

# Community Benefits Annual Summary

1 April 2018 – 31 March 2019

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## Community benefits 2018/19

Wheatley Group is committed to making maximum use of Community Benefit requirements to help secure real economic and social benefit for our customers and communities through our procurement activities.

In 2018/19, the Group continued to actively promote the inclusion of Community Benefits in Regulated Procurements and where appropriate and feasible considered their inclusion for all relevant procurements.





## Community benefits 2018/19

Wheatley Group's Community Benefit requirements are supported by Wheatley Foundation, the Group's Charitable Trust. Established in 2016, the Foundation supports a range of community and economic programmes and opportunities across key priorities areas:

- reducing social exclusion and alleviating the effects of poverty
- helping people access training and get into work
- increasing access to further and higher education
- improving access to digital skills and facilities in communities
- supporting local activities and opportunities, so people can lead their lives to the full.

This focus provides a clear framework for the Group's Community Benefits approach. The Group's dedicated Community Benefit Officer role sits within the Foundation Team, liaising with suppliers, communities and colleagues across the business and monitoring community benefits deliverables and performance.

To maximise opportunities for customers of Wheatley Group and the wider community, the Group committed to exceeding the legal requirement of the Procurement Reform (Scotland) Act 2014 so that contractor Community Benefit requirements are considered for all regulated procurements with the following estimated annual threshold values:

- Works Contracts: £2 million
- Goods / Services Contracts: £500k

The requirements therefore apply to a range of contractors and suppliers including Works (predominantly new build/development), and Goods and Services ranging from provision of fleet and uniforms to legal and electrical services. The requirements are proportionate to reflect differing contract sizes and type and our Community Benefits menu reflects a wide range of activities which benefit local communities, including:

### Employability activities

Training, placement and work experience opportunities; tasters, support for Foundation Apprenticeships, Modern and Trades Apprenticeships arising from contracts; job opportunities and graduate placements.

# Community benefits 2018/19

## Community support

Support for financial inclusion programmes and recreation, community, environmental, arts and sports events and activities; work with local schools, nurseries and voluntary / tenants' groups; provision of advice and volunteering opportunities; improvements to local facilities. This is not an exhaustive list and a wide range of bespoke, community led activities may be undertaken under this category.

## Capacity building/supply chain development

Provision of contractor volunteering time, mentoring or training support which helps build Wheatley customer, community, supply chain or third sector capacity. Provision/donation of contractor skills or services; input to events, training; or materials, equipment, goods or expertise which supports Wheatley Group, SME or third sector supply chain and relevant community groups or organisations.





## Opportunities delivered

This year, new indicators for business engagement, and qualifications for priority groups, were included in our Community Benefit requirements. Two contracts have reported on these indicators to date.

Working closely with our contractors and suppliers, we have achieved a range of opportunities for both Wheatley customers and people living in our communities. This ranges from supporting 192 jobs, placements and apprenticeships and delivering CV building workshops, to renovating community gardens for the use of local people and their children.

We continued to direct community benefits to local neighbourhoods throughout the year and our contractors and suppliers have donated an equivalent of £130k of community donations and in-kind contributions.

As an example, an IT supplier volunteered staff time to visit our Sheltered Housing Residents in Baillieston and Castlemilk to increase digital awareness for older customers and promote internet safety. Company volunteers supported customers with their devices, helping a resident with poor eyesight to log an internet fault and set up his TV suitable to his needs; others were introduced to safe online shopping and payments, and how to download documents.





# Outcomes achieved

The table below outlines the outcomes achieved through our Community Benefits framework across 2018/19:

Number of contracts	17
Total number of jobs	51
Number of jobs for new entrants	30
Total number of apprenticeships	28
Number of apprenticeships for new entrants	26
Total number of work placements	113
Number of work placements for new entrants	55
Total number training & employment opportunities	192
Qualifications for priority groups	3
Value of works sub-contracted to SME's	£898,378
Number of community projects/events supported	45



## Real opportunities for communities

Our approach aims to deliver more opportunity for people who may have barriers to entering training or work, or who just need a chance to get started. This includes New Entrants, who may be unemployed and seeking work, or people leaving education or training. Examples of new entrants include:

- people recruited on training courses or with a trainee contract;
- a person who has been unemployed for four weeks or more, prior to commencing employment with a contractor
- new apprentices registered with an industry-recognised body and started in full or in part as a result of a contract;
- apprentice's part-way through an apprenticeship, or apprentices experience redundancy prior to completion, who are recruited and sustained to complete their apprenticeship by a contractor.

As well as supporting New Entrants, Wheatley Group encourages contractors and suppliers to provide opportunities to Priority Groups, including people who have experienced additional or multiple barriers to accessing employment or community opportunity, for example:

- longer-term unemployed people (six months or over)
- people accessing welfare benefits including disability benefits;
- lone parents;
- people who have experienced homelessness;
- people who have criminal convictions;
- people who have a history of addiction;
- BME groups;
- veterans.

This year, of the 192 opportunities secured through Community Benefits 31% went to people from priority groups, and 17% of opportunities created went to people living in Wheatley homes.



# Real opportunities for communities



In April 2018, the Scottish Minister for Business, Fair Work and Skills launched Wheatley Works, the Foundation's new employability programme. Wheatley Works supports people living in Wheatley homes to access a range of job and training opportunities, including those created through Community Benefits.

Wheatley Works provides pre-employment training and support to help people become more job-ready and able to take up opportunities, and to develop more confidence to engage with employers and contractors. The programme includes new options for 4-week environmental work experience and taster programmes which also promote personal development skills – like team work, communication and interview practice.

This supports Wheatley's goal of encouraging contractors and suppliers to consider offering more opportunities to priority groups through Community Benefits. Short placements promoting real-world work experience were introduced in 2017/18 and continue to provide a real community benefit to people with little previous work experience – this year, eight people progressed into an Apprenticeship or a job following a placement with a Wheatley contractor or supplier.



## Partnership

We continued to explore opportunities to support contractors to develop local SME, third and voluntary sector opportunities. We referred contractors to P4P and encouraged them to undertake mentoring or workshops to help build wider knowledge, capacity and awareness of tender opportunities. Wheatley Group were invited by P4P to present our approach to Community Benefits to a European Delegation in February 2019.

We also shared examples of our neighbourhood-based community benefits at a 2019 SFHA Conference. Examples included work with a contractor and a local nursery in a Wheatley neighbourhood. The contractor levelled the ground next to the nursery and laid a whin dust path to give the children space to play. And one of our Loretto Care residential homes was re-decorated and painted with the support of a contractor.

Finally, this year the Wheatley Group received the “Best Use of Rebate” award from the Scottish Procurement Alliance (SPA), for our Changing Lives programme. Changing Lives supports people with long-term, multiple barriers to get back into work through a one-year paid placement based within Wheatley Group’s Environmental Teams. Participants can also achieve qualifications and receive job

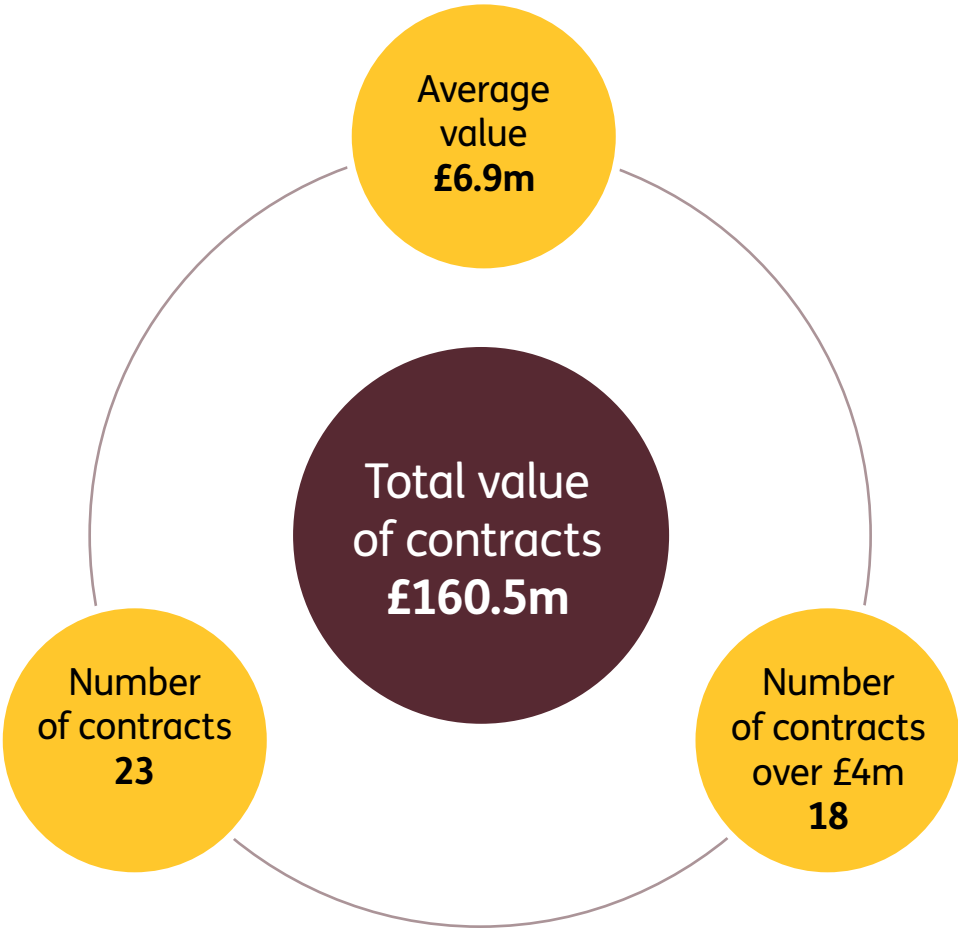
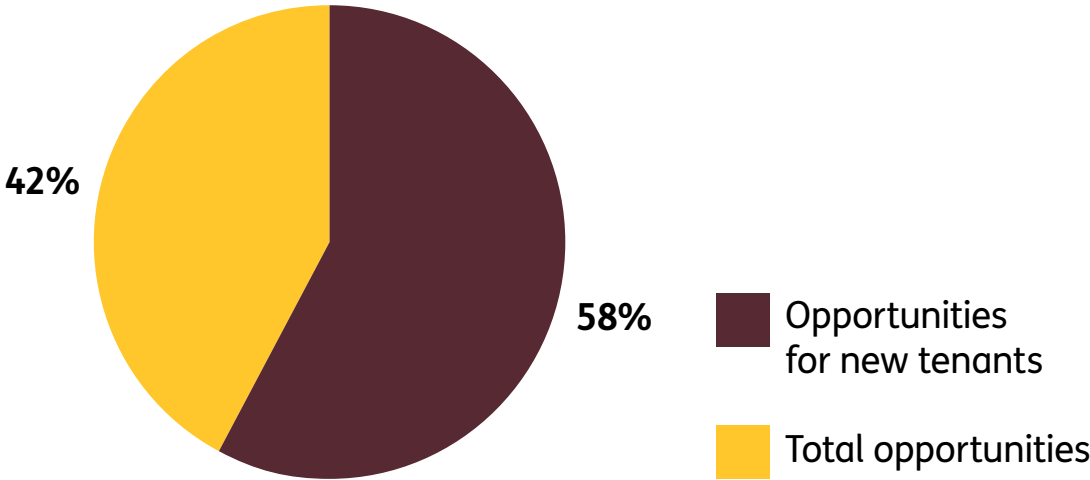
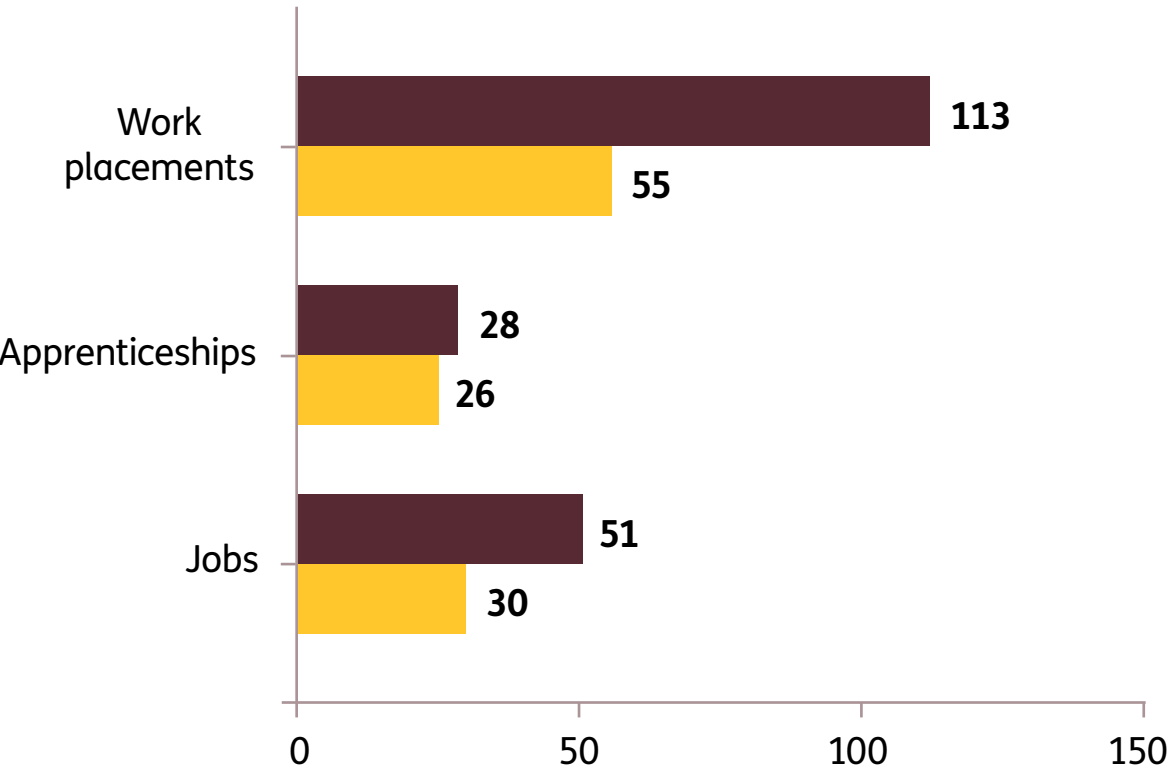
search support and 1-1 guidance. Delivery of the programme was directly supported by the Group’s SPA Community Benefit rebate. In 18/19, 53 people secured a Changing Lives placement and 17 progressed into employment.



In the coming year, we will build on a refreshed Community Benefit approach and the success of Wheatley Works’ first year, to provide the right kind of opportunities for disadvantaged individuals to get into training and work, and continue to promote local community benefits activities that contribute to neighbourhood quality of life.



# Training and employment opportunities







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