

**BESPOKE or AGREED ESP and Community Benefit Targets**

**NOTE -** This page should only be completed when bespoke ESP Targets are agreed with the Client and Scape ESP Framework Manager or when agreeing further targets for monitored ESP or Community Benefit items with clients.

| Only highlighted sections to be edited on this page |                                                                                                   |                                  | Typical Projects | Plan to Achieve ESP Target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|                                                     | Employment and Skills Areas                                                                       | Measured by                      | Bespoke          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1                                                   | Work Experience                                                                                   |                                  |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1.1                                                 | Work experience under 16 years                                                                    | No of Individuals                | 0                | Balfour Beatty will work alongside our supply chain partners to deliver work experience placements across a range of sectors for students. The opportunities will be made available through local education establishments, the WJSC and other relevant charities.<br>Schools to engage: <ul style="list-style-type: none"><li>•The High Close School (Ofsted 2, FSM 47.65)</li><li>•Westcott Infant School (Ofsted 1, FSM 8.2%)</li><li>•Floreat Montague Park Primary School (Ofsted 2, FSM 11.6%)</li><li>•St Crispin’s School (Ofsted 2, FSM 11.2%)</li><li>•Chiltern Way Academy Wokingham (Ofsted N/A, FSM 59.2%)</li><li>•The Holt School (Ofsted 1, FSM 7.0%)</li></ul> |
| 1.2                                                 | Work experience over 16 years                                                                     | No of Individuals                | 2                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 2                                                   | Engagement with schools/colleges                                                                  |                                  |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 2.1                                                 | School college visits                                                                             | No of pupils                     | 200              | Our goal is to engage with 200 students through career fairs, site visits, workshops/demonstrations and online engagment such as Construction Live. This will provide them with valuable insights into the construction industry. Our aim is to provide an immersive experience that inspires and educates students about the diverse career opportunities in the construction industry.                                                                                                                                                                                                                                                                                        |
| 3                                                   | Adult Employment Opportunities (19+)                                                              |                                  |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 3.1                                                 | Number of opportunities created                                                                   | No of Individuals                | 5                | Balfour Beatty will endeavour to make links with the Wokingham Job Support Centre (WJSC), a locally funded charity offering free support and guidance to help support those in Wokingham to help find work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 3.2                                                 | Number of opportunities advertised locally                                                        | No of advertised positions       | 5                | We aim to provide bespoke support into employment for the built environment sector and overall employability skills. This is delivered in collaboration with our supply chain partners to widen opportunities for those seeking work to help diversify the opportunities available.                                                                                                                                                                                                                                                                                                                                                                                             |
| 4                                                   | Trainees, Apprentices, Internships or Graduates (including Apprentice Training Agency placements) |                                  |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 4.1                                                 | Number of starts or completions                                                                   | No of Individuals                | 1                | To enhance our project's success and support workforce development, we will collaborate with our supply chain partners to ensure the involvement of Xno. apprentices/trainees. These individuals will be integrated into various aspects of the project, gaining hands-on experience and contributing to our goals. We are committed to providing comprehensive training and mentorship to help them build valuable skills.                                                                                                                                                                                                                                                     |
| 4.2                                                 | Weeks on site                                                                                     | Weeks on site per new apprentice | 40               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 4.3                                                 | Sustained Positions                                                                               | No of Individuals                | 1                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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| 4.4 | Weeks on site                                               | Weeks on site for existing apprentices | To be Monitored            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 5   | Training courses (internal and external)                    |                                        |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 5.1 | Health & Safety (SSSTS, SMSTS etc)                          | No of people days on training courses  | 9                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 5.2 | Professional Development (including Pre-employment courses) |                                        | 3                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 5.3 | Sustainability/innovation                                   |                                        | 3                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6   | Professional and Academic Qualifications                    |                                        |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6.1 | CIAT; CIBSE; CIOB; ICE etc – Starts or Completions          | No of Individuals                      | 1                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6.2 | Degree/HNC or similar – Starts or Completions               | No of Individuals                      | 1                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 6.3 | NVQ (any level) – Starts or Completions                     | No of Individuals                      | 2                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7   | Training Groups and Plans                                   |                                        |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7.1 | Employment and Skills Groups Meetings                       | No of Meetings                         | To be Monitored            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7.2 | Training Plans Reviewed (Staff or Supply Chain)             | No Individuals or Companies            | To be Monitored            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 8   | Community Engagement                                        |                                        |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 8.1 | Newsletters                                                 | No of Newsletters                      | 1 newsletter every quarter | <p>We will create valuable newsletters showcasing our social impact progress including the below:</p> <ol style="list-style-type: none"> <li><b>Project Updates</b> <ul style="list-style-type: none"> <li>Progress reports on ongoing social impact projects.</li> <li>Milestones achieved and future goals.</li> </ul> </li> <li><b>Success Stories</b> <ul style="list-style-type: none"> <li>Testimonials from beneficiaries.</li> <li>Case studies of individuals or communities positively impacted.</li> </ul> </li> <li><b>Volunteer Spotlights</b> <ul style="list-style-type: none"> <li>Profiles of dedicated volunteers.</li> <li>Interviews or stories highlighting their contributions.</li> </ul> </li> <li><b>Partnership Highlights</b> <ul style="list-style-type: none"> <li>Features on collaborations with other organisations.</li> <li>Impact of these partnerships on our initiatives.</li> </ul> </li> <li><b>Upcoming Events</b> <ul style="list-style-type: none"> <li>Announcements of events, workshops, or webinars.</li> <li>Invitations to participate or volunteer.</li> </ul> </li> <li><b>Impact Metrics</b> <ul style="list-style-type: none"> <li>Data and statistics showing measurable outcomes.</li> <li>Infographics that visualise our progress.</li> </ul> </li> </ol> |

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| 8.2 | <b>Volunteer Events</b>                                                       | No of volunteer days                                                  | 4          | <p>Balfour Beatty has identified several local charities and community organisations to support through Balfour Beatty staff volunteering days, some examples of these are below:</p> <ul style="list-style-type: none"><li>• Wokingham Food Bank – emergency food</li><li>• Elevate Me Wokingham - Advice and support on employment, training, and education</li><li>• Promise Inclusion - support and activities for people with learning disabilities and autism</li><li>• Wokingham In Need: local run charity helping the homeless</li></ul> <p>We will make links with the Wokingham Volunteer Centre to identify further opportunities for volunteering to support local organisations in need.</p> |
| 8.3 | <b>Charitable Donations</b>                                                   | Amount (£) where this is equipment an equivalent cost should be input | £11,000.00 | <p>Balfour Beatty has researched and found various charities in the nearby area of the project for which charitable donations will be carefully considered and fundraising opportunities in line with WBC and Balfour Beatty priorities will be made. We will ensure that fundraising will cover a wide range of areas of focus to ensure a fair and even distribution of charitable donations.</p>                                                                                                                                                                                                                                                                                                        |
| 8.4 | <b>Community Based Events (i.e. Time-capsule or Ground Breaking Ceremony)</b> | No of Events                                                          | 3          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |