

## CASE STUDY

# Raby Gardens, Hartlepool

ESH ADDED VALUE 



### Division:

Esh Property Services



### Client:

Durham County Council



### Value:

£2.9M



### Dates:

Jul 2015 – Apr 2016

**Supported with funding from the Homes and Communities Agency the new build properties have been delivered by Esh Construction in partnership Thirteen and Hartlepool Borough Council.**

Based in the Dyke House area Hartlepool the first phase of the development completed in 2016 saw the delivery of two and three bedroom homes. The second phase includes 64 two and three bedroom properties including 36 bungalows.

The development of houses and bungalows offers a broad range of homes for shared ownership and affordable rent.

### Added Value Deliverables

Deliverables	Required	Achieved
Existing Apprentices	3	7
Workshops	5	6
Charity Provision	0	2
Work Experience	4	5
Site Safety Presentation	1	1

## Workshops

'Get into STEM' is an exciting programme developed to address the Science, Technology, Engineering & Mathematics (STEM) skills gap in the built environment and introduce primary school students to STEM careers.

Each kit is filled with innovative construction themed items and lesson plans. The kit includes child sized PPE, construction themed books, foam bricks, wheel barrow, model buildings and design tools. 'Get into STEM' kits are provided to schools free of charge for a 2-week period and aligns with the Early Years Foundation Studies and Key Stage 1 curriculum.

**We plan to offer two STEM sessions to local schools in the start of the new academic year close to the site, one of which is Jesmond Gardens, Hartlepool.**



## Building My Skills

Esh have developed an award-winning programme for education establishments called Building My Skills (BMS). We have worked with 50 partner businesses to deliver the free employability programme to 44 schools and colleges across the North East.

This academic year we worked with two schools in the area including Hartlepool Sixth Form and Manor Community College engaging with approximately 70 students. In academic year 2017/2018 we will continue to work with Hartlepool Sixth Form & Manor Community College whilst introducing St Hilds and High Tunstall College of Science to our work group.

Delivered in five hour long sessions over the course of an academic year, the programme opens the eyes of young people to the world of work and provides guidance on CV writing and interview techniques.

Students who attend all BMS sessions and complete their employability portfolios will be given the opportunity to attend a mock interview day at the end of the programme. Promising students who have previously attended mock interview days have been offered work experience, gap year placements and employment.

## Site Safety Talks

To help build strong relationships with the local community and raise awareness of what happens behind the site hoardings we engaged with 150 pupils from Jesmond Gardens Primary School. The presentation covered the key dangers of construction sites, provides opportunities for students to dress up in personal protection equipment (PPE) and concludes with an interactive quiz.

We also ran a safety poster competition, allowing students to apply what they had learnt about site safety by designing a poster. The winning posters will be displayed on site hoardings. It is a great opportunity to promote our 'Everyone Safely Home' campaign to residents and be a "Considerate Constructors."

## Site Visits

Within the last calendar year our Added Value team have organised 76 visits to site for over 1500 people from schools, colleges and universities. All visits are organised by Esh Added Value who work closely with our health and safety team to ensure all necessary safety and safeguarding standards are met.

We liaise with site teams who provide a specific delivery window for the site visit, this is when best placed to receive visitors and there is a specific focus for the visit.

All site visit opportunities are advertised via our clients, directly with local education establishments, job centres, on our website and via mailshot. Adverts include the visit window, placement location, postcode, duration, maximum number of visitors and focus.

Our site visits are very interactive, firstly visitors complete a health and safety induction and are given an overview of the project and key operations happening on the day. Personal protective equipment (PPE) is checked before visitors leave the site cabin. Once on site all visitors follow a pre-designated walkway and stop to view key operations and points of interest. Our site teams are always happy to answer questions and explain what the visitors are viewing. Visitors can take photographs and ask questions where appropriate.

**We have previously worked with Hartlepool College and in September we will contact them to offer potential site visits to their construction students to meet this programme deliverable.**



## Work Experience

Esh Group believe it is important for education and business to work together to ensure that young people are better prepared for the world of work, develop the necessary skills and are motivated.

We are passionate about developing the workforce of the future helping students develop an insight into the skills and attitudes required by business and to raise their awareness of career opportunities within the construction sector.

**As part of our commitment to this site will be completing 7 x 5-day work placements with students or young people looking to gain experience in the construction field.**



### Esh Communities

Esh Communities accepts grant applications from any community group, charitable organisation or social enterprise which can demonstrate the aptitude and ability to make a real difference to their service users. It is our aim is for every local authority we work in to have at least one charity partner

Applicants complete a simple online application for a grant of between £50 and £1000. Applicants complete 6 sections including their personal details, the target group, and the anticipated impact and specifically how the money will be spent. If successful, the first half of the funding is issued by cheque and the second half when a member of Esh Group staff visits 4 months later.

Since 2015 we have supported 4 organisations in Hartlepool including Hartlepool Gymnastics Club, Cornerstone Supported Housing & Counselling, Hartlepool Bereavement Services and Community Campus. **A total of £3910 has been granted to the area and Hartlepool organisations will be invited to apply in the next round of Esh Communities, where up to £1000 will be available.**

“ We are delighted to hear that we have been awarded this funding, which will help us to create quality work experience and training opportunities for our clients. These experiences massively contribute to their confidence and help them prepare for the challenges of a real workplace. ”

Abby Burton, Youth Employment Initiative  
Project Manager

### Apprenticeships

Apprenticeships are an important part of our culture many of our Senior Management team began their careers as an apprentice. In 2013 we launched Esh Academy, our in-house apprenticeship programme developed to recruit apprentices per commercial need. We made the commitment to enrol 150 apprentices over a 3-year period and in 2016 welcomed our 150th apprentice to the Group.

We currently have 18 apprentices studying with us with a TS postcode, 7 of these are currently studying at Hartlepool College.

To complete the job deliverables for this project 2 new apprentices will be employed. Our current apprentice opportunities are advertised on our website with the aim to start studying in the next academic year.



### Job Creation

At Esh we understand that we can play a vital role when it comes to employment and tackling worklessness. As a local employer, it is our responsibility to make employment opportunities accessible to all including excluded groups and young people.

Before anyone starts work with us they are required to complete a pre-employment questionnaire, here employees can declare if they have been out of work and how long for, <6 months or >6 months.

Esh Group is committed to improving the employability prospects in the communities where we work. It is our responsibility as a local employer to develop meaningful relationships where we work, adding value to the area and economy through the creation of employment opportunities.

As well as utilising, local subcontractors Esh Group also look to provide job opportunities for the local unemployed.

**For us to achieve our deliverables 1 local person who has been out of work for >6 and 2 local people who have been out of work of <6 will be employed.**