



MERCIA PARK

LAND AT HILL TOP FARM, STRETTON EN LE FIELD
IN THE DISTRICT OF NORTH WEST LEICESTERSHIRE

Planning Permission Ref: 18/01443/ FULM

Section 106 Agreement
(9 October 2019 as varied 9 March 2020)

Schedule Two

Employment Scheme (construction phase)



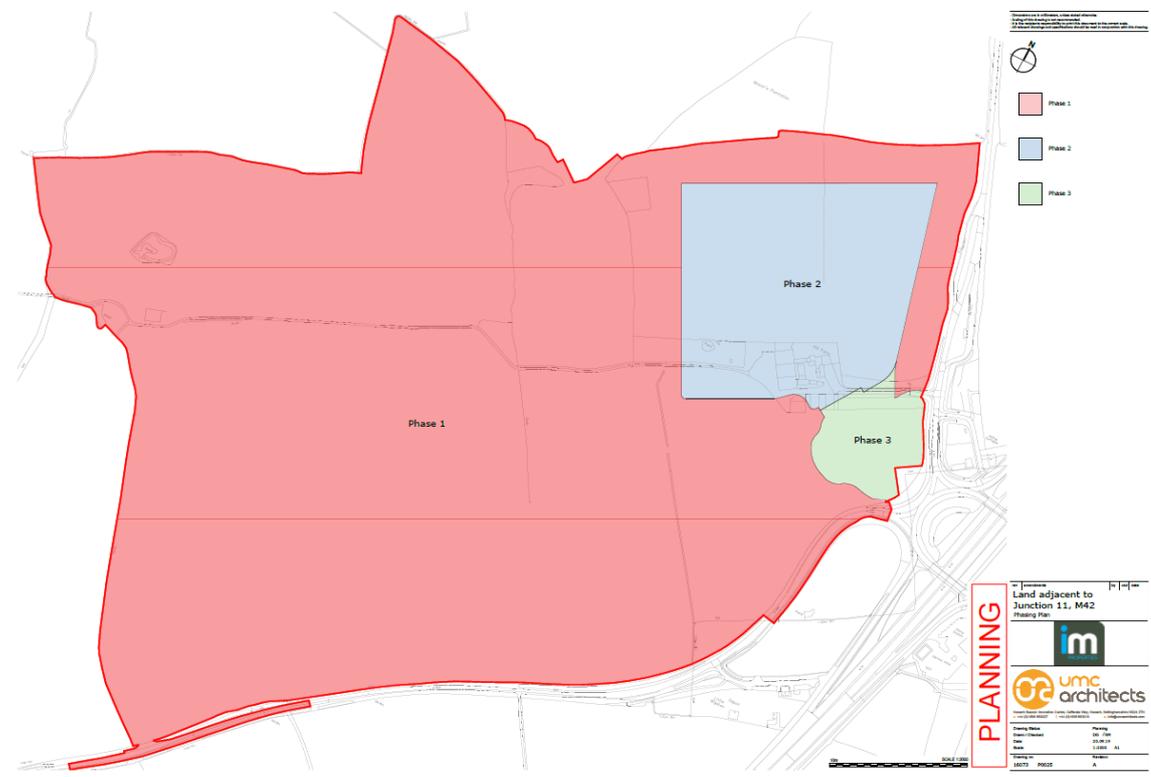
Employment Scheme

(Construction Phase)

This Employment Scheme was substantially drafted prior to and during the current outbreak of Coronavirus (Covid-19) and before government plans have been fully explained regarding how we will come out of lockdown. Whilst every effort will be made to keep these plans on track, it may be inevitable that current circumstances will impact on the delivery of the Employment Scheme. The site will be operated in accordance with the latest Government and Public Health (PHE) guidelines and Construction Leadership Council (CLC) Site Operating Procedures which are aimed at protecting the workforce, their colleagues, families and the UK population. The health and safety of site workforce and visitors is of the upmost importance and will remain our number one priority. Progress in a number of areas (particularly where activity requires contact with individuals, schools, training providers/colleges, universities, community organisations and other intermediaries, e.g. councils and DWP) may be hampered and IM Properties will consider the implications and how any potential impacts can be mitigated – and keep the situation under review.

1 Introduction

- 1.1 Mercia Park will deliver a high-quality employment park and site for international calibre businesses. We will deliver a sustainable development that is a great place to work and which will provide long-lasting socio-economic benefits for North West Leicestershire and the surrounding areas.
- 1.2 The development will be home to both Jaguar Land Rover and DSV. IM Properties are contracted to deliver the infrastructure for the whole of the development and that part of the development to be occupied by JLR (annotated as Phase 1 on the Phasing Plan below) DSV are to procure the delivery of its own logistics campus on site (Phase 2). The residual land comprised in the development (Phase 3) will be brought forward by IM Properties at a future date, for industrial/logistics uses and/or associated business and amenity provision.



- 1.3 The Construction of Phase 1 will last some two years from late spring 2020 and involves the design and construction of a new industrial/logistics campus with associated Infrastructure, Utilities and Building Works to create the Mercia Park development. Site works will include: site preparatory works, new site access creation, estate access roads, hard standings, footpaths, cycle ways, gate houses, estate lighting, surface and foul water drainage, utilities services, earthworks to create development plateaus including bunding/screening to site boundaries, landscaping and construction of five new logistics units (totalling circa 3 million square feet).

- 1.4 This document responds to the requirement of Clause 7 of the Second Schedule which requires the submission and approval of an Employment Scheme (Construction Phase) prior to commencement of any buildings comprised in the development. It outlines the approach to be adopted, recognising that further detail will be provided as the main sub-contractors and wider supply chain are formally appointed.
- 1.5 This ‘Employment Scheme’ relates to Phase 1. Subsequent Phases may require a supplement to the approved scheme.

2 Construction Phase 1 – Employment Scheme Objectives

- 2.1 IM Properties is committed to working in partnership with North West Leicestershire District Council, Leicestershire County Council and their partners to identify business, employment, apprenticeship, training, placement and work experience opportunities for local companies, schools and individuals (unemployed residents and job seeking local students) that arise from the development.
- 2.2 Together, we will seek to reduce unemployment and raise the skill levels of the local workforce. Working in partnership, we will promote local employment opportunities and where possible, we will encourage and facilitate learning and continuous professional development of the local workforce. We will encourage our sub-contractors to endorse these objectives throughout our sub-contractor network.
- 2.3 Underpinning the employment and training theme will be an Employment and Skills Charter which will set out IM Properties, our Principal Contractor and North West Leicestershire District Council’s commitment to support local people into placements, work experience, training, apprenticeship and employment opportunities. An example of what the Charter may look like is appended to the Employment Scheme (see pages 9 and 10) and we anticipate such a document being taken forward soon after official start-on-site has been granted.
- 2.4 The area of benefit for the Employment Scheme, the Local Impact Area (LIA)¹, has been defined as the six adjoining Local Authorities surrounding the site and these are (alphabetical order):
- Hinckley & Bosworth
 - Lichfield
 - North West Leicestershire
 - North Warwickshire
 - South Derbyshire
 - Tamworth

Note – an officer from North West Leicestershire District Council will provide an interface and communications link with the public sector partners that make up the Local Impact Area.

3. Commitments

¹ Refer to Socio-Economic Chapter of the Environmental Statement which accompanied the planning application.

- 3.1 In line with the requirement of the s106 Second Schedule, Clause 7 (as varied), the Employment Scheme (Construction Phase) is to comprise:
- i) Measures to maximise the proportion of local construction workers and to ensure unemployed persons in the Local Impact Area have the opportunity to apply for and secure these posts;
 - ii) Where appropriate, training for construction workers including consideration of job centres within the Local Impact Area where employment deprivation has been identified; and
 - iii) Preference to be given to procurement of products and services from within the Local Impact Area where it is commercially reasonable and sensible to do so having regard to efficiency and cost, and where it is not commercially reasonable and sensible to do so having regard to efficiency and costs this shall be set out in the Employment Scheme.
- 3.2 In response to these requirements and in line with our approach to maximising the economic benefits for the local community arising from the development we will therefore jointly commit to the following:
- **Provide young people (school, sixth form, FE college and university) with the chance to gain valuable site and project-related experience**, especially targeting unemployed residents and job seeking students from the Local Impact Area;
 - **Advertise all opportunities, vacancies, recruitment exercises and job-related training courses with North West Leicestershire District Council and the Department for Work and Pensions** (in addition to any other channels we may jointly agree), to maximise the labour pool so that unemployed people and job seeking students from the Local Impact Area have access to the opportunities available;
 - **Work in partnership with North West Leicestershire District Council to facilitate economic regeneration** and engage with schools, unemployed residents and job seeking students from the Local Impact Area to showcase the construction and built environment sectors and realise the potential of jobs in these industries;
 - **A commitment to early and on-going co-operation** and to proactively scope out business opportunities and labour force requirements and put joint plans in place – including working in partnership with universities, FE colleges, employment support and training providers and participation in local labour initiatives delivering at the time – to meet these requirements, as far as practicable, locally;
 - **All current and prospective sub-contractors** will be encouraged to support this approach, helping them to secure the economic and social benefits we strive for and which may support and enhance their efficient operation and CSR strategies.
- 3.3 With regards to the preferences to be given to the procurement of products and services from within the LIA, the next section frames the extent of the commitment in this regard.

4 Delivery

4.1 *Recruitment, training and work experience*

- 4.1.1 We will ensure vacancies are advertised via North West Leicestershire District Council, the Department for Work and Pensions, agreed partners in the Local Impact Area and any other channels backed by the Council. We will work with identified partners to support the delivery of any relevant pre-employment training providing experience and references that we know help new entrants to secure jobs.
- 4.1.2 We will support training and the provision of apprenticeships directly and through our supply chains in relevant programmes leading to jobs in construction and the built environment. For example, we might hope to see work-based apprenticeships in civil engineering, construction and groundworks and support people who are already undertaking apprenticeships to complete their qualifications.
- 4.1.3 We will provide internships, placement and work experience opportunities for unemployed persons or job seeking local students so that their CVs are improved in the eyes of employers.
- 4.1.4 We will run topical workshops with public and third sector partners, supply chain and employment support, training and social enterprise organisations to develop tangible and realistic learning and continuous professional development initiatives. The workshops will be delivered at the site or near to it and within the LIA in appropriate and accessible community settings. The programme will be co-designed and guided by local stakeholders through the Mercia Park Employment and Skills Partnership (see section 6.2).
- 4.1.5 We will explore the potential of an on-site construction training facility with the FE sector, Council and other partners and determine an agreed way forward by Autumn 2020. Assuming a robust business case and willing delivery partner(s) – who can draw-down relevant training monies for target cohorts – we will support the delivery of on-site training which meets the needs of the construction and civil engineering industries and particularly the development supply chain employers. Together with chosen partners we will ensure the Health & Safety and safeguarding of learners/new entrants and seek to overcome any barriers, e.g. transport to site, they may face. Land has been set aside near to the site entrance and compound (see location Phase 3, in the map at section 1.2) specifically to accommodate the training facility.

4.2 *Support for Construction Curriculum activities, new entrants and trainees*

- 4.2.1 IM Properties and our supply chain will have a programme of induction, health and safety and other training courses that will be made available to new entrants at no cost to ensure an increase in post-project employability and upskilling during their placements, work experience and/or temporary employment.
- 4.2.2 We will support local schools and colleges to showcase the construction industry and develop sustainable career prospects. We will consult and liaise with local educational service providers, North West Leicestershire District Council, Leicestershire County Council and their

partners to ensure unemployed residents and job seeking students from within the LIA are targeted.

4.3. **Supply Chain opportunities**

4.3.1 We are committed to become involved with local supply chain networks to ensure localism is maximised throughout the project. Our business model is to operate within the local market by engaging SMEs and suppliers with a diverse and local workforce composition. Inevitably there are exceptions to sourcing sub-contractors locally but the work packages where opportunities may be possible will be made available in a transparent and open way; we will pursue a policy of the continual sourcing and development of local capability – as demonstrated with our relationships with local Colleges and universities.

4.3.2 The Principal Contractor(s) will tender business opportunities in accordance with standard tendering procedures in order to provide certainty in delivery and manage/control costs to keep the project inside the agreed cost plan and timetable. All supply chain partners and subcontractors will be obliged to advertise vacant positions locally and as soon as contract intent is confirmed in writing subcontractors will be invited to a forum with IM Properties and the Principal Contractor to discuss the planning obligations and social value commitments.

4.3.3 Due to the specialist nature and speed of construction the Principal Contractor will select design subcontractors with a proven track record and the capacity to deliver. We know in some instances there are only two or three companies from across the UK capable of delivering a project of this scale within the timescales available. The trades which fall into this category are:

- Earthworks
- Structural steel
- Cladding
- Roofing
- Windows/glazing
- Pre-cast concrete
- Warehouse floors

However, materials used by some of these trades will be sourced from within the Local Impact Area subject to availability and commercially acceptable terms, including:

- Concrete – c101,000m³
- Aggregates – c200,000 tonnes

4.3.4 Several trades require specialist skills, technical training and Health and Safety qualifications. These can be on-site for a relatively short period of time for a commercial unit build-type, but potentially labour levels may be supplemented from the locality. We will engage with supply chain partners during the tender process and discuss how we can work within the community to develop the local labour pool to be suitably trained to contribute to the project.

An assessment of the 'buy-local' potential of these packages has been undertaken and these trades include:

- Mechanical and Electrical* - approximately 80% of the workforce will be sourced locally and 75% of the materials will be purchased locally
- Partitioning and Dry lining* - approximately 55% of the materials will be purchased locally
- Decoration* - approximately 55% of the materials will be purchased locally
- Carpentry* - approximately 50% of the materials will be purchased locally
- Groundworks* - approximately 40% of the materials will be purchased locally

As an average, it is estimated that between 40-70% of the materials and labour used by these trades could be sourced within the Local Impact Area, subject to availability and commercially acceptable terms.

**Initial discussions have taken place with these trades to estimate the proportion of materials and labour that could be sourced within the LIA. Figures are illustrative and not targets, though monitoring will be undertaken to evaluate the effectiveness of the 'buy local' approach.*

4.3.5 As well as these specialist trades there are a number of tertiary operations required to run a project of this scale which can be supplied/supplemented from the locality. These include:

- Security
- Housekeeping
- Catering facilities
- Signage

4.3.6 The local SME community will be actively encouraged to engage in work with us where we aim to address areas of social and economic deprivation including worklessness, inter-generational and long term unemployment, youth training and apprenticeship schemes, former armed forces men and women, ex-offenders or those at risk of offending, homeless and other vulnerable individuals, including people with disabilities. We will pro-actively promote the Disability Confident scheme to employers, sub-contractors and suppliers associated with the development.

4.3.7 We will, in addition, actively explore the potential to work with social enterprises to deliver the Mercia Park development in recognition of the 'added value' they can bring to the achievement of social value goals.

4.4 **Opportunities for new small firms**

4.4.1 We encourage the use of local companies wherever possible, providing they meet our pre-qualification standards regarding quality, capacity, safety, financial stability and experience. We will align our procurement policy in relation to this Development to ensure the inclusion of local contractors and suppliers (either directly or via sub-contractors) in tender lists for the provision of sub-contract trades and the provision of plant, materials and services – subject to paragraphs 4.3.2 to 4.3.5.

4.4.2 New small firms and social enterprises will be given opportunities to engage with us and other partner organisations – through for example the hosting of events and workshops to introduce SMEs to larger contractors undertaking works on the project.

4.5 **Supplier and sub-contractor co-operation**

We will ensure the obligation to deliver these benefits is included in our Project Management processes. The Principal Contractor will, for example, ensure the supply chain includes regular updates on Employment and Skills commitments as part of their Monthly Contractor Progress Reports. These reports will be consolidated into regular returns to the council.

4.6 **Personal information and reporting**

We will carry out regular data collection and normally provide quarterly progress reports to North West Leicestershire District Council regarding our performance against the Employment Scheme (Construction Phase). The Principal Contractor will implement a biometric recording system on site which will be able to provide information on workforce movement patterns, training information and travel distance. Such information can be provided whilst also complying with all current data protection legislation.

5 **Timeframe**

An outline of the schedule of works by tasks and timescales (at the time of writing) to give an indication of the skills/trades needed and when is as follows:

TASK/ACTIVITY	EST. START DATE (18 May 2020)	EST. END DATE
Enabling	Week 1	Week 6
Earthworks	Week 6	Week 36
Groundworks	Week 10	Week 94
Off-site highway works	Week 15	Week 64
Steel erection	Week 27	Week 71
Yard slabs	Week 27	Week 66
Cladding	Week 32	Week 74
Internal floor slab	Week 43	Week 64
M&E	Week 49	Week 104
Internal works	Week 49	Week 104
Soft landscaping	Week 37	Week 104

6 **Management**

- 6.1 IM Properties will delegate responsibility for the delivery of the Employment Scheme (Construction Phase) to a dedicated and named member of our team. This resource will be supported by the on-site team and ultimately the IMP Project Director, with regional assistance and co-ordination as required by our wider team of Directors.
- 6.2 We will establish a Mercia Park Employment and Skills Partnership which will be managed by IM Properties and in association with our main contractors. The Partnership will have a Terms

of Reference and this group will drive delivery of the Employment Scheme (Construction Phase). It will hold a series of meetings/events over the lifetime of the project (averaging three per year and following a Launch Event to be held after the site has unconditional access) so that stakeholders can be briefed on and fully engage in the delivery. North West Leicestershire District Council will support these activities as outlined in point 2.4 above.

- 6.3 Our approach to achieving the Employment Scheme (Construction Phase) goals is to work in partnership with any and all credible local partners. We are also open to a discussion with local delivery providers and the local community, via the Mercia Park Community Liaison Group and through other means, about ‘the art of the possible’.

EXAMPLE DRAFT ONLY (TO BE AGREED BY PARTNERS)

EMPLOYMENT AND SKILLS CHARTER

MERCIA PARK

Objectives

IM Properties and (Principal Contractor) are committed to working in partnership with North West Leicestershire District Council and their partners to identify business, employment, apprenticeship, training, placement and work experience opportunities for local companies and individuals (unemployed residents and job seeking students) that arise from the development.

Together, we will seek to reduce unemployment and raise the skills level of the local workforce.

Working in partnership, we will promote local employment opportunities and encourage and facilitate learning, development and continuous professional development of the local workforce. We will encourage our sub-contractors to endorse these objectives.

Promoting business and employment opportunities in the supply chain contracted by IM Properties and (Principal Contractor) will maximise access to jobs and skills opportunities.

Goals and Actions

- ***By signing this Charter IM Properties and (Principal Contractor) are committing to working in partnership with North West Leicestershire District Council and to benefit the agreed Local Impact Area (Hinckley & Bosworth, Lichfield, North West Leicestershire, North Warwickshire, South Derbyshire and Tamworth):***



to maximise access for school children, unemployed residents and job seeking students to all business, employment, apprenticeship, training, placement and work experience opportunities that flow from our construction phase contracts on Mercia Park, both within IM Properties and through our sub-contractors



to raise awareness within our organisations and our sub-contracting and supply chains, of the desire to increase business opportunities and reduce unemployment and worklessness in North West Leicestershire and the surrounding areas and support local economic regeneration.

We will therefore jointly commit to taking the following actions:

- Provide young people (school, sixth form, FE college and university) with the chance to gain valuable site and project-related experience, especially targeting local schools, unemployed residents and job seeking students from the Local Impact Area;
- Advertise all opportunities, vacancies, recruitment exercises and job-related training courses with North West Leicestershire District Council and the Department for Work and Pensions (in addition to any other channels we may jointly agree), to maximise the labour pool so that unemployed people and job seeking students from the Local Impact Area have access to the opportunities;
- Work in partnership with North West Leicestershire District Council and others in the Local Impact Area to encourage business growth and economic regeneration. This will involve engagement with schools, job seeking students and unemployed residents;
- A commitment to early and on-going co-operation and to proactively scope out business opportunities and labour force requirements, to inform and support local labour initiatives;
- All current and prospective sub-contractors will be encouraged to support this approach, helping them to secure the economic and social benefits we jointly strive to achieve.

Local context

The new development at Mercia Park will promote growth and regeneration across the wider North West Leicestershire region and Local Impact Area. The new facilities will deliver over 3 million square feet of prime industrial and distribution units of the highest standards. The purpose of this Charter is to ensure both local businesses and people benefit from the investment, at the construction and end-use phases moving forward.

Signatories		
	North West Leicestershire District Council	TBC
	Others stakeholders/partners?	TBC
	IM Properties PLC	TBC
	Principal Contractor	TBC

CHARTER INCORPORATING ALL RELEVANT COMPANY / ORGANISATION LOGOS etc.