



Considerate Constructors Scheme Monitor's Report

Registration details

Visit type Office	Contractor Hoard-it Ltd	Visit contact Jordan Beevers (General Manager)	Company ID S0073
Visit date 08/09/2022 On-site	Monitor Simon Oak	Turnover banding Supplier Re-Registration	Visit type Office

Company description, context, location and relevant constraints

The Company offers a whole site set up service, with the main emphasis on manufacturing and installing temporary hoarding systems including gates, predominantly for construction sites at the site set up phase, but also making necessary changes to the hoarding as required as sites progress. The company works nationally. The company directly employs its workforce (currently 25) and partners with one haulage company. The main factory/depot and company offices are located within an industrial estate off Bradberry Balk Lane, Barnsley.

Constraints

No constraints were evident at the time of the visit

Scoring

Respect the Community	Excellent - 15 / 15	<ul style="list-style-type: none"> Each section of the Checklist will be scored out of 15 points. A score of 9 in one of the sections of the Checklist reflects compliance with the Scheme's core requirements while scores of 8 or lower indicates a non-conformance in that section. Higher scores indicate performance beyond basic conformance with 10 reflecting a 'good' level of performance, 11 'very good', and 13 'excellent'. Approved innovations will receive an additional 2 points and Best Practices 1 point, up to a maximum of 5 points for any monitor visit – these will be available on the Insights Dashboard, but not identified or scored on the issued report. Approved innovations will need to be maintained or improved to receive an additional point at a subsequent visit. For more information on the Monitor Checklist, scoring descriptors, the Scheme's definition of innovation and report writing standards, visit www.ccscheme.org.uk. For an online library of best practice examples, case studies, e-learning modules and other resources, visit www.ccsbestpractice.org.uk.
Care for the Environment	Excellent - 14 / 15	
Value their Workforce	Excellent - 15 / 15	
Overall summary	Excellent - 44 / 45	

Executive summary

Hoard-It are a well respected company within the industry, and supply their system to many of the highest profile sites and events around the country. This high level of performance is reflected in their performance against CCS standards. They are respectful of the community and environment around their head office as well as the sites they work on. Their system is exemplary of a high standard of environmental ethos. Their workforce is valued and respected, and this is rewarded with high staff retention. Investment in improving the environment locally to their base would be nice to see, but should not detract from this excellent performance. Thank you Jordan and Greg for your time.

Respect the **Community**

Excellent 15 / 15

The registered activity is respectful of those around it, and actively engages in community activities, supporting numerous local charities including Barnsley Hospice, Bluebell Wood Children's Hospice and Weston Park Cancer Charity.

Good practice observed

1.1.1 How has the Registered Activity engaged with the impacted community to understand and address concerns prior to the start of site activity?

Contact information is clearly displayed.

1.1.2 How does the Registered Activity ensure that impacts on the community from construction activity are minimised?

CCS registration is displayed on the company website, and on fleet vehicles. Expected behaviours are effectively communicated to the workforce. The activities at the registered activity are of minimal impact to the surrounding neighbours.

1.1.3 How are compliments, comments and complaints sought, recorded and proactively managed?

The Billington Group to which Hoard-It are a part has a very comprehensive register of complaints, compliments and issues, which are visible to all companies within the Group. Group policy is to address any issues promptly and effectively.

1.2.1 How is the Registered Activity keeping the perimeter safe and secure, and surrounding areas clean, tidy and free of litter, mud and dust; to protect the community and passers-by?

The office and yard are securely fenced, with pedestrian routes separated from vehicular routes. The yard is clean, tidy and well organised, with appropriate lighting levels.

1.2.2 How is the Registered Activity ensuring that it maintains organised, clean and tidy operations, including storage of materials and management of waste?

The workshop is clean, tidy and well organised. There is an appropriate level of signage.

1.2.3 How is the Registered Activity identifying and reducing the effects of nuisance, disturbance and intrusion on potentially impacted communities?

On site parking is not available, due to the lack of space within the yard. However, vehicles are considerably parked on the road. Wagons are brought into the yard. The registered activity produces very little noise or dust.

1.3.1 How is the Registered Activity ensuring that all those potentially impacted by construction activity are treated with consideration, courtesy and respect?

The registered activity fits in well with its neighbours. The social media channels are well utilised, with LinkedIn providing a regular update of works carried out. In everything witnessed on the visit, the registered activity is respectful of those potentially impacted by its activities.

1.3.2 How is the Registered Activity promoting construction positively within the local community, including promoting local employment?

The registered activity represents itself and the industry in a positive manner, with local employment sought wherever possible.

1.3.3 How is the Registered Activity supporting positive impact within the local community?

The website has a dedicated CSR page, which lists the charities supported. LinkedIn further supports this.

Improvement opportunities

1.1.2 How does the Registered Activity ensure that impacts on the community from construction activity are minimised?

CCS membership could be better displayed at the entrance to the office.

Care for the Environment

Excellent 14 / 15

The Hoard-It environmental ethos is strong, and well embedded. The reuse and recycle properties of the system are commendable, and resonate throughout the company. Support for a local environmental or wildlife group would further enhance these credentials.

Good practice observed

2.1.1 How does the Registered Activity identify and manage environmental concerns?

The company is ISO14001 accredited.

2.1.2 How is the Registered Activity communicating environmental plans, controls and performance to the workforce, community and general public?

The company's ISO14001 accreditation is displayed on the website. Training is given to embed the company environmental ethos into the workforce.

2.1.3 How is the Registered Activity protecting the landscape and watercourses?

The Hoard-It system has been developed to eliminate cutting or excavation. Packaging is reduced where possible, and appropriately disposed of when it is required. The paint store is bunded. Liquid fuel use is limited to vehicles.

2.2.1 How is the Registered Activity planning to reduce its carbon footprint, including measurement, recording and publication of performance

The Group has a Carbon Reduction Policy, which states targets and monitors performance. The Hoard-It system consists of 100% reusable components, and when these come to the end of their life, these are all appropriately recycled.

2.2.2 How is the Registered Activity optimising the use of resources, energy and waste?

All tools used are powered by either electric or battery. All painting of hoarding boards is applied by roller rather than sprayed. All office lighting has been upgraded to LED in the past 6 months.

2.2.3 How is the Registered Activity ensuring supply chain involvement in the reduction of carbon?

The supply chain is regular and, wherever possible, local. They are all reputable suppliers, who are vetted, and who have their own carbon reduction policies.

2.3.2 How is the Registered Activity delivering its plans relating to the natural environment?

The workforce is trained in the environmental ethos of the company, and understands the steps taken to protect the environment.

2.3.3 How is the Registered Activity proactively promoting improvements realised for the natural environment?

The website strongly promotes the environmental and sustainable credentials of the Hoard-It system, and the benefits of using it.

Improvement opportunities

2.3.1 How is the Registered Activity identifying, assessing and planning to maintain or improve the natural environment locally?

There are few opportunities for the registered activity to enhance the environment in its direct locality, but it could be a consideration to sponsor a local wildlife or environmental group.

Value their Workforce

Excellent 15 / 15

It is clear to see that the company respects and values its workforce. High staff retention, a safe and comfortable work environment and examples of internal promotions reinforce this.

Good practice observed

3.1.1 How is the Registered Activity ensuring the competency and legitimacy of the workforce?

The company has a comprehensive training matrix, which identifies any training needs. Current certificates are kept on file, and new starter qualifications are checked prior to employment. Right to work checks are carried out. A Modern Slavery Policy is in place training given.

3.1.2 How is the Registered Activity planning and delivering learning and development to encourage construction as a career choice, improving representation from poorly represented groups?

Training needs are analysed and workforce development is encouraged.

3.1.3 How is the Registered Activity ensuring the workforce is treated fairly and with respect?

A Group EDI Policy is in place. The company promotes an open door policy to discuss any issues relating to this or other matters.

3.2.1 How is the Registered Activity assessing the needs of the workforce to drive an improvement in wellbeing?

Annual health checks are given across the company, with healthy living advice also given. All smokers in the company have now moved to vaping. The company has trained Mental Health 1st Aiders.

3.2.2 How is the Registered Activity proactively addressing safety requirements for the workforce and visitors?

The registered activity is ISO45001 accredited. RAMS are issued and reviewed prior to starting work on site.

3.2.3 How is the Registered Activity embedding a culture of continuous improvement in health and safety performance?

The senior management of the company demonstrate a high level of positive leadership. Safety alerts and lessons learned are shared throughout the Group. H&S audits are carried out by the Group H&S Manager.

3.3.1 How is the Registered Activity ensuring suitable, hygienic and well maintained welfare facilities are provided?

Welfare at the office were of a good standard. Cleanliness was good.

3.3.2 How has the Registered Activity identified and assessed biological hazards, and are the hazards effectively managed?

Some Covid precautions remain in place.

3.3.3 How has the Registered Activity supported other workforce needs?

Flexible working is facilitated where possible, and a Return to Work Policy is in place.

Disclaimer

The opinions and scores presented in this report are the result of observations made by the Considerate Constructors Scheme's (the Scheme's) appointed Monitor during a visit to assess compliance with the Code of Considerate Practice (the Code). The findings detailed in this report do not represent compliance with any standard or regulatory requirement, nor can any reliance be placed on the findings contained within the report in legal proceedings, except in relation to compliance with the Code.