



THAKEHAM

Land at Bilsham Road, Yapton

Employment and Skills Plan Condition 19 of Y/91/17/OUT

Project	Bilsham Road, Yapton
Developer	Bilsham Road LLP (Hyde Group)
Lead contact for development phase	Matt O'Halloran (Thakeham Partnerships Limited)
(Residential/Infrastructure/Highways)	Residential
Planned start date {subject to pre-commencement conditions)	May 2022
Estimated duration of build phase	3 years

Introduction

The Land at Bilsham Road, Yapton was granted Outline Planning Permission under reference Y/91/17/OUT on 4 April 2019 for “the development of up to 250 residential dwellings (Class C3), vehicular access, public open space, ancillary works and associated infrastructure.”

A Reserved Matters application (Reference: Y/127/21/RES) was submitted on 1 September 2021 for the “Approval of reserved matters (appearance, landscaping, layout and scale) following the grant of Y/91/17/OUT for 250 No dwellings with associated parking, road/footway/cycleway provision, open space, landscaping, surface water attenuation & ancillary works (resubmission following Y/152/20/RES)”. The application is still under determination.

Condition 19 of the outline application (Y/91/17/OUT) requires “Prior to commencement of development for each phase, the applicant shall prepare and submit for approval an Employment and Skills Plan for the construction of each phase of the development. Following approval of the Employment and Skills Plan, the development will implement and promote the objectives of the approved plan”

This Employment and Skills Plan has been prepared to discharge condition 19 and sets out Hyde Group and Thakeham’s commitments to providing employment and training opportunities within Arun District.

About Thakeham and Thakeham Partnerships

Thakeham delivers quality new homes across Sussex, Surrey and Hampshire. As well as a housebuilder, we are proud to be a leading contractor in the Southeast. Thakeham Partnerships work with housing associations, Councils and institutions to deliver a range of residential and commercial projects to a high standard.

Employment and Skills Plan

KPI1	Work Experience Placements
This target describes work experience for students from schools, colleges and universities (16 to 24 years) as well as working age adults who are seeking employment, including but not exclusively those unemployed and Armed Services leavers.	
Activity	- Provide site visits to local secondary schools, colleges and further education institutions to support careers insight and experience - Provide minimum 2 virtual work experience full day courses to local students with 30 pupils per experience – years 10-13. - Provide site visits to adult education and DWP course attendees to gain industry insight during their courses

	- Provide 4 work placements per year for working age adults lasting up to 5 days, subject to suitable candidates being identified within the local community
Action	Thakeham to contact local colleges and schools to discuss work experience opportunities. Thakeham to work with local council and DWP officers to identify work placement candidates alongside local advertising of opportunities. Thakeham to continue our work as Silver Award Armed Forces signatories.

KPI2	Local Job Creation
This target describes the creation of new and sustainable opportunities for residents and SME's	
Activity	- Workforce recruitment and subcontractor appointments will be made with preference to the following hierarchy: - o Arun District - o Chichester / Worthing Area - o West Sussex
Actions	All job vacancies will be advertised locally via Arun District and Job Centre channels as well as via Hyde housing association contacts. Preferential interviews will be given to local candidates. All subcontract tenders will be advertised locally and fulfilled with local SME's, wherever possible, before extending to wider geographies if required. Thakeham will monitor local workforce and contractor profiles

KPI3	Training and Industry Qualifications
This target consists of the delivery of construction industry qualifications and training to support the skills agenda in our sector.	
Activity	- Minimum of 7 apprenticeships or NVQ qualifications will be delivered at site via Thakeham and our subcontractors workforce - Thakeham will deliver regular health and safety, mental health and other relevant industry topic to training to all members of the team working on site via toolbox talks for operatives as well as formal manager training as relevant to role. - Thakeham will support on site and off site industry skills development via our representation and leadership of the Coast to

	Capital Skills 360 Board
Action	Thakeham to put programme in place for all formal qualifications and training courses to be delivered across the construction phase. Monitoring of training hours will be implemented via subcontractors. Thakeham HR Director to continue her voluntary role as Vice Chair of the Coast to Capital Skills Board.

KPI4	Supply Chain Events
This target describes our industry engagement and supply chain support.	
Activity	- Minimum of 2 meet the contractor opportunities to be held for local businesses in West Sussex - Continued close support of local industry organisations such as Coast to Capital LEP and Gatwick Diamond. - Continued Supply Chain Sustainability School Gold certification with training support access as required.
Action	Thakeham will actively support and promote our industry with our supply chain across West Sussex. Event details to be shared.

KPI5	Local Spend and Case Studies
This target describes our monitoring of local spend and provision of case study evidence to Arun District Council.	
Activity	- Minimum of 2 training and/or local workforce case studies will be provided to Arun District for support and marketing purposes. Monitoring of local spend will be implemented with the methodology to be agreed with the Business Development Manager at Arun District.
Action	Thakeham will submit quarterly reporting in an agreed format.