



Employment and Skills Strategy

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1 Introduction and Application Proposals

- 1.1 Crossman (Portland Street) Ltd, part of the Crossman Group of Companies, has acquired Christchurch Hall in Clifton (the property) and is seeking planning permission and listed building consent for:

‘Change of use of existing building to 9 flats, office and associated alterations to the building’.

- 1.2 The purpose of this statement is to demonstrate the economic benefits that would result from the development.
- 1.3 Employment and Skills Plans are strategies required through the planning process to drive forward inclusive employment and improved skills pathways, and to contribute to social value through new developments. An Employment and Skills Plan is a living document that is developed and implemented with support, regularly monitored, and reviewed, and has an accountable identified owner.
- 1.4 This high-level statement provides further information regarding the employment and skills commitments that Crossman (Portland Street) Ltd is seeking to deliver as part of the proposed development. To achieve this, their aim will be to embed wider social value measures into their planning application through community engagement and support and spend with local suppliers.

2 Employment and Training – Construction

Procurement:

- 2.1 Crossman (Portland Street) Ltd are seeking to appoint the ‘Crossman Build’ arm of their business to undertake the conversion of the property. It is understood that as part of their role in delivering the scheme, they will endeavour to evidence an ability to reinvest in the local community and promote employment, apprenticeships, and training schemes where the works are being delivered. Accordingly, contract performance conditions – proportionate to the size of the project – may relate to the creation of employment and training opportunities.

Training / Employment:

2.2 The contract will seek to commit 'Crossman Build' to the delivery of employment and training initiatives for the demonstrable benefit of the community. These may include:

- Employment of local residents.
- Apprenticeships.
- Partnership with local colleges and schools to support work placements.
- Attendance at careers sessions with local schools and recruitment events.
- Delivery of toolbox talks and seminars to enhance knowledge and skills.
- Employment workshops for local residents.

3 Employment and Training – Community Investment

3.1 Crossman (Portland Street Ltd) working with the 'Crossman Build' arm of the business will seek to invest in the local community and area where the site is located, which in turn may create additional opportunities employing local people during the refurbishment period. These are likely to be subcontractors given local labour is likely to be influenced by the geographical location of the project. It is acknowledged that Bristol City Council expects applicants to do the following:

- Register the site through the 'Considerate Constructors' Scheme and achieve a minimum score of 40 out of a possible 50 points.
- Whoever is responsible for project managing the development (i.e. 'Crossman Build' and its subcontractors) to be representative at events such as celebration days, community days, consultation events and publicity opportunities.
- To undertake open days for local neighbours and businesses to learn about the scheme and who is responsible for its delivery. (i.e. in this case 'Crossman Build')
- Volunteering hours as part of Crossman Build's Corporate Social Responsibility to local projects.
- Undertake a 'Community Project' in the local neighbourhood, selected by local residents.

- To lead on engaging with local residents and businesses and enhancing any existing community spaces close to the development site such as play areas, benches, planting, fencing or any similar activity.

Supply Chains:

3.2 Crossman (Portland Street Ltd) would like their development to support the development and growth of locally based businesses and thus 'Crossman Build' will target the local supply chain.

4 Employment Opportunities within the Proposed Development

4.1 In terms of general staffing, the proposed development would include the following employment roles:

- Cleaner/handy person part-time.
- Office administration staff.
- Manager/deputy manager full-time of the office space, including external relations and engagement with the local community.
- Receptionist.
- Window cleaner.
- IT support assistant.
- Managing agent for the Freehold of the building.

5 Employment and Skills Plan

5.1 Crossman (Portland Street Ltd) will prepare a detailed Employment and Training Plan in consultation with their 'Crossman Build' arm of their business in due course.