEOPLE"

Joined by HR's Claire Nealon, David said it was key to be brave and realistic, trust in the organisation's culture, engage people and lead by example.

Commenting on our success, Chief Executive Peter Truscott said: "Wellbeing is a hugely important area, not just for us and our industry but for wider society. I am proud of the example we have set in Galliford Try and beyond with 'Be Well'. It is the result of a lot of hard work and effort by our Health, Safety & Sustainability team and HR, but it has been made a success by our people."

# JOIN OUR WELLBEING NETWORK

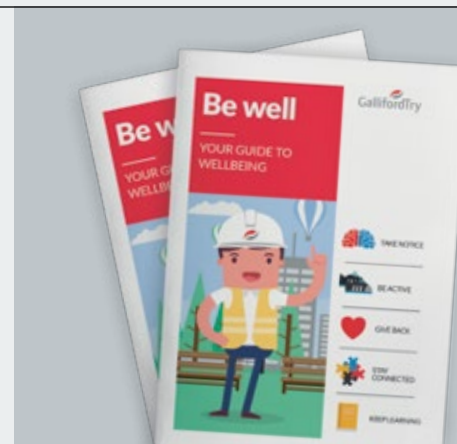
We're looking for two types of volunteers to join our wellbeing network.

**Wellbeing Champions** - you may consider becoming a champion if you have an interest in wellbeing and are willing to share our work on-site and in offices; participate in the Wellbeing Yammer Group and promote local initiatives.

**Mental Health First Aiders** - we want

to form a network of trained first aiders who can provide immediate support to those in crisis, signposting them to qualified counsellors, medical personnel or mental health support services and deal with immediate needs.

For more information, you can email: [wellbeing@gallifordtry.co.uk](mailto:wellbeing@gallifordtry.co.uk)





# OPENING DOORS TO OUR INDUSTRY

Sites from across all three of our businesses took part in the annual Open Doors week from 19-24 March, inspiring people across the UK to consider a career in construction

Almost 200 students from schools, colleges and universities, as well as members of the local community visited some of our most interesting and complex sites to gain an insight into our activities and the various career opportunities in construction.

At the Linden Homes site, The Orchards in Thornbury (*top right*), pupils from Sheiling School were able to try their hand at bricklaying, while elsewhere in the Bristol area, the Partnerships site at Stoke Gifford (*bottom right*) was a sell-out for all of its sessions.

*Pictured above at the St Andrew's*

Park site in Uxbridge, our own STEM (Science, Technology, Engineering and Mathematics) Ambassador Lucy Shirley delivered a targeted presentation on encouraging young women into construction to pupils from Douay Martyrs School.

The North Wales Police and Crime Commissioner, Arfon Jones, was among the visitors to the Building North West site at the Wrexham Eastern Command and Custody Facility, while *Construction News* visited our teams at Manchester Airport and St Paul's School in Paisley.

Some 26 Galliford Try sites took part in all, demonstrating the passion of our project teams for the work they are doing and the desire to open up construction as an industry with opportunities for all.

Megan McLeod, Early Careers Manager for Construction, who supported our involvement in the event said: "Encouraging people both young and old to look at career paths in construction and housebuilding is one of the key challenges for our sector and Open Doors is a great introduction for anybody to find out about the exciting work that we do."

# OBE FOR QUEENSFERRY CROSSING DIRECTOR

Michael Martin, former Project Director on the Queensferry Crossing, has been awarded an OBE in the Queen's Birthday Honours for services to the UK construction industry.

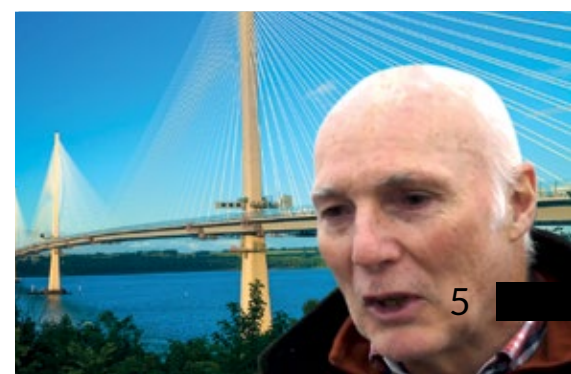
The veteran Scottish bridge builder came out of retirement to spearhead the completion of the £1.4bn Queensferry Crossing project halfway through construction when the then project director stood down in 2014.

Already an FCBC Board member representing Morrison Construction, Michael was well acquainted with the project.

The Carlisle-born construction chief joined Morrison Construction in 1980 until his first retirement in 2006. His distinguished career in global civil engineering has seen him working on many significant infrastructure projects with Morrison Construction and other companies. Among a variety of large projects at home and abroad, he perhaps has a particular track record in Scottish bridges, past projects on his CV numbering the Kessock, Dornoch and the smaller but no less challenging Kylesku Bridge.

Peter Truscott, Chief Executive, said: "The Queen's Honours list highlights

the positive impact members of the construction sector have on our nation. In a sector, where many work tirelessly and often without recognition, it is wonderful to see Michael selected for such an honour. It is thoroughly well-deserved and everyone at Galliford Try is delighted for him."



# NEWS IN BRIEF

## Highways hat-trick worth £157m

Our Highways business has been awarded a trio of contracts worth up to £157m in total. Highways England has awarded the team a £67m contract to design and construct a Smart Motorway scheme on the M56 between junctions 6 and 8 to the west of Manchester Airport. We have also secured a place on Lot 7 on Highways England's pavements framework for the North East, worth up to £40m over four years to us. Lincolnshire County Council has appointed us to undertake the second and third phases of the Lincoln Eastern Bypass scheme in a contract worth £55m.

## Building wins key office scheme

Building East Midlands has secured a £28m office development in Milton Keynes, with developer AW James. The scheme at 100 Avebury Boulevard will offer 140,000 sq ft of Category A accommodation over eight floors, as well as retail space.

# DREW SMITH MARKS FIRST ANNIVERSARY

Drew Smith is celebrating its first anniversary with us, having become part of our Partnerships & Regeneration business in May last year.

Complementing our offering and supporting our growth plans, the business has been established for more than 25 years. Through the team's excellent track record in residential contracting and development working with Registered Providers, local authorities, health care authorities and private clients, we have successfully grown our presence across Hampshire, Sussex and Dorset.

Stephen Teagle, Chief Executive of Partnerships & Regeneration, said: "I want to thank our team at Drew Smith for the significant contribution they have made to the business over the last year, including our new partnership with Eastleigh Borough Council for Horton Heath. I look forward to seeing Drew Smith continue to thrive alongside our other offices throughout the UK."



## Other key successes for Partnerships

- Liverpool Mutual Homes has appointed Partnerships North West to build 145 affordable homes on a key arterial route into the city centre. The £20m scheme, Edge Lane, will offer 107 apartments for Rent to Buy and 38 houses for shared ownership.
- Partnerships has entered into its first collaboration with Sigma Capital Group, a leading provider of Private Rented Sector (PRS) housing, in an arrangement that is envisaged to create many hundreds of PRS homes.
- Partnerships West Midlands has started work on Solihull Retirement Village for ExtraCare Charitable Trust (ECCT). Our eleventh scheme for ECCT, it will offer 261 apartments.
- Eastleigh Borough Council has appointed Partnerships as its project manager for the development of more than 1,400 new homes and associated infrastructure in Horton Heath.
- Work has started on the delivery of 72 affordable homes for older people at Enleigh North, part of the former Ministry of Defence (MoD) Enleigh site in Bath.



A set of artist-designed gates have been installed at Linden Homes Eastern's St Clements development in Bow, East London, to mark the redevelopment of the prestigious site. Designed by emerging artist Agnes Jones, the gates are the first pieces in a project of public artworks designed to engage the local community.

## READ MORE ON GALILEO

Keep up-to-date with news from around the Group by logging on to Galileo daily.





# QUESTIONS WITH...

## Graham Ford



The new Wrexham police station is one of the more unusual buildings currently being built by Galliford Try but the project has been about creating the right environment outside as much as inside for the officers and detainees. Project Manager Graham Ford explains

**Q** What's the scheme about?

**A** The Eastern Command and Custody Facility is bringing together a new centralised headquarters for North Wales Police in Llay just outside Wrexham. The new 8,600 sq m building will accommodate 248 police personnel across all their specialist teams, as well as housing up to 32 detainees in the custody cells, including specialised cells for vulnerable people.

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

**A** The site was built on a former industrial estate so obviously there was a certain amount of remediation required but what was more surprising was the amount of wildlife habitat that we have had to preserve as part of the planning permission.

There are of course, the ubiquitous protections in place for newts, including great crested ones, and we have created special new ponds to sustain them and other insects. We also have these rather ugly butterflies known as dingy skippers

here which are a particularly rare find that we have had to protect as well. There is a pair of tawny owls on site as well.

**Q** What has made this project stand out for you?

**A** I came to this building straight from the Holywell Learning Campus which had its own kind of cells! Joking aside, it has been fascinating and a real eye-opener to see the level of specification required to build areas like the custody suite and cells. We've had to find solutions all the way along the project such as ensuring that the cells have natural light but without windows and things like that.

**Q** What are you particularly proud of?

**A** As you can imagine, in a custody suite tempers can be running high and suspects can act in unpredictable ways. One of the more interesting design exercises was the construction of a dummy desk so we could ensure that it could not be easily scaled if a detainee lunged at the officer behind it. This basically involved

building the model and then jumping and throwing people at it, to make sure it was as safe as it could be!

On a more traditional note, I have been particularly pleased with the collaboration we have been able to maintain with the stakeholders. Both North Wales Police and the Police and Crime Commissioner for the area have been involved all the way through and the level of communication we have kept up has meant that the scheme has run as smoothly as it possibly can, particularly considering it is a politically sensitive project.

**“THIS BASICALLY INVOLVED BUILDING THE MODEL AND THEN JUMPING AND THROWING PEOPLE AT IT, TO MAKE SURE IT WAS AS SAFE AS IT COULD BE”**

## FIRST MINISTER OPENS £44M LARGS CAMPUS

First Minister Nicola Sturgeon officially opened the new £44m Largs Campus in North Ayrshire on 13 June.

The First Minister was joined by delegates including members of our team from Morrison Construction on a guided tour by pupils of the new campus following an opening ceremony.

The modern campus accommodates more than 2,000 pupils and features; two theatres, a gym hall believed to be the

biggest in the UK and art classrooms with balconies that enable outdoor working with views of the nearby coastline.

The ambitious project delivered by Morrison Construction with development partner hub South West, was handed over on time and on budget to North Ayrshire Council in March.

The primary schools incorporated into the new campus, Largs Primary and St Mary's, along with Early Years nurseries

have been enjoying the facilities since March. Secondary pupils from Largs Academy relocated to the new education facility in mid-April.

Morrison Construction Operations Director Allan Cunningham said: "It was wonderful to see the First Minister tour this fantastic campus and meet pupils and teachers who have been enjoying the state-of-the-art educational, arts and sporting facilities.

"Last year the First Minister opened the nearby £12m sportsScotland National Sports Training Centre Inverclyde, another Morrison Construction project that demonstrates our strong legacy in the Largs community.

"We are proud to have delivered this project that will provide a lasting benefit to the community and which positively impacted on the local economy by supporting 25 work placements, 13 apprentices and created 73 new jobs during construction."



## SUPPORTING GRACE'S SIGNS TO RAISE AWARENESS OF INVISIBLE DISABILITIES

Morrison Construction has shown support for the Grace's Signs campaign, which aims to raise awareness of 'invisible illnesses' to help users of accessible toilets.

The sign, which depicts two people with hearts standing either side of a wheelchair, has been installed in 20 locations at the new £32m West Calder High School project in West Lothian.

It is the idea of 13-year-old Grace Warnock, who was diagnosed with the bowel disease Crohn's at the age of nine. Having experienced hostility from passers-by when using accessible toilets, Grace believed it would encourage other people to "have a heart".

Morrison Construction Design Manager Allan Smith said: "West Lothian Council approached us about the possible use of Grace's Signs on the project to create the most inclusive school we could, benefiting pupils of all abilities who required accessible toilet facilities. After learning about Grace's Signs, we were more than

happy to support the campaign and we are currently planning a wider use and have plans to install the signs at our Wallyford Primary School project in East Lothian."

West Calder High School Headteacher Julie Calder with Grace Warnock and Allan Smith





# ENCOURAGING FEMALES INTO CONSTRUCTION



Backing the Group's commitment to promote careers in construction across genders, and as one of hub South West's main contracting partners, Morrison Construction is supporting the Females into Construction course, facilitated by New College Lanarkshire.

The course is specifically targeted towards females who might wish to access the construction industry through both traditional trade and professional careers routes. It has no formal entry requirements and invites 16 female pupils to study for a National 5 qualification in Construction Crafts, after which students can progress to pre-apprenticeships or follow a route of higher national certificate level.

Morrison Construction Community Skills Manager Jim Johnstone said: "We are proud to be part of this great initiative to help encourage more women into our industry and we are excited to showcase the wide variety of careers that are available in construction.

"Diversity in the workforce will only make our industry stronger as it encourages greater creativity and collaboration in the workplace."

# INNOVATION WIN FOR DIVERSITY & INCLUSION

NextGeneration, which benchmarks the sustainability of the UK's largest homebuilders based on a range of sustainability criteria, presented Linden Homes and Partnerships with its Innovation Award for going "far beyond" the criteria used for the benchmark.

As a Group, we were recognised for implementing a number of initiatives to address the significant skills shortage in the industry and realising the need to attract a more diverse range of people into it.

Our programme included training employees to undertake 'Fairness, inclusion and respect ambassador' roles; sponsoring Women in Property and the Women in Construction Summit 2017; supporting 'Forward Ladies' by contributing to their Women in STEM Research Survey 2017; launching PPE specific for females and creating a women's

network to discuss how to attract and retain females in the industry.

Tom Nicholson, Divisional Chairman at Linden Homes, said: "We actively work to encourage women into the sector from all walks of life and a variety of backgrounds and have taken a number of steps to address the broader inclusion agenda,

including becoming a Disability Confident Employer, increasing our recruitment of graduates and trainees, joining the 5% club and signing the Armed Forces Corporate Covenant. We are delighted to have won this award and look forward to making further progress in this key area for our industry."



# LINDEN COLLECTION UPDATE

Since its inception, standardisation has brought about a great deal of change and benefit in Linden Homes, largely in the form of standardised housetypes

Standardisation has been the major focus for Linden Homes over the last two years, with all departments streamlining processes and procedures to ensure we are all working to best practice and working in the most efficient way.

One of the most significant changes is the introduction of the Linden Collection, a set of 23 homes comprising two, three, four and five-bedroom houses. The Linden Collection is an evolution of the Linden Homes Layouts (LHLs), delivering an even more efficient and more desirable product.

Its aim is to build on the success and learnings from the LHLs to more effectively and efficiently plot homes on a development, maximising space and layouts in the most effective way possible, catering for family living and reducing the build programmes.

Tom Nicholson, Divisional Chairman for Linden Homes, commented: "The introduction of the Linden Collection has been instrumental in delivering the main focus of our strategy to 2021. We are ahead of schedule in targeting 80% standard product across the business units, something which our teams should be very proud of. This will also allow us to maintain a controlled growth in both new and existing geographies."

## KEY FACTS:

- We set a target for 80% of our homes to use the Linden Collection and within 18 months of launch have 84% standard types in terms of planning applications.
- We have 2,810 Linden Collection homes in the production pipeline as of January 2017, with 218 of these in build from the beginning of the year.
- The most popular housetype is the three-bed Eveleigh, with 520 in planning and 67 in production.

## Why buy a new Linden home?

On average, new homes built in England and Wales today are 65% more energy efficient than a Victorian house of the same style. We use a series of innovative designs that mean on average they use 30%\* less water than older properties which coupled with the energy saving appliances, efficient boilers and insulation, our Linden homes are roughly 50% cheaper to run than an equivalent Victorian house.

This together with the range of incentives we offer, like Part Exchange, Help to Buy and Assisted Move, make the decision for our buyers that bit easier.

The cost of upgrading an older house can average at £45,000. With home buyers being more savvy in terms of how energy efficient our homes are, and people keen to avoid expensive and time-consuming DIY projects, buying a new Linden home is an attractive choice. Don't forget that all staff across our Group can receive a discount of up to 3% on the asking price, as detailed on Galileo.



An example of how the Linden Collection has increased output is the Copperfields development in Matton, where a 3.87% improvement in margin on the 66 plots that were replanned, has been achieved. The build costs saved totalled €300,000.



**SO, WHAT'S IT WORTH TO ME?**

New homes currently built in the UK are roughly 50% cheaper to run per year than the equivalent Victorian house. That could mean an annual saving for a four-bed detached house of £1,410.



**MORE THAN MEETS THE EYE?**

The cost of upgrading an old home to new build specifications is nearly £45,000.

\*HBF Why Buy New Guide 2016.



# BUILDING ON OUR STRENGTHS

Nick Salt was appointed Managing Director of our Infrastructure division last September. So, how has he been reshaping the business, and what is on the horizon? *Evolve* finds out

Nick Salt is a man with a plan. Having taken the reins at the Infrastructure division last summer, he is now putting into place his strategy to take the business forward in an ever-changing external environment.

Nick came to Galliford Try with Miller Construction as part of the 2014 acquisition, and most recently headed up what was then the Rail, Aviation and Environment business. As a result, he came to the role with a strong understanding of where the business stood.

“We’re already in the right markets where clients are investing and we have an opportunity to build on the good work already done, rather than trying to push on from a standing start,” he says.

The balance in the Infrastructure division has changed, however, with greater investment by the Government in selected transport enhancement programmes where the business had previously been less prominent.

To reflect this, Nick implemented a new structure, comprising

four business units: Highways; Rail & Aviation; Environment and Scotland & International (see right), each of which now lead on work winning in their respective sectors while the division continues to pool resources for strategically important bids.

“The response from the business has been very encouraging,” he says, “and, now, with this renewed focus, we aim to increase our market share in the regulated transport sector which is where I see the greatest potential for growth - so Highways, Rail and Aviation. Here, there is a huge opportunity to enhance facilities for the travelling public and increase capacity for the UK.

“We must, however, retain the strong positions we have in other sectors, where we have a core offering and several major programmes and frameworks.”

Although Nick is determined to meet the challenge of growing the business, he is acutely aware of the importance of following the wider strategy set for Construction & Investments.

“We are not pursuing growth at any cost,” he says. “We want to be far more disciplined, better understand risks from the outset, price accordingly and manage that risk better during the delivery of projects. Our goal is greater and more predictable profitability.”

As far as risk management is concerned, Nick believes that while strong client relationships will always play their part, particularly through our frameworks, we need to stay closer to the fundamentals of contract procedure to ensure we receive our full entitlement, especially where we collaborate with clients assisting



## HIGHWAYS

**Managing Director:** Duncan Elliot

**Outlook:** Significant amount of divisional growth to come from this sector by increasing work with Highways England

- Smart Motorways framework ongoing and recently won a scheme on the M56
- Bidding the Regional Investment Programme and keen to develop local authorities business by working across more regions via frameworks.



## ENVIRONMENT

**Managing Director:** Ian Jones

**Outlook:** Unit covers flood management, coastal defence, security, telecoms and energy

- Negotiating to secure work under AMP7 with existing clients Southern Water and Yorkshire Water and potential new client, Severn Trent
- Strong opportunity for growth in Security, particularly within defence sector where we're well established
- Continuing to pursue selected civils opportunities within energy sector.



## RAIL & AVIATION

**Managing Director:** Chris Scoffield

**Outlook:** Aiming to broaden client base as demonstrated by recent new rail business from Nexus

- Also targeting developer clients with projects that have rail interface
- Keen to expand our defence presence in Aviation on the back of scheme at RAF Marham and will benefit from expansion of Manchester and Stansted airports.



## SCOTLAND INFRASTRUCTURE & INTERNATIONAL

**Managing Director:** Jim Steele

**Outlook:** Continue to pursue selected opportunities with right terms and risk profile within highways, railways and airports

- Under International, looking at further opportunities in Falkland Islands and with other overseas British territories. Current projects include work for Ministry of Defence in the Outer Hebrides.

them with changes in the scope of work we deliver.

"We'll continue to maintain the excellent customer relationships we have - and, indeed Delivering Excellence, our framework for client satisfaction, will drive this, but this new approach will result in a more predictable and better outcome for both our customers and us in terms of cash flow and profit.

"Ultimately, what we want to do is improve the strength and understanding of our brand, capability and capacity among our client base so that we're considered a top-five infrastructure player."

Building great relationships in this way is reliant on having great people working for our business, enthused and informed about their role within the team. Nick is absolutely clear that for him, people are at the heart of Galliford Try.

He explains: "We want to be that values-driven, progressive, people-orientated company and we have been working on creating an internal environment that embraces greater diversity and remains inclusive, attracting the brightest and the best who want to work for a business that believes in the social value we create.

"Developing talent from within and recognising stand-out performance are other themes of mine," he expands. "That and creating a more agile working environment that gives our teams more flexibility in when, where and how they work.

"We're also a little stereotypical when considering what skills are needed for different roles. We should welcome more behavioural, softer skills rather than simply prioritising technical ability."

In a similar vein, Nick also believes in taking a leadership role among our peers on the issues of health and wellbeing for our staff.

"This will be an area of focus over the next few years, especially the way in which we extend the support provided in these areas to the workforce at site level. We've already made a good start with the work we are doing through Be Well, as seen on page four."

While current initiatives will help make Galliford Try a more attractive place to work, Nick believes the real buzz around the business will be created by delivering on the strategies that have been set out by the Construction & Investments team, which are fully backed in Infrastructure.

"Galliford Try is a really exciting place to be right now," he concludes. "We have a clear strategy to retain what's good, improve where we can and deliver against our targets. We've made some great progress against that already. If we keep on going the way we have set out, I've no doubt we will meet all of our ambitions."





# AWARD-WINNING TEAMS

*Celebrating further award wins*



## GEQ CLAIMS AWARDS DOUBLE

Partnerships London's Great Eastern Quays project, also known as Royal Albert Wharf, claimed two major awards in a week, winning the London region 'Residential Project of the Year' at the RICS Awards, as well as a RIBA London Award.

Developed for Notting Hill-Genesis, phase one of Royal Albert Wharf includes 350 new high-quality mixed-tenure homes within three blocks.

Stuart Brodie, Managing Director of Partnerships London, said: "It is particularly rewarding when our hard work is recognised with such highly-regarded awards, even more so when you consider the calibre of entries we were up against. RICS and RIBA are two of the most esteemed bodies within our industry and their stamp of approval is true testament to the quality of our work."



## 29 NATIONAL CCS AWARDS IN THE BAG

Our Group received recognition at the Considerate Constructors Scheme (CCS) National Site Awards with 29 wins including, eight Gold, 10 Silver and 11 Bronze prizes.

The awards celebrate the highest-scoring sites from the CCS accreditation process, which assesses site teams for their contribution to improving the image of construction. The scheme looks at the measures put in place by a site to be more considerate towards local neighbourhoods

and the public, the workforce and the environment.

Peter Truscott, Chief Executive, said: "We are a committed partner of CCS which has done a lot of good in improving the image of construction over the past 20 years. Creating a positive impact on communities is important, not just in terms of our contribution to the built environment, but also the way we can engage for the better while we are working within them."

# LABC PRIZES IN SOUTH WEST AND SOUTH

Partnerships South West scooped two awards for the extra care scheme Quayside in Totnes at the regional LABC (Local Authority Building Control) Awards.

Having been nominated in five categories, the team, *pictured left*, scooped 'Best Large Commercial Project' and 'Best Specialist Residential Development' for the £11.3m scheme.

Developed for Guinness Partnership, Quayside combines 60 extra care apartments with a suite of communal facilities, providing dementia-friendly independent living for the over 55s.

In the LABC's Dorset Awards, meanwhile, Senior Site Manager Jason Llewellyn won 'Best Site Agent' for Victory Oak in Ringwood, while the scheme itself

claimed 'Best Social Housing Development'.

This was the first year that all the Building Control Authorities throughout Dorset took part, making the triumph all the more significant for Drew Smith.

The 210-unit development comprised the redevelopment of the former 'St Leonards Hospital' project for Sovereign Housing.

## DOUBLE WIN FOR INVESTMENTS AT PARTNERSHIPS AWARDS

Galliford Try scooped two awards at the 2018 Partnerships Awards, the largest event for Public Private Partnerships.

The Hub South East team, with Galliford Try Investments as the main private sector shareholder, won Gold award for 'Sponsor/ Developer of the Year', recognising the team's consistently high performance.

In addition, the West Calder High School project took home Silver for 'Best Social Infrastructure'. The project is

being delivered through Hub South East Scotland, with Morrison Construction appointed as Tier 1 Contractor, Galliford Try Facilities Management as FM provider and Galliford Try Investments as the main private sector investor.

Meanwhile, East Lothian Community Hospital was shortlisted as 'Best Financial Structure Category' and the Hub North Foresterhill and Inverurie Healthcare projects were finalists for 'Best Healthcare'.

"To come away with two awards on the night is a fantastic achievement. I'm sure this won't be the last award the innovative West Calder project will win and for Hub South East to win Gold for Sponsor/Developer in an international award ceremony is a brilliant achievement. It is great recognition by our peers in the industry of the work being done by our team. Well done to all those involved and keep up the good work."

**Mark Baxter, Managing Director of Galliford Try Investments**

In another excellent year for the Group, we claimed eight Gold prizes, 10 Silver and 11 Bronze.



### GOLD WINNERS

- Smart Motorways
- Anderson High School
- East Street
- St Vincent's Walk
- Anchorage House
- A611 access site
- Croydon University Hospital
- Tornagrain Pump Away scheme - Phase 2



### SILVER WINNERS

- University of Stirling – INTO Academic centre
- Kirn Primary School
- Tornagrain Pump Away scheme - Phase 1
- Middlesbrough Street Lighting
- Hull biomass plant
- Tile Hill Dementia Care
- Arden Quarter
- Forbury Place
- 50/60 Station Road
- RNAS Yeovilton



### BRONZE WINNERS

- Hambrook House
- Godiva Place
- Our City, Our River
- Hughenden Gardens
- Greenfaulds High School
- Redcliff Quarter
- Southampton New Arts Centre
- Ditton Park Academy
- Wingfield Primary School
- Queen Mary's Hospital
- Royal Birmingham Conservatoire

# TAKING THE 'ARGH' OUT OF GDPR

New General Data Protection Regulation (GDPR) came into effect on 25 May, marking a huge change in the way companies like ours deal with personal data. *Evolve* learns about its wide-reaching effects and the role everyone has to play to achieve compliance

GDPR is a huge change for companies like ours covering the way we deal with personal data, how we record and store data, how we make sure that data is accurate and how we use that data moving forward.

It concerns both the way we as a business safeguard employee information, but also that of our clients and customers, our partners, supply chain, and the communities we serve.

Over the past 18 months, Construction & Investments, Partnerships & Regeneration and Linden Homes have been working collaboratively with Group and the other parts of the business to interpret the new GDPR and the necessary changes to our processes to ensure compliance is achieved. Much has already been put into action, but GDPR will be an ongoing process, as outlined to the right.

## THINGS WE'VE DONE



- ✓ Launched an online e-training course for all staff with toolbox talks for offline staff.
- ✓ Launched a new section on Galileo relating specifically to GDPR.
- ✓ Completed the Data Catalogue which logs all our all personal data processes across the Group.
- ✓ Updated our HR policies and IT Security Policy to reflect the changes in GDPR and uploaded them into the BMS.
- ✓ Updated our SSC, Legal and HS&E policies to reflect the changes in GDPR and uploaded them into the BMS.
- ✓ Created Privacy Notices on our websites to show people how we deal with their personal information when they make contact with us or use one of our services.
- ✓ Updated the Subject Access Request (SAR) process for Linden and Group to reflect the additional obligations under GDPR.
- ✓ Created a Personal Data Breach Management policy (see BMS) to outline our actions in the event of a data breach.
- ✓ Engaged with customers/clients to capture re-consents for marketing, and also informed them that we have updated our Privacy Policy.
- ✓ Completed a Data Retention Policy and finalised a Data Privacy Impact Assessment (DPIA) process.
- ✓ Set up a Data Protection Officer mailbox for GDPR queries: [dpo@gallifordtry.co.uk](mailto:dpo@gallifordtry.co.uk)



## WORK IN PROGRESS



Updating contracts from across the business with GDPR specific clauses. This includes data sharing agreement templates for subcontractors.



Deleting old personal information from hard copies and IT systems.



Finding a solution for marketing communications to ensure we are compliant going forward.



Creating a master compliance document to show at a high level how we maintain compliance with all 50 articles of the regulations.



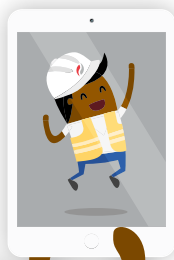
Taking into account additional requirements for IT system audits and business control audits in the Internal Audit plan.

## Hurry to win an iPad



To mark our commitment to complying with GDPR, we have launched our very own Great GDPR Quiz.

To access the quiz, visit Galileo and search 'scratch card' by 30 June for the chance to win an iPad. For every entry we receive, we'll donate £1 to CRASH, which assists homelessness and hospice charities with construction-related projects.



## GDPR COMMITTEE

For your GDPR-related questions and queries, please contact your business representative, or visit the relevant sections on Galileo.



**Mark Cotton**  
Chair



**Rob Kinson**  
Group Services representative and Co-chair



**Vikki Skene**  
Construction & Investments representative



**Sarah Littleford**  
Partnerships & Regeneration representative



**Vicky Cullen**  
Linden Homes representative



**Richard Tuffin**  
Legal representative



**Phil Tompkins**  
Risk and Internal Audit Representative



### GDPR guidance

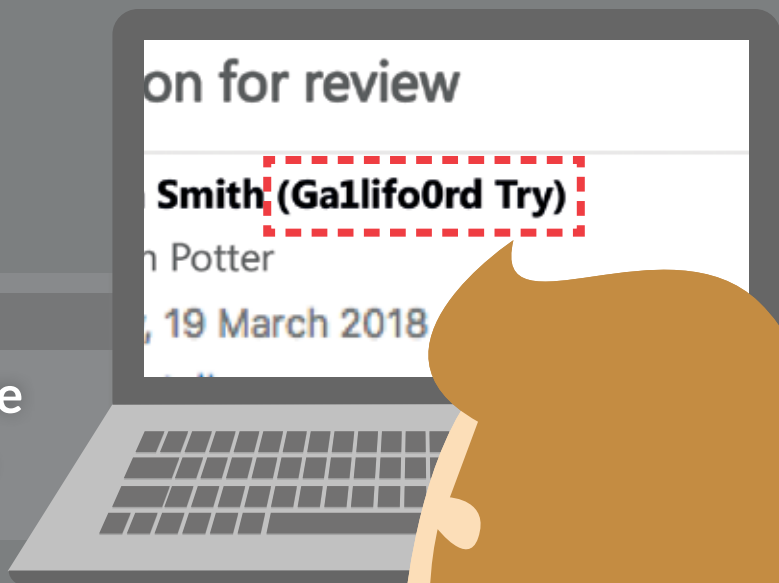
Visit: Galileo > Group Services > IT > GDPR.



### IT security

Visit: Galileo > Group Services > IT > IT Security.

# LOOK AGAIN



Email scams are far more sophisticated than they used to be... they're great at mimicking real content...

## BEWARE OF FAKE/SCAM EMAILS



...Give them a second look before clicking on any links. They could be phishing for your details.



### IT'S ALL PART OF DOING THE RIGHT THING

Report security breaches to your line manager and the IT Help Desk.



# SUPPLY CHAIN

## Lunch & Learn

Group Procurement has introduced a series of Supply Chain Lunch & Learn forums to give our teams an insight into how our supply chain partners can benefit us. Kristian O'Brien, Group Procurement Supply Chain Manager for Building, explains



**Q** What is a Supply Chain Lunch & Learn?

**A** At its simplest, it is a learning event carried out in collaboration with our preferred suppliers. We work with the business units to identify a topic of interest and then invite a member of our preferred suppliers to present the Lunch & Learn. We hold the event at lunchtimes because it's the time of the day when individuals are most likely to take a break from their everyday activities.

**Q** What's the aim of the Lunch & Learn sessions?

**A** We hope to tell you something that you don't already know, such as the added value our supply chain can bring to our projects, along with a better understanding of the products and services they offer including guidance on the benefits of their

guarantees in conjunction with legislation and regulations, and certification.

For those maintaining professional accreditations, some of the Lunch & Learn events count as one hour towards CPD (Continuing Professional Development) training and all attendees receive a certificate as proof of attendance.

**Q** How can staff find out what sessions are on and join one?

**A** We intend to hold the events every four to six weeks. Events will be published on the Galileo homepage. They are hosted from our offices and staff from that office can attend. To reach a wider audience, we use WebEx and audio conferencing. We also record each event, ensuring the presentation is available for those who are unable to attend the presentation either live or online.

**Q** What's the feedback been so far?

**A** Feedback has been positive. Those who have participated have found the sessions beneficial and relevant. This has resulted in further involvement from our supply chain on tenders and live schemes ensuring we benefit from the added value they can bring.

**“SOME OF THE LUNCH & LEARN EVENTS COUNT AS ONE HOUR TOWARDS CPD TRAINING”**

## CONGRATS MARIA!

### Partnerships Site Manager Maria Butzki-Vogel was shortlisted for a Women in Construction & Engineering Award

Maria Butzki-Vogel, a Site Manager with Partnerships London, was a finalist at this year’s European Women in Construction & Engineering (WICE) Awards.

Maria, who works at Partnerships’ Great Eastern Quays development, was nominated as ‘Best Woman Contractor’ at the prestigious awards, which are designed to make the construction and engineering industries more enticing to women.

Maria’s construction career started after she moved to the UK from Zimbabwe in 2000. Since then she has worked for a number of large construction firms as well as Newham Council. Despite the challenges of the recession, Maria continued to progress her career, seizing every training opportunity that she could, before joining Partnerships & Regeneration this year.



Commenting on the award, Maria said: “As a young woman growing up in Zimbabwe, if you told me that 30 years later I’d be working on one of London’s major construction projects valued at more than £100m, then I wouldn’t have believed you. The most important lesson I’ve learned is that being a woman is no barrier to a career in construction, and neither is age.”

Stuart Brodie, Managing Director of Partnerships London, added: “We are extremely proud of Maria for reaching the finals of this year’s WICE Awards. Her career to date has been truly remarkable and her determination to progress and succeed in the career she loves is an inspiration to all of us. We are delighted to call her a colleague and congratulate her for all of her efforts.”

## SUSTAINABILITY TEAM PRACTICES WHAT IT PREACHES WITH BEACH CLEAN

Members from the Health, Safety & Sustainability (HS&S) team rolled up their sleeves to take part in a clean-up operation at Whitehaven beach in April.

Led by Group HS&S Director David White, a team of seven covered an area of 100m by 25m. As part of a collective effort with other volunteers, they removed 296 items from the beach, with items ranging from plastic and polystyrene to glass, paper, and sanitary and medical waste.

They booked into the beach clean volunteering session through ‘Beach Watch’, a national beach clean and litter survey programme led by the Marine Conservation Society and additionally made a pledge to try to use re-useable containers for water and takeaway coffees and reuse plastic bags.

Speaking on behalf of the team, Vicky Wilson, said: “We appreciate that marine wildlife is under threat from the waste and litter in our seas and we wanted to play our part in helping to clean up our oceans and reduce the impact of our plastic waste.



*Pictured at the beach clean with other volunteers are David White (Group HS&S Director); Mike Webb (Head of Group HS&S); John Morrison (Regional HS&S Manager, Scotland); Graham Summersgill (Regional HS&S Manager, North); Richard Scott (Regional HS&S Manager, Central & South West); Sally Glimstead (Head of H&S, Linden Homes) and Vicky Wilson (PA to David White)*

“It’s a small contribution towards reducing the amount of plastic waste generated, and hopefully raises some awareness of not only how much plastic we use, but also how we can use our volunteering days to do something about it.”

She added: “We had a great day and it was a great team building exercise too.”

# FROM CAPITAL TO COAST

A team of four from the Stafford office took on the London to Brighton Challenge, a 100km walk from capital to coast walk in support of the Staffordshire Search and Rescue Team (SSART).

Marie Drennan, Adrian Jaques, Tim Speakman and Rhys Brown, self-named as "Galliford Tried and Tested" crossed the start line in Richmond at 8.30am on the 26 May, joining some 2,000 participants from across the UK.

They walked through the day and night along paths over the North and South Downs for 29 hours and 34 minutes, finally crossing the finish line at 2:04pm the next day at Brighton Racecourse.

Marie, Mechanical Engineer for Galliford Try Infrastructure Water, said: "The challenge was tough. It was a very warm day - and night. During the night section of the walk we were guided by glow sticks, headlamps and lightening - luckily we escaped the rain. We encountered lots of stiles, lots of mud and a lot of climbing but it was all worth it once we made it to Brighton Racecourse."

The team has raised £2,678 towards their target of £10,000 so far on behalf of SSART. If you would like to sponsor them, please visit: <https://mydonate.bt.com/fundraisers/gallifordtriedandtested> or email Marie.



*Pictured from left: Rhys Brown, Marie Drennan, Adrian Jaques and Tim Speakman*

## LINDEN HOMES SOUTH WEST RAISES £24,000 FOR LOCAL NEO-NATAL UNITS

Linden Homes South West's annual charity golf day raised an impressive £24,000 for Torbay Hospital's Special Care Baby Unit and the Royal Devon and Exeter Hospital's Neonatal Unit.

Key stakeholders were invited to the event where they played golf at Torquay's 18-hole golf course. There was also a putting competition, a raffle and an auction, where one of the prizes was a framed picture donated by Torbay Hospital, which was created by a local artist using baby footprints.

Bradley Davison, Managing Director for South West, said: "We are delighted that the event was such a resounding success. We managed to raise a huge sum of money for two very worthwhile causes and it was good fun for everyone involved."

Around 60,000 babies are born in the South West every year and up to 10% may require care from the neonatal units across the region.

Sue Prosser, Senior Nurse at the Royal Devon and Exeter Hospital, said: "We have 26 cots at the unit and provide different levels of care depending on the needs of the baby, including intensive care, high dependency care, special care and transitional care.

"£12,000 each is a fantastic sum and we are incredibly grateful

for the support. Donations like this will enable us to progress our larger projects and help premature babies and their families. We cannot thank Linden Homes enough."

Bradley added: "This was our fifth charity golf day as a company and we've now raised over £100,000 for local charities including: Rowcroft Hospice, Devon and Cornwall Air Ambulance Trust, Children's Hospice South West, Footsteps for Louie, Torbay Holiday Helpers Network and the East Devon and Exeter Motor Neurone Disease Association. We look forward to the next golf day."





# Tea-break with JOANNA FARNSWORTH

Having worked as a quantity surveyor for more than 20 years, Partnerships & Regeneration's Joanna Farnsworth's experience, knowledge and passion for the construction industry have led to her being appointed to the regional RICS Board for East of England

**Q** Congratulations, Joanna. How do you feel about your appointment to the RICS (Royal Institution of Chartered Surveyors) regional board?

**A** I am absolutely thrilled and really believe that this appointment will allow me to continue to work to inspire people to get involved in the construction industry. I am very proud to be flying the flag for Partnerships & Regeneration, as one of the UK's fastest growing regeneration businesses.

**Q** What does your role on the RICS regional Board involve?

**A** It's a wide-ranging role but it will include influencing and promoting standards and regulation, representing, organising and attending events, providing updates and training for members and promoting trust within the profession. An important part of the work will be promoting the 'Pledge 150' campaign, which celebrates the 150th year of RICS and raises funds to build housing and provide opportunities for young homeless people across the UK.

**Q** How did you first become interested and what skills did you have to demonstrate?

**A** I have been chartered since 2010 and had to demonstrate and evidence the skills and experience gained through my career within the industry. Since qualifying, I have helped a number of candidates through the assessment process through to chartered membership and this has inspired me to continue my professional journey and work towards fellowship.

**Q** Between RICS and Partnerships & Regeneration, what are we doing to inspire the next generation of surveyors?

**A** I have represented the business and the RICS at events such as the Inspire Summit for Women in Construction and the RICS World Built Environment Summit as well as supporting and advising APC (Assessment of Professional Competence) candidates. Both personally and as a business, we have spoken to students who may not have considered construction as a career, sharing with them what an exciting, challenging and rewarding career it is. I have had several work experience students, apprentices and graduates working with me at Partnerships and we have identified some talented individuals who have since joined the business and are starting their careers.

**Q** How else can we open up our industry to a more diverse talent pool?

**A** We are all visible role models; often individuals have a preconceived idea about the type of person that would work in our industry, seeing someone they can relate to doing the job is sometimes all the inspiration they need – you can't be what you can't see. Every one of us, no matter what our background, should share our story; I was the first person in my family to come into the industry.

**Q** What do you enjoy most about your role at Partnerships?

**A** For me, the built environment is all about people - the people who live in and use the apartments, houses, schools, hospitals, offices and roads that we build. It is about the people that come together to make these projects a reality. I really enjoy being part of the Partnerships team and working with such great people.

# WIN £50 OF 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 fit the words below into the crossword and tell us what the grey boxes spell once unscrambled:

\_\_\_\_\_ (9).

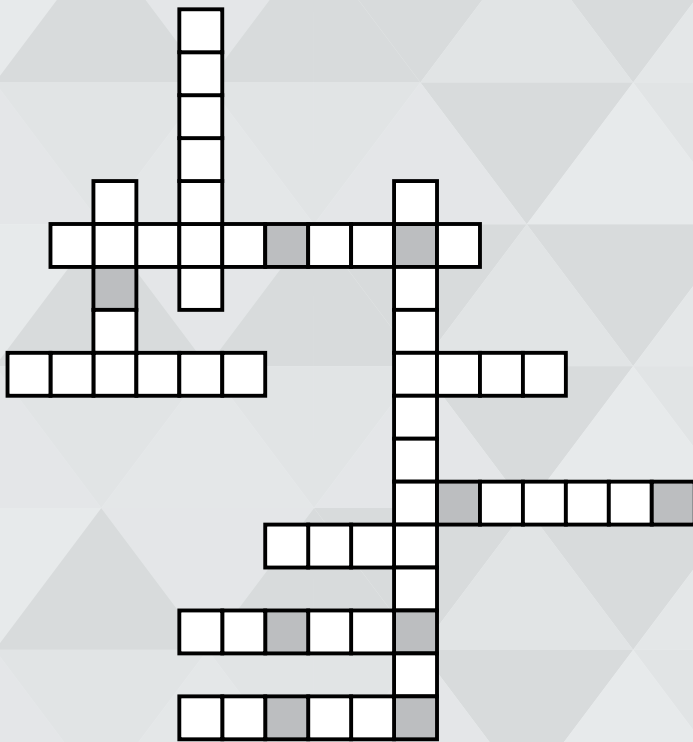
## WORDS

- Behaviours
- Code
- Ethical
- Legal
- Honest
- Values
- Respect
- Fairly
- Transparently
- Safe

Answers should be emailed to: [evolve@gallifordtry.co.uk](mailto:evolve@gallifordtry.co.uk) by 31 August 2018. The winner will be selected at random from all of the correct entries.



COMPETITION



## CONGRATULATIONS TO..

Jackie Fordyce, Proposals Manager for Galliford Try Building - East Midlands

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

Jackie was selected at random from all the entrants who responded correctly to win £50 of Amazon vouchers. This is the second time she's won, showing you've got to be in it to win it!

"It was a lovely surprise to find out I had won, especially on a Monday morning! I plan to spend the vouchers on golf or gym clothing."

**Jackie Fordyce,**  
Proposals Manager



## SOUND WINS FOR CONSERVATOIRE



The regional RIBA and RICS Awards were a success for our teams at the Royal Birmingham Conservatoire and One Angel Square

The Royal Birmingham Conservatoire team continued to gain glory through the awards season, being named RIBA West Midlands' 'Building of the Year 2018' while also being presented the main RIBA West Midlands Award 2018.

The £47m scheme, designed by Feilden Clegg Bradley Studios, was also awarded prizes for 'Design through Innovation' and 'Project of the Year' at the regional RICS Awards, while receiving a nomination for the same prize at the *Construction News*' Awards, which take place in July.

RICS judges said the project was a stand-out winner for its complex structural, architectural and services solutions, making it a world-class facility on a national and international stage. They were also impressed with the project team's commitment to bringing together the traditional practice along with modern innovation.

The Conservatoire will now be considered for a RIBA National Award; the 'long list' from which the eventual six shortlisted

projects for the prestigious Stirling Prize will be chosen.

In the East Midlands, One Angel Square, the new headquarters building for Northamptonshire County Council designed by BDP received an award from RIBA East Midlands, following on from its own success in the regional RICS Awards.

The building accommodates 40 council offices across 17,600 sq m, consolidating the council's operations and regenerating a former industrial site close to the town centre. It was praised for its environmental credentials and use of natural light.

Mick Laws, Managing Director of Building South & Midlands, said: "Conservatoire and One Angel Square are both fantastic buildings that our teams can be rightly proud of. The RIBA awards are among the most well-regarded for our industry so to have two projects winning one is a great achievement for our business."

Partnerships & Regeneration's project at Great Eastern Quays in London was also successful at the London RICS and RIBA awards (see page 14).