

Annual Review 2016



WILLMOTT DIXON FOUNDATION
Creating a positive impact for society and local communities



The Willmott Dixon Foundation was established in 2011 to guide, monitor and collate the social and community activities of the Willmott Dixon businesses.

Its Board members are:

Rick Willmott, Chair of Willmott Dixon Foundation and Group Chief Executive

Alison Symmers, Head of Willmott Dixon Foundation

Jonathon Porritt, Non-Executive Director of Willmott Dixon Holdings and Founder of Forum for the Future

Paul Smith, Divisional Chief Executive, Willmott Dixon Support Services

Mike Hart, Chief Operating Officer, Willmott Dixon Interiors

Rob Lambe, Managing Director, Willmott Dixon Energy Services and Willmott Dixon Re-Thinking

Julia Barrett, Director, Willmott Dixon Re-Thinking

Andy Geldard, Head of Communications, Willmott Dixon



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Foreword



Our community work is an integral part of who we are and what we do. So I am delighted to be introducing this report which gives a flavour of the huge number and range of projects and activities carried out by every part of our group over the past 12 months.

The value of our community investment has risen in 2015 to £2.5m, up from £2.27m in 2014, but we know that this is certainly not the full story. Our holistic report – on page 6 – gives a picture of not only what we put into the community but what we did and the impact that these activities have had on individuals and communities. Our first holistic report last year was well received and I hope that this year's will continue to give that fuller picture of what we believe adding social value is all about.

I am also particularly proud that we have more than reached our ambitious target of improving the life chances of 3,000 young people. When we set this target three years ago we wanted to emphasise the importance we place on the impact of our activities, but we also knew that there are significant variations in the depth of that impact depending on the circumstances – and on page 8 you can see how we recognised that. And in the glow of our achievement we have set ourselves a further challenge – to raise that number to 10,000 by 2020.

We continue to focus our community investment activities on our three priority areas: youth employment and inspiring young people, community transformation and tackling social exclusion. In this way we believe we can add most value – although sometimes these three aims are inextricably linked, as in the case of the work we have started with young offenders.

When we set up the Willmott Dixon Foundation in 2011, we wanted to be able to capture all the good work going on within the company and to be able to focus our efforts to deliver the best social value we can for society and local communities. I am pleased to say that all parts of the business have been really energised by the idea, implementing some amazing projects which have made a difference, you can read more about these here. And the Foundation itself continues to contribute to research, thought-leadership and debate on the social value agenda; how it should be expressed and how it can be measured. There is still no definitive answer to these questions and one of the most challenging areas remains how to capture the wider impact of community projects and investment – an ongoing topic of discussion and research for us.

This year our report also includes a focus on the many individuals who go above and beyond the call of duty in their dedication to community investment, our 'unsung heroes'. These people – and the many others like them – are our champions; they personify our values, and I am very proud to celebrate them and everyone else in this Review.

Rick Willmott
Chair of Willmott Dixon Foundation
Group Chief Executive

"Adding social value for communities and local areas is something we passionately believe in."

Rick Willmott



Our community investment in a nutshell

"The Considerate Constructors Scheme sees Willmott Dixon as a pioneering organisation in creating and measuring Social Value."

Considerate Constructor Scheme, who we supported with the development of their Building Social Value checklist



Where it came from

COMPANY CONTRIBUTION		£'000
Staff time		2,076
Cash donations		154
Gifts-in-kind		276
		2,506
LEVERAGE		
Fundraising		335
Supply chain:		
Time		50
Cash donations		1
Gifts-in-kind		420
		806
TOTAL		3,312

Where it went

FOCUS AREAS		£'000
Youth unemployment and inspiring young people (See page 12)		1,329
Social exclusion (See page 14)		307
Community transformation (See page 16)		1,248
Other charities (See page 20)		427
Other		1
TOTAL		3,312

Our community investment data is collated in accordance with the standards of LBG¹, of which we are a member, and is verified by Bureau Veritas².

1. LBG is a global network of companies who have developed a well-recognised and robust framework for measuring and benchmarking community investment.

2. Bureau Veritas is a professional services company that provides independent verification and assurance services.



£2.5m

In 2015 our company invested £2.5m in local communities, up from £2.27m in 2014

£713

Our community investment equates to £713 for each of our employees compared to an average for LBG¹ companies of £359 and £244 for those in our sector

83%

83% of our investment in 2015 was in the value of our staff time

£335k

Our people raised £335k for charities

£470k

Our supply chain contributed at least £470k and we think it is more than this – we don't believe we manage to capture everything



The difference we are making

Our holistic report for 2015

1. What we put into the community

£2.5m
value of our investment in communities

54%
of our people took part in community projects

£1.3bn
turnover

£8,500

added by the Foundation to fundraising efforts of our people through Just Giving

£2.85m
invested in training

£813
per employee



Willmott Dixon Foundation collates, co-ordinates and guides all community investment and social value activities



Our new target:

To have enhanced the life chances of 10,000 young people by the end of 2020



5% Club

We joined the club and committed that by 2020 5% of our workforce will be in formalised apprentices, sponsored students or graduate development schemes

£713
the value of our community investment per employee

Our community investment focus:

Youth unemployment and inspiring young people; social exclusion; community transformation



6,900

Over 6,900 hours time invested by our people in community activities

To Willmott Dixon, social value means creating a positive impact on society and local communities



2. What we've done in the community

549
work experience opportunities for young people

over **80%** of suppliers on our Scape framework projects are SMEs

1,000
young people attended in-depth mock interviews skills and cv writing events

56
young people mentored



7%
higher than sector average (5%) of ethnic minority employees

13
Foundation trainee challenges completed

150
suppliers on our 'early pay' scheme

161
management trainees



Pre-enrolment on our sites saved our supply chain companies over 40,000 hours of paperwork

Local labour



The communities we worked with in 2015



23 young people from disadvantaged backgrounds attended a 3 day employability skills course

Management development programmes validated by Anglia Ruskin University

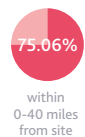
5.83%

of our workforce are in formalised apprenticeships, sponsored students or on graduate development schemes

£335k raised by our staff for good causes

Contributed to Considerate Constructor Scheme's 'Building Social Value' checklist

Local spend



Sustainable business of the year 2015 (Edie Awards)



Contributed to Cabinet-office-backed social value project

Over 38,000 people have benefited from toolbox talk short courses

Average CCS score 40.29 out of 50 – 13% higher than industry average

29,903 hours of work experience given to local residents through our Opening Doors programme

59
apprentices employed in 2015

20
registered social enterprises joined our supply chain

54
work experience opportunities for young people with greater life barriers

over **70%** of our spend on our Scape framework projects is with SMEs



3. The impact of our activities in the community

"I was in a dark place before but now I can see a future for me"

A participant on a 'Get into construction' placement



Josh went from the wrong side of the law to a full time job after attending a work experience programme



30% Increase in capacity for Rainbow Centre support after our renovation

169 young people on one of our supported apprenticeship programmes

"It has lifted us, energised us and opened our eyes to the possibilities of the services we can provide"

Rudi Champagne, Vice Chair & Trustee, Calthorpe



"I learned some lessons that will help me with my future career"

Ethan, age 16, after a work experience placement



"It was a massive boost to his confidence" said the support worker of a young person who gained employment within a few weeks of attending the Good to Go course



75 young people learnt to read through long-term reading buddies schemes

"Students came away from the day feeling empowered"

Sally Ramsdale, Greenford High School



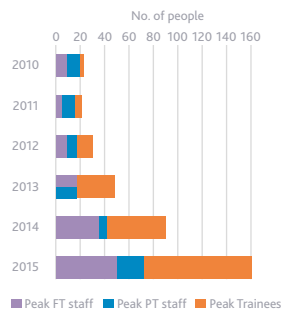
"Horticultural courses can now be delivered at the Academy - this will continue to benefit long into the future"

Jeremy Dodd, Principal, Academy for Central Bedfordshire

662 Transformed the life chances of 662 young people

90% the average score given by clients on the impact of our community investment

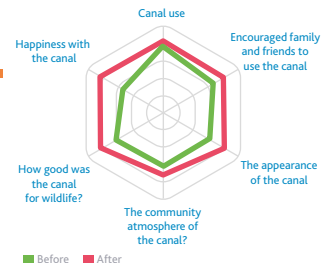
Increase in people helped through our involvement with community wood recycling



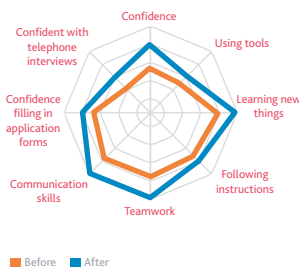
6 of the 8 young people working alongside us at a Foundation Trainee challenge got full time employment as a direct result



Impact on local residents from clearing a canal



Difference made from our work experience programmes



99% of the beneficiaries said our community activities had a positive impact



1,116 of our supply chain companies are gaining knowledge through the Supply Chain Sustainability School of which we are a founder member

"Working here has increased my confidence and I'm learning new things every day"

Spencer, aged 18, on long-term work experience placement



"Before this I had never had a job interview so the guidance offered was great, helping to build my confidence"

Simon, aged 18



3,650 Improved the life chances of 3,650 young people

81% of staff believe the company are serious about making a difference in local communities

20 young homeless people "gained confidence in meeting new people and trying new things"



"I now have a sense of purpose"

Kyle, aged 18 who got an apprenticeship with one of our supply chain partners after work experience



"I found I have skills I didn't realise I had... I was a bit shocked by that!"

Roisin aged 17



"It allowed me to decide that I would like to pursue a manual, hands-on career"

Sam, aged 17, after a work experience placement



£212.5m spent within 20 miles of our largest public sector procurement framework sites



£4.27 Social Value created for every £1 invested at the ButeTown project (Construction Youth Trust SROI estimate)

96 girls aged 12-13 "were enthused about careers they had never heard of"

Sophie Armstrong, Bradford Girls Grammar schools

Helping young people: We smashed our target!

"That Willmott Dixon has exceeded their innovative impact target is fantastic and a testament to the priority which social value is given throughout the business."

Jonathan Porritt, Non-executive Director of Willmott Dixon Holdings and Founder of Forum for the Future



In 2013 the Willmott Dixon Foundation set the whole Group a challenge: to enhance the life chances of 3,000 young people in three years. At the end of December 2015 we had more than met the target, achieving an amazing 3,426.

The vision behind the target was to recognise that it is the impact on the individual that is the most important – to get away from the cost ('we gave money to a charity') or the output ('we delivered two weeks' work experience') and look at what benefit was gained – ('we gave a young person the skills to go on and find employment').

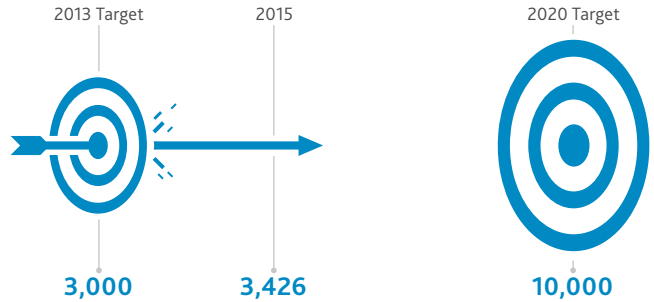
To further stress the importance of the impact, we weighted our different interventions. Some activities – such as extended work experience, mentoring or apprenticeships – have a greater impact on young people. Equally, for young people facing significant disadvantages or barriers, a period of work experience may have a greater influence on their future than for others. So, if an activity genuinely transforms a young person's life chances, we count that as 1 towards our target; whereas if we help a young person along the way with activities such as assisting with CV writing or mock interviews, we count that as 1/3. And we don't count some activities at all – for example, when we attend careers fairs or events where we don't have a significant in-depth one-to-one discussion, we don't class this as a meaningful intervention – although we know that sometimes these short conversations or presentations do lead to changes in attitude and motivation among youngsters.

So we have 'improved' the lives of 6,113 young people since 2013 (which, using our methodology, counts as 2,038 towards our target) and 'transformed' the lives of 1,388. We achieved 3,426 against our target, but actually made a difference to the lives of 7,501 young people.

We have now extended our goal to 10,000 by 2020 and will use the same methodology.

Some of the stories of the people whose lives we've changed are on this page and elsewhere within the Review.

Our performance against targets



From zero confidence to employment

18-year-old Natalie joined us on the Prince's Trust Get Into Construction Programme when she was still recovering from mental health problems. Although she was bright and capable, her confidence was at rock bottom. She spent two weeks with us, starting with workshops and then moving on to work with one of our project teams.

At the end of her placement her self-worth had grown so much, she was barely recognisable. She went on to land her dream job, working with animals.

"The reading partnership has helped raise standards in reading and English."

Wendy Cotterill, Assistant Principal, Oasis Academy Birmingham



"Improving" or "Transforming" life chances?



"The support you gave enabled the Trust to provide opportunities for individuals to gain social skills away from drug-using circles, gain vocational qualifications and regain employment."

Kendra Gray, Strategic Director,
O'Connor Gateway Charitable Trust



Driving ambition

Now 26, Jonathan joined us three years ago on a shared apprenticeship scheme. Having trained as an electrician, he struggled to find full-time work during the recession and was studying building services engineering, while working as an electrician's mate part-time.

"Coming to Willmott Dixon has opened up a lot of doors for me but it has also opened my eyes as to how far I can go," says Jonathan, who has a young family to support. *"I would not say I didn't have aspirations before, but now I can see what is in front of me, I really have the drive to push forward."*

After applying for and completing a two-and-a-half year apprenticeship, which Jonathan chose to spend entirely with us – rather than to move around to other contractors as the shared scheme allows – he applied to be a management trainee. Six months in, he is enjoying adding to his site experience with new knowledge about managing the build process.

Work experience opportunities offered to young people between 2013-2015



Finding a future career path

When a 14-year-old autistic boy came to us for work experience, his school told us that he 'likes to do things quietly, by himself'. Nothing could have been further from the truth. He enjoyed lots of activity and engagement.

As well as discovering that he had a real aptitude for fast and accurate data input, we spent time with him looking at his likes and dislikes and what possible career options might work for him. Together we identified the job of stock manager for a farm, looked at local colleges offering suitable courses and worked out what subjects would be required.



Enthusiastic about opportunities

Aaron and Dominic are apprentice multi-skilled maintenance operatives, who have been with our Liverpool branch for two years and have both achieved NVQ Level 2. Aaron is now working towards a Level 3 in joinery and Dominic is aiming for the same in plastering.



Aaron, who is 20, came to us having worked for a media cabling firm. *"I left after about a year as there were no prospects for earning more or gaining qualifications so it felt like a dead-end job,"* he says. Dominic, 19, had gained GCSEs but didn't think university was the right route for him.

Both young men will have a chance to join the company's trainee site manager programme once they have achieved their Level 3 qualifications. *"Willmott Dixon has looked after me from day one",* says Aaron. *"They have helped me find what I want to do and now I'm set on becoming a site manager and making my way in life."* Dominic says: *"Hopefully I'm here for life. I'm earning and learning and I really enjoy it. I'd like to get on the trainee site manager programme, then the sky's the limit."*

Good to Go

For a second year running, our Interiors team took a group of 17 unemployed and underprivileged young people from inner London on a residential course near Chester. The young people were referred by StreetLeague and, as well as experiencing problems gaining employment they have a wider range of problems including homelessness, broken families, poor literacy, alcohol and drug abuse, gang culture, violence and depression. The course was developed and delivered in collaboration with the National Communities Resource Centre to provide employability skills training including confidence building, team working, problem solving and motivational activities. Since completing the course over 50% are now either in employment or work-related training and the remainder know what they want to do in the future. *"I like that it has opened my eyes"* said James, one of the participants *"it's shown me what I want to do in life"*.

Three of the attendees were invited later in the year to give a presentation on the problems facing young people in the UK today – which they were able to do eloquently and confidently, thanks to their experiences on the course.



Work for a young dad

Young parent Dan left college last year with an NVQ Level 2 in Plumbing and spent months searching for an apprenticeship or a job as a plumber's mate. We gave him a work experience placement and paid for him to carry out his CSCS exam, which led to him gaining six month's paid work with one of our subcontractors.

"I am grateful that my child has had this opportunity."

Parent of a student at The Priory School after a mock interview exercise

"Each young person left with a smile on their face, oozing confidence."

Jane Wilson, Catch 22

7,500
We made a difference to the life chances of 7,500 young people

1,388
Transformed the life chances of 1,388 young people

6,113
Improved the life chances of 6,113 young people

675
We gave 675 in-depth interview skills and CV writing sessions

56
young people received one-to-one mentoring

28
young people from disadvantaged background went on a week's residential course

225
We held 225 school career workshops

14%
We beat our target by 14%

49
traineeships

Our wider impacts

"We want to explore the wider ripples emanating from our community activities to give us a better understanding of the total social value we can add to communities and local areas."

Alison Symmers, Head of Willmott Dixon Foundation



At Willmott Dixon, we believe that social value cannot be measured purely in numbers or pounds. In early 2015 we published our report *'Social Value – taking full account of a company's true impact'* which explored the added value that a company can add to communities and society by the way it conducts itself, its ethos and core values.

But it is also true that what we do for individuals and communities has an impact beyond the immediate recipient, so, in 2015 we started to explore some of the wider impacts that our community projects and interventions have had – the ripples that affect other people and the longer term impacts that might occur. Once the paint has dried on the community centre refurbishment, and the thank you notes have been received, what difference has been made to the people, to their lives and the lives of those around them or to the local area? Once the young person has finished their work experience with us, what do they then do? And what impact does that have on their family and friends?

Sometimes those wider impacts can be difficult to predict: a new community group is formed thanks to a space being renovated, a new volunteer is attracted and their life is impacted. In other cases, for instance where we have the opportunity to work with marginalised or deprived individuals, we know through experience that the positive ripples spread further to family, friends, peer groups and even support agencies.

In carrying out further study, our goal is to understand how far the impact ripples go and how, or indeed whether, it is possible to express this wider impact. This will help us and others to understand what types of projects and activities have the greatest benefits and who we should be working with in order to maximise the value we can add to communities.

We also want to contribute to debate amongst Government, customers and contractors about what social value is, how it can be targeted and measured, and what should be taken into consideration when procuring contracts, particularly in the public sector.

We also want to learn when things don't go so well so that we can better understand what factors lead to success and leave a lasting social value legacy.

Below are some of the wider impacts we have found so far; we are continuing our research work and will share our findings.



Inspiration for others

While constructing a new flagship custodial facility with South Yorkshire Police, we worked with the police authority, the Sheffield Youth Justice Service and Sheffield County Council to create a 12-week training programme, aimed at young people who had previously been on the wrong side of the criminal justice system.

The programme, comprising six weeks of classroom learning, followed by six weeks on site aimed to equip the young people with the skills and behaviours they needed to find employment. Eight young people attended the classroom-based sessions with four of those going on to receive training on site.

One of the trainees, Josh, showed such exceptional commitment, that he was offered a full-time apprenticeship by our supply chain partner Phoenix Brickwork. As well as transforming Josh's life chances, this opportunity has also removed a huge burden from his mother, Vicky, who was worried that, without support, he might get into trouble with the law again.

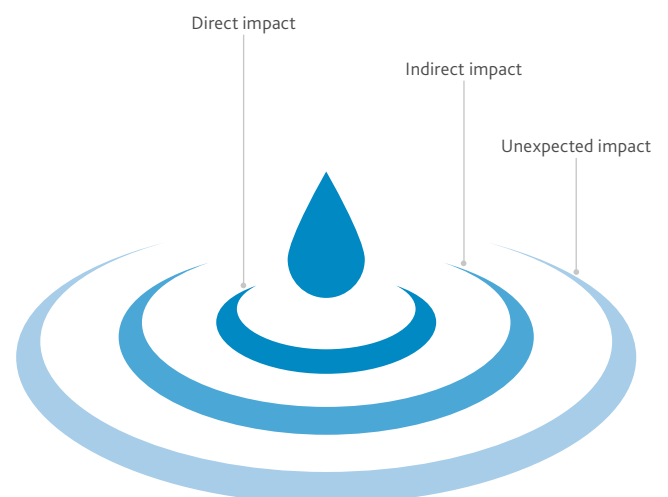
"Programmes like this are an important part of the wider youth justice service, helping to build a more constructive society. Hopefully his story will serve as inspiration for others looking for a fresh start after experiencing troubles in their lives." Superintendent Simon Verrall, South Yorkshire Police.

"It has made such a difference to our capacity to deliver support to individuals by 30%."

Simon Watterson, Director of the Rainbow Centre after we renovated their offices



Ripple effect



"I really appreciate the work that Willmott Dixon carried out at the Calthorpe Project. What it has done for us is lift our spirits, energise us and opened our eyes of the possibilities of the services we can provide for all the different groups that use the project."

Rudi Champagnie, Vice Chair of the Calthorpe Project



New groups spring from playground makeover

In 2014, we refurbished and extended buildings at Slade Gardens adventure playground in Stockwell, which provides free, safe play for local children, including those who live in some of the area's poorest estates. Previously the buildings were unusable in winter, but thanks to the work we did they are now used all year round by the children and by new community groups – including a new art club that has been set up.

With a facility that can be used all-year-round in the evening, Slade Gardens has been able to apply successfully for a £12,000 grant to start a Girls' Night for girls aged between 15 and 18. "We want to inspire them to think about their future careers, and hopefully reduce the number of teenage pregnancies" says Robin Langton, chair of the voluntary committee that runs the gardens.

One other recent addition to the playground's use is fitness instructor Joe who has started up two boot camps each week, attracting people from the estates and private housing in the area. "There isn't anything else in the area," says Joe. "A lot of people have said 'I wish it had been done a long time ago'." Joe hopes to secure funding to run classes for teenagers too.

A chance to rebuild family ties too

Ben* was open about his previous struggles with alcohol and drug addiction when he applied for a job with us. We were very happy when he took the opportunity we offered him and went on to work hard and to build a career for himself with us.

Ben's success hasn't just lessened the potential burden on society of supporting him financially, it has also helped to rebuild connections with his family. "I see my daughter much more often now, she's really happy that I'm working," he says.

*not his real name



Confidence to go it alone

Having achieved a degree in Set Design, Holly – who has dyslexia and dyscalculia – began to suffer from depression and anxiety as she realised her chosen career path exacerbated her condition. Wanting to retrain as a painter and decorator but unable to get an apprenticeship, she came to work with us through the Build-it programme which aims to support young people into construction careers.

Fast-forward to today and Holly is running her own business, Jamsworth Painting and Decorating. Her time with us gave her the confidence to strike out on her own.

"I learnt a lot at the Willmott Dixon placement," says Holly. "They gave me a lot of responsibility and I was pleased with the hands-on approach they took with me and the attitude of the site manager – the best way to learn is to do it yourself."



Opportunities to help, and be helped

The London Borough of Hounslow, with local residents, developed Hounslow Community FoodBox to try and alleviate some of the problems created by loss of jobs and poverty. On a very immediate level, the initiative works to give food boxes to local individuals and families who need help at a difficult time in their lives; for example those with debt problems, the homeless, unemployed or refugees.

We worked with Hounslow Homes to refurbish a disused residents' hall in 2014 to create a new premises for the foodbank. Our work has meant that the hall has also now been able to double as a community centre, with bingo sessions twice a week.

And as well as benefiting those who receive food donations, FoodBox also provides opportunities for local people to volunteer and gain experience and skills. One such person is Vinu who started volunteering three times a week, after a stroke left him able to use only one hand. Vinu says that working there is therapeutic and rewarding as he loves helping others.

Boxing gym refurb hits crime

Last year we mentioned our renovation work for Lower Manor Boxing Club in Sheffield, which had been vandalised and was threatened with closure. Since then the gym has gone from strength to strength – its membership has risen dramatically, providing an outlet for young people from disadvantaged backgrounds.



But the refurbishment has also improved the lives of people who live locally, according to housing provider ACIS who worked on the refurbishment with us. "Anti-social behaviour around Lower Manor has reduced to almost zero. Before that we were getting gangs round there, smashed windows and all sorts of trouble. There's no youth nuisance now," says Dorothy Cunningham, area services manager for ACIS.

Youth unemployment and inspiring young people

"I found I have skills I didn't realise I had... I was a bit shocked by that."

Roisin aged 17



The need to inspire the next generation is something that comes naturally to many of our people: they are enthused and motivated and they want to pass that on.

At the end of December 2015, nearly 12 percent of all young people in the UK, aged between 16 and 24 years old, were classed as NEET (not in education, employment or training). In some regions of the UK, this figure is higher: over 16 percent in the North East, 14 per cent in the North West and 13 percent in Yorkshire and Humber.

Research has demonstrated that certain young people are far more likely to be NEET: those who have been excluded or suspended from school, those who are eligible for free school meals, those with children themselves and those with disabilities. Half of those who had achieved fewer than five GCSEs graded between A* and C had been NEET at some point.

Many of our interventions are aimed at reducing the risk of young people becoming NEET. From helping school children to read, to upgrading facilities where children can meet and play, to providing work experience placements and apprenticeships for disadvantaged young people, all parts of our business have found opportunities over the last year to make such interventions.

Working with young people can be challenging, and also requires significant resources and commitment from the teams and individuals involved. We are fortunate that our people come from a diverse range of backgrounds and have come to their careers through a variety of paths. This means that they are equipped with the skills and attitudes to provide valuable training, mentoring and other forms of support.

In carrying out activities with young people, we are also able to reach those who have a real interest and aptitude in the construction industry. This can only be good news as the construction sector is facing a skills crisis over the next decade. It has shed 140,000 jobs during the last recession, 22 percent of the workforce is over 50 and 15 percent over 60. We work hard to show young people the wide variety of jobs and careers that are available in the construction industry – it's not just about bricks and mortar, and it's not just for boys.

Interview skills / CV writing / Mock interview

1085 Total

59
Young offenders

24
Disadvantaged backgrounds



New garden, new hope

Creating a new agricultural teaching facility and horticultural garden at the Academy for Central Bedfordshire, a school for students with a history of behavioural, emotional and social difficulties, also helped six young trainees to gain full-time employment. Led by management trainee Liam Tracy, as his Foundation Trainee Challenge for 2015, our local office and members of its supply chain provided work experience for eight young people from a charity called Groundwork.

The team built raised beds, compost bins, a shed and greenhouse, landscaping and tree planting and in addition provided mock interviews and tutoring for the eight work experience participants.

As a direct result of Liam's project, the school is now able to provide an entirely new alternative curriculum choice for their students for this and future years, "it allows us to offer a further enrichment activity which means more students will benefit from the skills we are able to teach in this area. The Academy has benefited and will continue to benefit long into the future" said Jeremy Dodd, Principal. And as an additional benefit, six of the young people from Groundwork have gained full-time employment as a direct result.

"I just wanted to say I have been offered the job, to start on Monday. I want to express my thanks for all your help, I really appreciate it."

Jono, age 22



"A number of the candidates who attended are now in the process of preparing for interviews and all tell me they feel much more confident than before the workshops."

Bob Nosedá,
Barking & Dagenham College



"Made me realise education is more important than some people think. If you work hard and get on with things it will benefit you."

Adam, age 14



549
work experience
opportunities in
2015

56
Young people
mentored

62
Primary school
children helped
to read

6
Secondary
school children
helped to read

260
We visited over
260 schools
giving talks
to over 3,700
children

3,600
Over 3,600
school children
and students
visited our sites

**"Being on your Opening
Doors programme helped
Luke secure permanent
employment."**

Jenny Wardle, Placement and Monitoring
Officer, Phoenix Enterprise



Children's Centre

The Mexborough Children's Centre in Doncaster is an important facility for many local children who come from troubled backgrounds and face issues such as domestic violence, abuse, parental drug and alcohol misuse. When the centre's outside area needed improvement, our team at Galatia stepped in.

With materials donated by suppliers, the team gave up their weekend and evenings to replace an area of fencing and make the centre safer.



Grand Designs in Rotherham

Last year we launched a new five-day event for 40 young people from the Rotherham area. The Grand Designs Summer School gave disadvantaged and vulnerable children the opportunity to try new challenges and meet potential employers.

"You could see the difference in some young people from the first day to the last; their confidence and self-esteem had grown, they started to believe in themselves a little bit more," says Nicola Harding, Reaching Communities Project Coordinator for Myplace. *"Other young people clearly enjoyed the experiences of making new friends and trying new things."*



A life in law?

Company Secretary Wendy McWilliams and her team gave 19 A level students from three local schools a unique insight into their role. With activities ranging from a mock employment tribunal, a site visit, a day with our insurance brokers and a tour of Lloyds of London, the aim was to give attendees a good understanding of the wide range of roles law offers.



Getting Into Work

Young people on the Princes Trust's 'Get Into' programme gained a range of skills and practical experience on two projects for Thurrock Council in Essex. Two of the candidates went on to gain employment with one of our groundworks contractors.

The 'Get Into' programme is for 16-to-25-year-olds who do not have vocational skills. It aims to introduce them to potential employers. The first phase of the programme saw Willmott Dixon staff help the six candidates to improve their employability skills, including communication, teamwork, presentation skills, preparing a CV and reliability. Following mock interviews, the candidates then had two weeks on site.

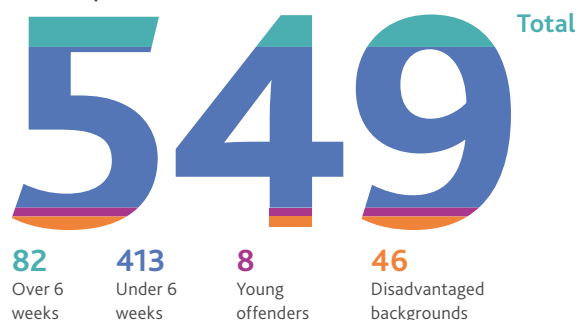
Three staff members worked with the young people throughout and attended a presentation to celebrate their successful completion of the course. Two of the eight wanted to continue their work experience and we were able to find them the places with one of our suppliers.



Buzzing with Teentech

"At the end of the day, the kids are absolutely buzzing," says community manager Jayne Greaves, who has been supporting Teentech events with colleagues for five years. Set up by TV presenter Maggie Philbin, Teentech aims to link STEM subjects to job roles in a fun and engaging way. Activities range from designing an app; to working out how to put sugar on a jelly baby; to recognising the difference between a bird box and a bat box.

Work experience



Social exclusion

“In my opinion this has been one of the best examples of a main contractor that has used their influence positively on a development to create jobs and training for local disadvantaged people.”

Nathan Wilkins, coordinator for the Nottingham City Council Employment Hub



Socially excluded groups of people are, by their very definition, difficult to reach and connect with. But that when interventions are successful, the changes we see can be classed as truly transformational.

Over the past year, we have challenged our business groups to work harder to identify these excluded groups because we believe that in doing so, we potentially give more value back to society. Setting up the right sorts of programmes, providing the right support and keeping motivation going when there are challenges and failures requires dedication from individuals and teams. There are some fantastic examples of the commitment being shown, some of which are showcased here.

Activities have ranged from improving facilities and services for excluded groups; offering work experience placements for people from a wide range of backgrounds, including those with disabilities, long-term unemployed or homeless people; and working with charities and organisations to add to the work they do.

A growing area of focus is investigating how we can work with ex-offenders and those in prison or young offender institutes to help steer them away from re-offending. Since its inception we have been working with 'Turn Around to Work', the Youth Justice Board initiative, currently running in Greater Manchester and London, which aims to provide work experience to young people who have been in secure units. We have also been extending our experience to offer the same opportunities to young people previously on the wrong side of the law in other parts of the country too. In addition, several of our teams have delivered presentations and attended careers events inside prisons and secure units, run CV writing and interview skills courses, and hosted site visits for those released on temporary licences. One of our businesses worked with a training provider putting young offenders through an NVQ in plumbing whilst they were serving their sentences and provided the necessary work experience for them to complete their practical modules.



A special centre

Children with autism and their families in West Midlands now have a place to meet and play, thanks to Willmott Dixon Partnerships in Birmingham and members of our supply chain. In total £76,000 worth of time and materials went into the project to create an autism-friendly community centre at Highcroft Community Centre in Erdington.

The transformation of the centre included a new roof, new kitchen, new flooring, refurbishment and the creation of a special sensory room. Willmott Dixon staff put 1,962 hours of their time into the project and raised over £3,000 towards equipment through a variety of fund-raising events.

“It will mean that parents of children with autism can meet regularly and gain peer to peer support while giving their children a chance to play in a safe and stimulating environment,” said Natalie Wood, Fundraising Manager for Autism West Midlands. *“We really cannot express our gratitude to all the Willmott Dixon team for everything they have done for us.”*

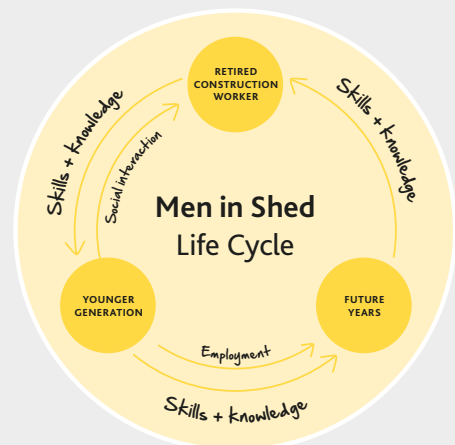


Local jobs for local people

When we worked in the heart of the St Ann’s community, it was important to make sure that local people were involved. Our site team worked with several community groups to deliver unprecedented community benefits. We worked with a range of partners, including Nottingham City Council Employment Hub, New College Nottingham and Nottingham City and Central College. We also offered employment opportunities to ex-offenders in conjunction with Nottingham Boxing Club (Switchup). In total we provided 72 local people with work opportunities. The project also brought economic benefits, as 98% of the project spend was allocated to sub-contractors within a 60 mile radius of the site.

Men in Sheds

There is an industry-wide challenge of retaining and sharing the vital skills of older retired construction workers with the younger generation. So when an opportunity arose to refurbish an old dusty forge in one of the most deprived areas of Cardiff, our team jumped at the chance. Joined by many of our supply chain partners we were able to deliver an inviting 'shed' in which retired tradespeople can pass on their skills, giving them a sense of fulfilment, promoting companionship and social well-being. We are now looking to do the same for communities in other parts of the city.



"The focus on community showed a deep commitment to the local community and understanding their needs and how to engage with them."

CCS report on our Music Box project



LIFT for long-term unemployed

Willmott Dixon Energy Services has been helping people who have been unemployed for a long time to gain work experience and employability skills in support of the Welsh Government's LIFT programme, which aims to provide 5,000 training opportunities to unemployed households.

During a two-week programme, devised by Commercial Manager Phil Young, 14 young people received a mixture of hands-on experience, one-to-one support and formal qualifications such as CSCS cards. Success stories include Joe, whose aptitude on site led to him gaining a full-time position as site supervisor with one of our subcontractors. All those that completed have passed or are working towards their CSCS cards which is the passport to working on a construction site.



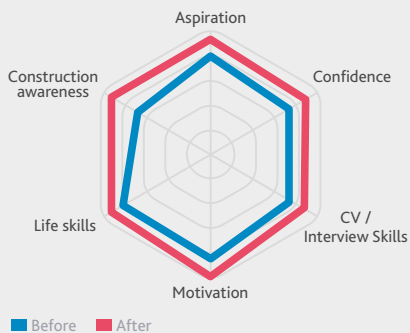
14
Placements offered



10
Places filled



7
Programme completions



New horizons

When Jon was discharged on medical grounds from his role as a Royal Marines commando, he felt it was the end of an era. Our site team constructing Somerset County Council offices got in touch with the Royal Marine Charity to offer work experience opportunities and Jon jumped at the chance to have some experience to put on his CV. During his two months' work experience Jon's potential shone through and he was offered a job with Willmott Dixon as an Assistant Building Manager. *"Being discharged left me with mixed emotions, however I am looking forward to the challenges and getting stuck in to my next adventure"* said Jon.



Out of the Woodwork

Our revamp, 'Out of the Woodwork', a programme run by social enterprise SIFA Fireside in Birmingham, has created a safer and brighter environment for participants. The furniture upcycling and restoration programme provides 12-week work experience places for six long-term unemployed people and vulnerable people. Participants gained not only woodworking training but transferable skills such as communication, health and safety awareness, manual handling and teamwork. Furniture bought in charity shops or donated is improved and then sold over the internet.



Volunteering to be homeless

A night sleeping rough in the rain raised awareness and funds for St Basils, a charity for young homeless people. It was the latest of several activities with St Basils which have included repair and maintenance work, as well as providing careers support and advice, work placements and in one young person's case, an apprenticeship. The voluntary rough sleepers from our Housing Midlands and North team raised over £2,000.

"The assistance you have given the local communities, schools working alongside the Prince's Trust, prisons and other charities has been extremely valued by all and there are many people out there who owe their thanks to Willmott Dixon for their advancement into, and progression within the industry."

Lesley Wright, CITB



Community transformation

"Willmott Dixon is genuinely committed to local economic benefit."

Cath Inchbold, Project Director,
 Oldham Borough Council



Strong local businesses not only bring money into local communities, but also support positive relations, and bring opportunities for different parts of the community to come together.

By employing local companies in our supply chain we know that we are helping local communities to thrive, and we actively seek out and support small and medium sized companies (SMEs) and social enterprises in all the areas in which we work.

In addition, over the past 12 months, we have carried out hundreds of activities which aim to add social value to the communities in which we work. These have ranged from the modest, such as clearing litter from streets, to the mammoth: major makeovers involving supply chain donations of materials and time – hundreds of work hours.

Our approach towards such community projects is changing too – in selecting where teams will spend their time, energy and resources, the total impact of activities is being considered in much greater detail. This often means tracking down and working with the right organisation or group, which allows the skills and services our people offer to deliver maximum social value.

For instance, a growing trend among many of our teams is to use community projects as an opportunity to train local people and provide work experience opportunities for them. Feedback tells us that in doing this we are not only providing a renovated or revamped community amenity, we are also transferring construction-related skills and knowledge, and building confidence, communication skills and often the motivation to go on to seek training or employment opportunities.



Transformation and training

A scheme to refurbish a community centre, gardens and areas at the Calthorpe Project in Kings Cross, central London also offered the chance to provide training for local young people. Supported by our supply chain, our team painted and repaired the building, cleaned the five-a-side football pitch, cleared the paths and created a new stage area, all-in-all drastically increasing the potential use of the project. *"The changes really gave Calthorpe a facelift and hopefully it will give the place a new lease of life."* A trustee of the Calthorpe Project, which is used by community groups of all ages.

For the ten young people, from charities Street League and the Construction Youth Trust, who worked with us on the project, we provided CV and interview workshops, toolbox talks and practical training sessions. Before and after questionnaires showed that these measures helped raise the skills and awareness of the young people.

"I was really impressed with the refurbishment work at the Calthorpe Centre – a fantastic project for the community to enjoy."

Councillor Lorraine Revah, Mayor of Camden



Award winning Partnerships

Our Partnerships business won the 'Excellence in Contractor Engagement category' at the 2015 TPAS Central awards. The award recognises companies improving the communities in which they work. Judges hailed Partnerships' community investment programme as an exemplar for the industry.

24
training events for
local people

281
community events
held

313
community halls and gardens
renovated and repaired

"It's great to see the businesses actively putting something back in the communities within which they have worked."

Carl Sargeant AM, Cabinet Secretary for Communities and Children, Welsh Government

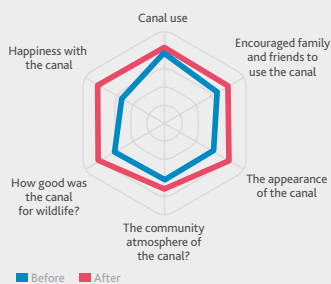


Water a load of rubbish

Teams from our Prime Place and be:here companies joined forces to make Brentford Lock a more pleasant environment. They fished out 30 bags of rubbish as well as large items including car tyres, metal crates, lost footballs and clothes.

Lee Doyle, Chief Executive of Brentford FC Community Sports Trust said: "We're very thankful to the staff of Prime Place and be:here for their help cleaning the canal, as it will now enhance the experience for all of our participants."

Impact of clearing a canal – views of local residents



Landscaping opens door

Foundry Wood is a community woodland in Leamington. Having received funding to create a workshop in an old railway goods wagon, the organisation lacked funds to provide safe access to it, preventing some visitors from using it.

Our team removed tree stumps and debris, levelled the area and laid down paths so that the new facility could be reached by those with pushchairs and wheelchairs, as well as visitors on foot. One visitor commented: "Thank you to Willmott Dixon who have created a level access pathway to allow my disabled mother to spend quality time with her grandchildren carrying out various activities... fun and learning for everyone."



Local companies boost local economies

In Liverpool, our ongoing relationship with mechanical, electrical and plumbing firm A&B Engineering is helping them to plan for the future and grow.

A&B worked with us first on Notre Dame Catholic Secondary School and then on two further schools projects, as well as other contracts. "Winning the work with Willmott Dixon has been fantastic for us," says A&B's director Mike Hart. "It's given us a very high level of business optimism and confidence, and our continuing relationship has opened up opportunities to work with them on other schemes in and around Liverpool."

The relationship has also meant that the firm has hugely increased the number of apprentices it can take on: from around four a year to 32 over the past three years, as well as 100 more full-time staff.



Community effort

A team which included nine of our apprentices, local residents, and volunteers from other community organisations spent a week revamping the Treeton Village Community and Resource Centre which had been closed for over two years.

Sam Robinson, 17, an apprentice joiner who lives in Maltby, said: "It was a great way of us all realising the value apprentices have in the local community as well as within the business. I am proud of the way in which we are working together to benefit everyone living locally."



New life for used furniture

Our refurbishment of a 10-storey student hall of residence in Middlesbrough required that we remove and dispose of all the existing furniture and electrical equipment from the 386 bedrooms. This includes beds and bedside cabinets, mattresses, sofas, fridge-freezers, microwaves and vacuum cleaners.

Rather than waste all these items, most of which were in good condition, we found a British Heart Foundation shop, just 0.4km from the site which was able to collect and sell them, raising £13,820. It also benefited members of the local community, who were able to buy furniture at a reasonable price – and we saved £7,000 in skip costs. A win-win all round!

Our unsung heroes

Giving back to the community is something we have been doing at Willmott Dixon since the company began in 1852, and it is due to our people that we have achieved so much. Here, we showcase just a few of our heroes:



Matthew Shuter

Construction Manager
 Matthew Shuter worked hard to develop as many learning opportunities as possible while working on his Brooklands School project. Matthew devised the 'Belonging Project', a six-week programme that included working with all the students there to teach them about design, health and safety and building techniques. Over 600 young people visited the site.

As if that wasn't enough to manage on top of his 'day job', Matthew trained and ran the London Marathon for the Willen Hospice and put a team together to complete the 'Gung Ho' challenge for the same cause.



James Worrallo

Over 35 students from Stoke College will benefit from work placements on James Worrallo's site. "He goes out of his way to spend quality time with the work placements that he has on his site nothing is too much trouble for him," says Community Manager Marie Hope.

Stoke College's Work Experience Coordinator Neil Hamilton told us that James was the first employer to provide photos and feedback, unsolicited, and added: "I have to say that James is being brilliant on the work experience front. At times working with young people is like herding cats! James is definitely going the extra mile, I have to say that working with Willmott Dixon has been a delight, and James has been very flexible as well as showing a genuine interest in the students."



Lisa Garfield

Lisa Garfield came to the role of Community Liaison Manager from a background in building management and in a short time has revolutionised the approach to social value in the Wales and West region where she works. She has taken a lead in agreeing a minimum standard with the regional directors, even where there was no contractual requirement, and has taken a roadshow to every site and regional office to raise awareness.

The changes she has made have seen her working closely with the supply chain, and using some of the skills gained as a building manager to support the site teams.

Figures relating to Wales and West underline the success of Lisa's approach. The team exceeded their community investment last year by 550% and the number of apprentice hours on site rose from 363 hours at the beginning of 2015 to 2546 by the end of the year.

Not only that, but she has also found time to devote to doing some of the activities herself – helping Riding for the Disabled Association to provide experiences for children.



Mick O'Connor

Mick O'Connor, Senior Services Controller at our Rotherham branch, has been working for us since 2002 and has been a champion of providing work experience placements over all those years. "It's up to people like us to give young people the opportunity to understand what's expected of them in working life," says Mick. "Otherwise, they don't strive to achieve what they're capable of achieving."

Over the years, Mick has worked with many young people facing a range of challenges, such as learning difficulties, autism and dyspraxia, providing work experience and mentoring. Some of them, such as Labourer Jonathan, have gone on to build careers with us.

"It is more difficult to start with, but the improvement you see in their lives and the way that they express it makes it so worthwhile," says Mick. "I enjoy every minute of it."



Jimmy Crehan

Jimmy Crehan is a Multi-Engineer and Field Supervisor working on our contract for Midlands Heart Housing Association, and one of our best mentors for young people. With bucket-loads of patience and some wise words of wisdom, he has connected with young people on work experience placements who were previously struggling to see the point in studying. "I try to teach them what life is like out there," says Jimmy, who as a dyslexic struggled himself at school. "It's hard to get a job and it's important to stay at school, and get an apprenticeship if you can."



Jack Chami

His own experiences at school drove Assistant Build Manager Jack Chami to develop a schools programme based around an interactive presentation and complementary activities. He wanted to provide children with information about career paths in construction – something he never had.

Responses from school and students are encouraging: "You get a lot of engagement," he says. "Sometimes we are asked to stay on afterwards and talk to students who are interested, and there are lots of questions."



Scott Brand

When Build Manager Scott Brand started volunteering at a local special school for children with behavioural difficulties, many of whom are cared for, his initial brief was to help make the most of a carpentry facility the school had. Now Scott spends two hours every week working with a group of six children on a Young Enterprise scheme which sees them design, produce and sell their own products.

"The kids respond well to learning on a physical basis, and this gives them the chance to learn about all sorts of skills, including dealing with money," says Scott who often ends his session at the school with a quick game of football. "It has been a good for me too. People tend to have a stereotypical view that these are difficult children but when you hear some of their stories, you understand why their behaviour can be challenging."

"I am proud of what our people have achieved for local communities – and the difference they have made to the lives of local people."

Rick Willmott,
Chair of Willmott Dixon Foundation,
Group Chief Executive



Gordon Bell

Gordon Bell, Senior Project Surveyor, first volunteered to mentor secondary school children in a deprived area of East London in 2006. He was so moved by the impact his input had on certain children that he has been doing similar work ever since. *"One lad was continually being bullied because he didn't wear designer clothes,"* remembers Gordon. *"Being part of the group meant he made new friends, he got recognition and he gained a lot more confidence."*

Gordon works with a number of organisations, including SATRO, a social enterprise and charity which aims to inspire young people about STEM subjects. With support from others at our Cobham office, Gordon assists with around 30 events for SATRO with schools every year, including business games and setting up teams of children who solve construction problems.

Having the opportunity to change young people's attitudes or behaviour, even in a subtle way, is what keeps Gordon going back. *"Sometimes you find individuals who need help; maybe they've been given the role of MD in a role play and they can't control the group or they're messing around because they can't see the point,"* says Gordon. *"I enjoy working with them and it's where I feel I have the biggest impact."*



Stephanie Hensman

"I'm not an unsung hero," protests Stephanie Hensman. *"I get paid to do this."* Steph is Community Manager for our Hitchin company, a role she has moulded and expanded since she was moved into it from a marketing communications position two and a half years ago.

One of the things that Steph brought with her to the role was a good understanding and rapport with young people, having volunteered at a local youth club. During her time in her current job, she has created a strong

relationship with the Prince's Trust, engaging with other contractors in the area to deliver dozens of training and work experience placements.

Steph prides herself on working with young people who need additional input, such as those with mental health issues or learning difficulties. *"Those cases are where we make a big difference,"* she says. *"We try not to go for the 'easy' option."*

Around a year ago, Steph formed a link with a local secure training centre for young offenders, working with colleagues from Willmott Dixon and other contractors to provide CV and interview workshops. *"It was the first time a company had gone in and delivered something like that,"* says Steph. *"Now I'm trying to get more construction companies involved so we can appeal to a broader range of interests."*



Darren Hancock

Darren Hancock, Construction Manager, exceeded the very high social-value related KPIs on the Cardiff and Vale College project in Cardiff, by throwing himself wholeheartedly into enhancing the chances of local people. With no community liaison manager for most of the contract, Darren forged relationships with local organisations and set up and ran a process for identifying placement

opportunities, interviewing and placing students and supplying feedback.

The results are amazing. Working with our supply chain, Darren and his team managed to give 350 weeks to 14 individuals on shared apprenticeship schemes; 27 weeks of Construction Youth Trust placements young people; 235 weeks of work experience for 125 students; and 175 weeks of placements for long-term unemployed.

One immediate success story is a young man called Craig; he showed promise at plastering and Darren was able to facilitate an apprenticeship through the Y-Prentice Shared Apprenticeship Scheme. And at the end of that Craig got a full-time job with our supply chain partner.



Our trainees did it again!

In 2015 we ran our second Foundation Challenge in 2015 – our Trainees refurbished community centres in Rotherham, Cardiff and London; re-built a cricket pavilion in a Birmingham inner city area; did a garden make-over a school catering for children with severe physical disabilities; created a sensory room for young people with autism; build a new facility for a school for disaffected young people; cleared a canal of rubbish; cleaned up a local scout group hut; and refurbished premises to provide a fair credit store for local people to help them out of poverty.

As well as doing all that they also managed to provide work experience opportunities for over 40 young people and encouraged hundreds of our staff (and quite a few of the Directors and MDs too) and also those of our supply chain staff to join them in the work.

"We were amazed at the quality of the entries in 2014, but this year the standard was even higher – it is fantastic what they have been able to achieve" Rick Willmott

"The experience was the most fantastic learning opportunity as well as a chance to do something really worthwhile for the community in Butetown" said one of the trainees, *"I would highly recommend it to next year's trainees"*

Taking part this year were: Joint winners Liam Tracy (Construction Hitchin), Sam Bauckhaum (Interiors); runners-up Tom Chilcott (Construction Wales and the West) and Elise Mell (Partnerships Midlands and South); with Anish Bhadranswala (Partnership Homes London and South), Gareth Fellows (Construction North), Katie Butler (Partnership Homes Midlands and North), Liam Horner (Group HR), Lucy Hedley (Prime Place), Rachel Thompson (Partnerships North), Sam Chandler (Partnership Homes London and South), Sarah Mills (Construction Cobham) and Zenobia Robertson (Construction Birmingham).



Mike Walmsley

Mike has been in the Special Constabulary of Greater Manchester Police for 13 years and rose to the rank of chief officer in 2013, now leading 950 specials across the area. Somehow Mike manages to combine his role of Senior Build Manager, managing multi-million pound projects, with around 50 hours of Police work a month.

As well as improving his communication skills and the way he approaches problems, Mike's many experiences as a Special give him personal satisfaction: *"I get a sense of achievement, giving something back,"* he says. *"There's no other volunteering role quite like it."*

Willmott Dixon allows Mike five days a year towards the time he spends volunteering, with flexibility on when he can take it, for example to attend meetings during the day. We have also sponsored the Greater Manchester Special Constabularies annual awards for the past five years.

Our fundraising

Our people like getting muddy, hot and wet; they like running, cycling and hiking; they like dressing up, baking cakes and painting their faces. All in the name of a good cause. Here are a few of the things they have done in 2015 year in 402 fundraising events, raising £335,000 for charities.



Construction Cobham hiked and cycled as part of their local company challenge and in the process raised over £93,200 for Chestnut Tree House Hospice, which cares for over 300 children and young adults with progressive life-limiting conditions.



Energy Services HR Administrator, Sian Collin, took part in the Birmingham Half Marathon, raising £710 for the Epilepsy Society.

Rick Willmott, our Group Chief Executive led a team of divisional chief execs, COOs and MDs to complete the arduous Cyclotour du Lemman raising an amazing £37,000 for Stoke Mandeville Trust the spinal injury recovery charity. Together with the gift-aid money it was enough to fund a telemedicine initiative that will allow more patients to have treatment and health checks remotely at home. And the Company matched the money for former colleague Steve who was seriously injured in a road traffic collision which left him paralysed. Steve and his wife used the money to convert their garage to a specially-adapted room.



Ieva Matisone from Partnership Homes London and South, took part in the 2015 Ealing Half Marathon and raised £525 for National Foundation for Music Trust.



Construction Hitchin held a dress down day with added cake sale and face painting courtesy of Bid Coordinator Ashley Bowyer. They raised over £200 for Comic Relief.

"On behalf of our staff and patients I would like to say a big thank you to Willmott Dixon. This is an incredibly generous donation and will be put to good use to develop new ways of using technology to improve our care for the many outpatients we see every year."

Claire Guy, Operations Manager, NSIC



Housing Partnership Midlands and North raised £750 for their 10k off road Wolf Run through trails and obstacles in thick mud, woodland and lakes!



Construction Wales and West held a baton relay around all their site and raised £646 for Ronald McDonald House Charities. The donation will go towards the new Cardiff House which will support families using the services at The Noah's Ark Children's Hospital and the neo-natal and paediatric intensive care units at the University Hospital of Wales.



Construction Manchester raised £4,000 for The Haven Cancer Charity, who are committed to providing the best possible help to people affected by Breast Cancer.



Construction Birmingham raised £250 with their Christmas Jumper Day for Birmingham Children's Hospital.

Charities our fundraising supported in 2015

- Acorns Children's Hospice
- Alzheimer's Society
- Autism West Midlands
- Birmingham Children's Hospital
- Bluebell Wood Children's Hospice
- Bobby Moore Bowel Cancer Foundation
- Brain Tumour Research
- British Heart Foundation
- British Kidney Association
- Cancer Research UK
- Chestnut Treehouse Hospice
- Children in Need
- Children's Heart Surgery Fund
- Comic Relief
- Coventry Scouts
- Crisis
- Cumbria Flood Appeal
- Cystic Fibrosis Trust
- Demelza Hospice Care for Children
- Derian House
- Diabetes Week
- Eikon Charity
- Fareshare
- Groundwork
- Haven (Cancer Care)
- Help for Homeless
- Herts Young Homeless
- Isabel Hospice
- Jeans for Genes
- Lives Not Knives
- Macmillan Cancer Research
- Milton Keynes Soup Run Charity
- MIND
- Motor Neurone Disease Association
- Multiple Sclerosis Society
- Nepal Earthquake Appeal
- Oldham Mountain Rescue
- Penny Brohn Cancer Care
- Proud to Share (I'm Aware)
- Rainbow Centre, Scarborough
- Riding for the Disabled Association
- RISE – Women's Refuge
- Ronald McDonald House Charity
- Save the Children
- Sheffield Children's Hospital
- Shelter
- Sherbourne Sea Cadets
- Shiloh Homeless Charity
- SIFA Fireside
- St Basils Homelessness Charity
- St Kentigern Hospice
- St Mary's Hospice
- St Pauls Community School
- Stand up to Cancer
- Stroke Association
- Teenage Cancer Trust
- The Ladywood Project
- The Lighthouse Club
- The Prince's Trust
- Velindre Cancer Centre
- Wallace and Gromit Grand Appeal
- Warwickshire Air Ambulance
- Wear it Pink
- Wide Horizons
- Willen Hospice
- Young Enterprise
- Zoe's Place Baby Hospice



Working with others

The level of impact we have in communities depends on our relationships with other organisations. This includes generous members of our supply chain and community groups which already have connections and programmes we can plug into.

We are very grateful for the time, labour and materials that members of our supply chain donate to the many community projects we get involved with. Working with them on community projects reinforces business and interpersonal relationships.

Nationally we have partnerships with the Construction Youth Trust, which supports young people facing various barriers to achieve a career in construction and Turn Around to Work, a programme for young ex-offenders. Locally, many of our branches have formed relationships with organisations such as Street League, London Youth, Prince's Trust and food banks around the country.

Often we extend our networks when we connect into the charities or programmes that our clients are working with, such as the Welsh Government's LIFT programme to get workless households back into work (see page 15).



Home for veterans

Construction Manchester joined many other contractors, big and small, to help the BBC's Nick Knowles and his DIY SOS team on a ground-breaking project to convert derelict housing into homes for ex-service personnel.

The project saw the renovation of seven homes in Manchester's Canada Street and New Street, renovations to 62 façades and street-scaping – the task which we led. It was a mammoth project, only possible because we all pulled together to deliver the many different aspects of the scheme.

One veteran, who served with The Queen's Royal Lancers and now suffers with post traumatic stress disorder, has spoken to the BBC about the impact his new home and community have made on him. *"It's made a massive difference to my life,"* he said. From feeling suicidal, and not having a safe place where his son could visit him, he now has hope and is planning to start an apprenticeship.



Our supply chain partners' donation of time, money and goodwill have made a significant contribution to our community investment activities. Those mentioned below are just a few of the hundreds of valued suppliers who played a part. We would like to thank them all.

A&B Engineering (MSD)Ltd
 A&T Joinery
 AB Glass – Windows
 Acorn Recruitment
 Active Flooring Solutions Ltd
 Aden Contracting
 Afan Landscapes
 AHS NW Ltd
 All Electric
 Anglesey Scaffolding Company Ltd
 AR Signs
 Aspect Plumbing & Heating Ltd
 Atlantic
 AVV Solutions
 BCP
 Beech Landscapes Ltd
 Besseges Ltd
 Buildtherm
 C S Phillips
 Cadgrange Ltd
 Cadwell Brickwork
 Cara Brickwork
 Cara Construction
 Caxtons Builders
 Chasetown Civil Engineering
 CMB Engineering
 Dale Studios
 Derry Building Services

DJT
 Dortech Architectural Systems
 Dulux Ltd
 Dutton International
 Edmondson Electrical
 Elite
 Elliotts
 Elmsmere Engineering
 Embassy Scaffold
 Envirovent
 FP Hurley – Mechanical/Plumbing
 Graham The Plumbers Merchant
 GWORKS Construction
 Holmes Group
 Houston Cox Central
 HSE Utility Care
 Hurrells
 ICI Paints
 Ideal Standard – Sanitary ware
 IWC
 J Wright Roofing
 Jaw Roofing
 JBW Landscaping
 Jewsons
 JJ Interiors
 JP Tiling Limited
 Keyline
 Kingston Dry Wall
 LJJ
 Madagan Hill
 Mansard Carpentry
 McDermotts building and civil engineering Ltd
 MIB Facades UK Ltd
 Midland Building Products
 Mimram
 Northern Allied Property Services
 Plaza
 PTS Plumbing Trade Supplies
 QED Scaffolding Ltd



"Construction in Liverpool has never been so vibrant and Willmott Dixon is an important part of achieving that."

Lynne Debbazi, Recruitment Adviser,
Liverpool in Work



R W Hough & Sons Ltd
Ray Seager Scaffolding Services Ltd
Redhills
Regal Mechanical & Electrical Services Limited
Retrofit
Rilmac
Savern Scaffolding
Savern Wye Energy Agency
Sharpline Decorators
Sherrington skip hire
Shire – Sanitary ware
SMK Building & Maintenance Ltd SGB
Soltherm EWI Wales Ltd
Soundcraft
Speedy Hire
St Lewis Design Ltd
Steane Limited
Stotts Demolition
Summerfield Community Centre
Sustainable Building Services (UK) Ltd
Swirlforce
T & G Carpentry and Joinery
T Brewer
TC Interiors Ltd
Tanbry Construction Ltd
Tom White Waste.
Topfix Interiors
Travis Perkins
Wall-Lag (Wales) Ltd
Wetherby Building Services Ltd
WG&R
Whitecroft
Woodrose Carpentry Contractors Ltd
WOW
Wyse Power
YEC



Willmott Dixon is one of the UK's largest privately-owned construction, housing and property groups. Supporting local communities has been part of the way we do business since the company was formed in 1852.

