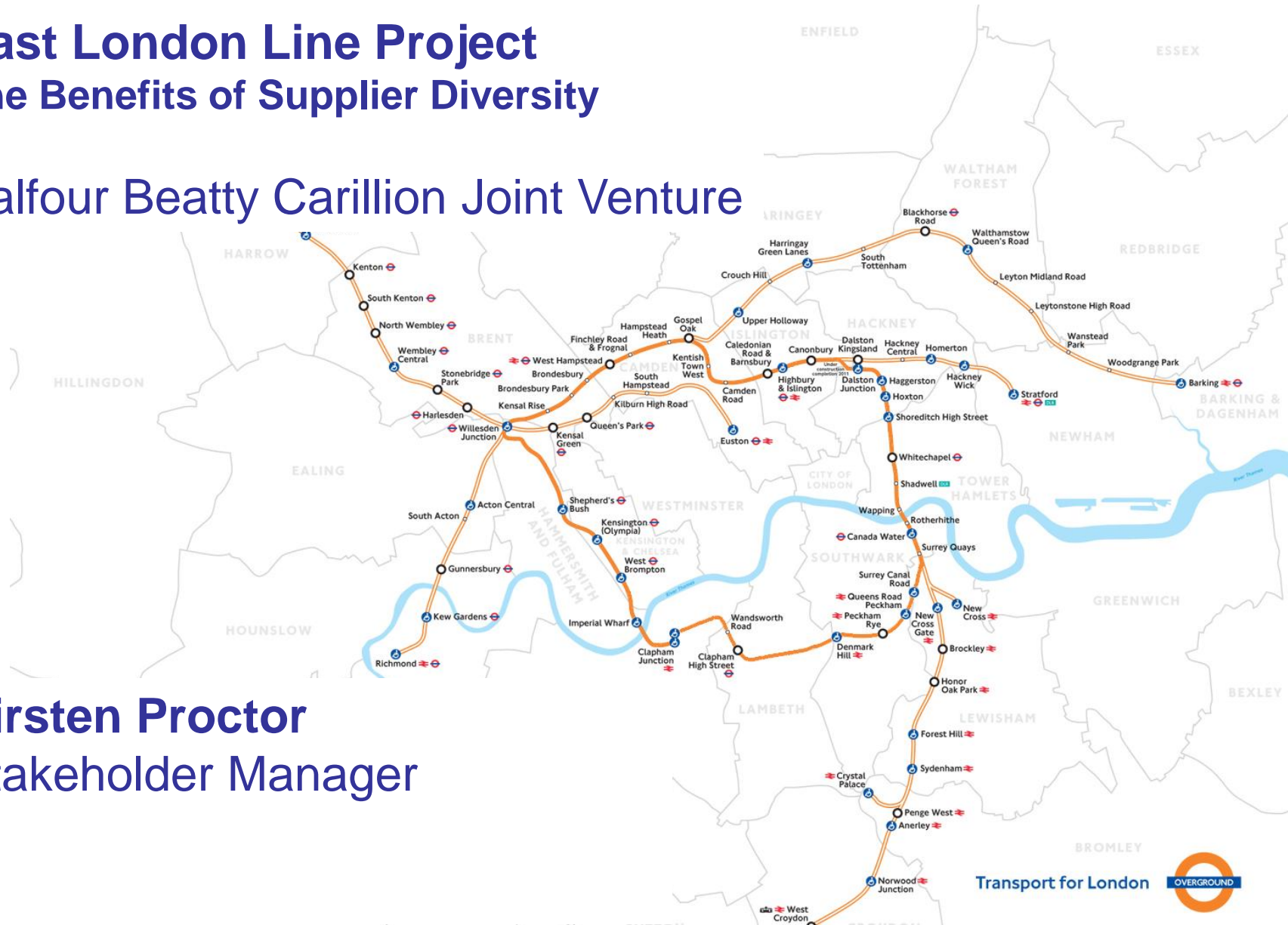


# East London Line Project The Benefits of Supplier Diversity

## Balfour Beatty Carillion Joint Venture



**Kirsten Proctor**  
Stakeholder Manager

- Introduction to the project
- Our objectives
- Key achievements
  - Opportunities for all
  - Stakeholder and community engagement
  - Supplier diversity
- The benefits of supplier diversity

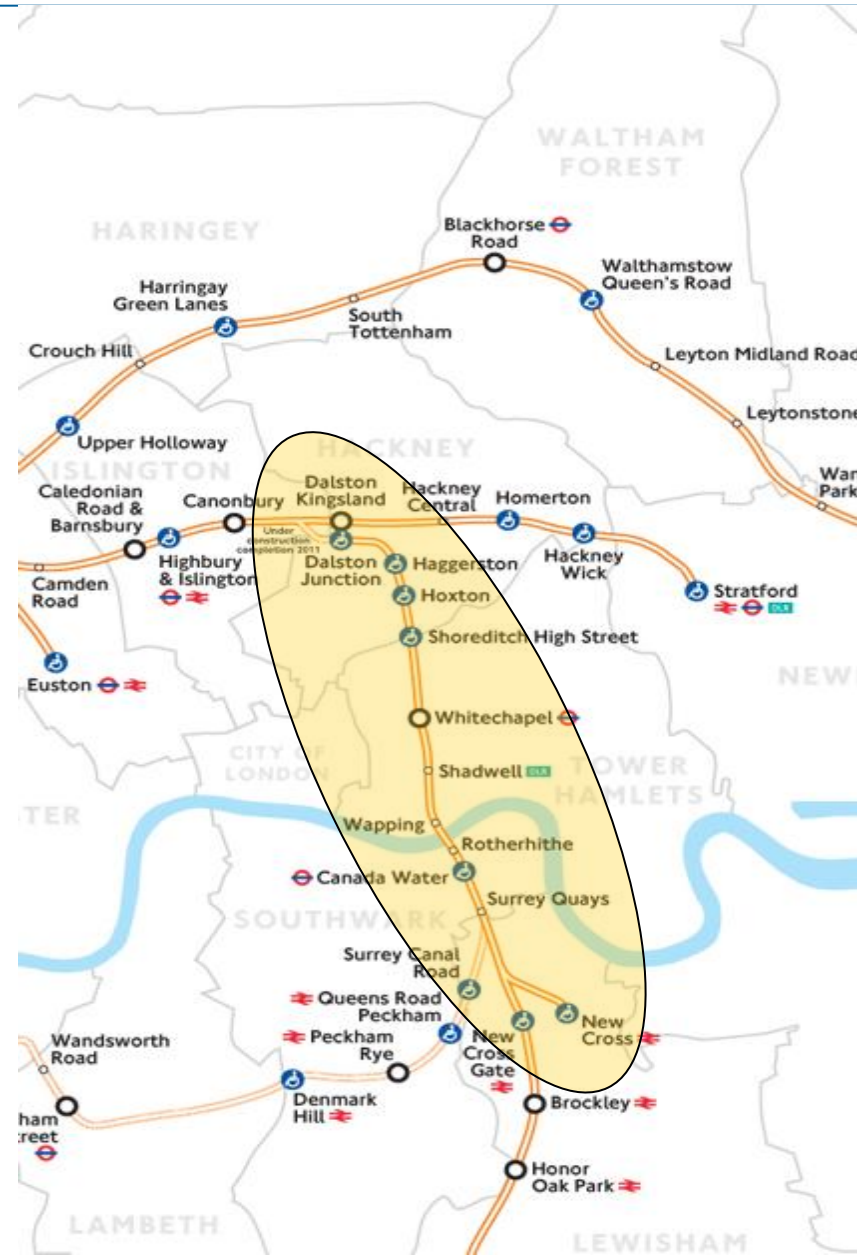
# The East London Line Project

- Main works contract – Phase 1 extension and upgrade of the existing East London Line from Dalston to New Cross/ New Cross Gate
- Value - £500m
- Commenced October 2006, passengers by June 2010



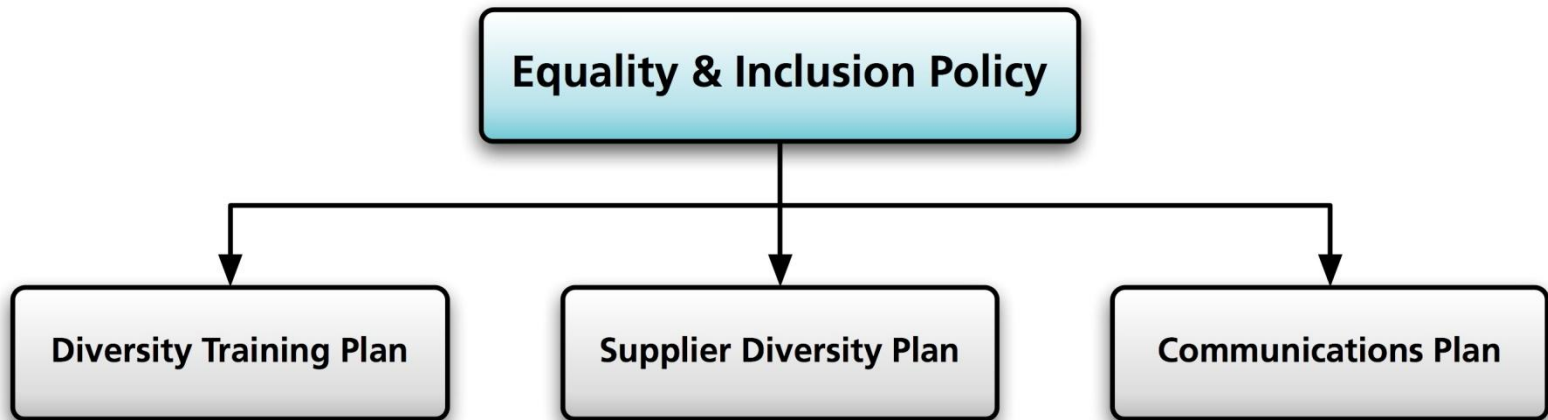
# The context

- Construction in some of the most deprived and diverse boroughs in UK
- Potential opportunity to create visible change through approach to employment & contracting
- Desire to go beyond contract brief to engage local communities and businesses to provide opportunities for all



# Tender Requirements

- TfL's contract terms for the East London Line project were groundbreaking
- The contractor was required to develop and deliver a range of plans to deliver on equality and inclusion



## Our objectives

- Promoting a supportive and inclusive culture and providing opportunities for all
- Working to ensure that the communities of East London can access the significant job opportunities during the construction phase
- Maximising opportunities for local businesses
- Engaging and building good relationships with local communities and stakeholders



# Opportunities for all

# Site based opportunities for all

- Skills forecast to identify opportunities
- Labour suppliers contractually required to work with local stakeholders and provide opportunities locally
- Labour resource process facilitates placement of local people in to general operative roles through local training and employment stakeholders



**Balfour Beatty** **carillion**

**EAST LONDON LINE PROJECT EQUALITY MONITORING FORM**

One of the key objectives for the construction of the East London Line Project is to create jobs for local people. We are currently seeking the diversity of the local workforce. In order to ensure that we need to know the diversity of individuals working on the East London Line. We would be grateful if you could help us by completing this monitoring form. The information you provide will be voluntary, anonymous and strictly confidential.

The information collected through this form will only be used for monitoring purposes and general analysis and will not be used to make any decisions about individuals.

**ETHNIC GROUP**

White	<input type="checkbox"/>	Asian or Asian British	<input type="checkbox"/>
Black	<input type="checkbox"/>	Other	<input type="checkbox"/>
Indian	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>
Other White Background	<input type="checkbox"/>	Other Asian	<input type="checkbox"/>
Black African	<input type="checkbox"/>	Other Black Pakistani	<input type="checkbox"/>
Black or Black British	<input type="checkbox"/>	Please specify:	<input type="checkbox"/>

**Site monitoring in November 2007:**

- 51% from East London Line Boroughs
- 53% White backgrounds
- 47% BAME background

# Project Team – opportunities for all

- Understanding of opportunities – from administration to engineering
- Use of local recruitment processes where appropriate
- Recruitment website promoting opportunities for all
- Ongoing series of work placements
- Targeted initiatives and communications activity



MAKING TOMORROW A BETTER PLACE

Joining people

**Community Relations Officer**

£18k - £24k  
London

The £363m extension of the East London Railway is a joint venture between Balfour Beatty and Carillion - two of the country's biggest construction companies. It's a groundbreaking development that will join together the North and East London Railways and create a new rail artery around the

bring  
nagement  
relationships  
everyone  
and  
form of  
mean  
to-date,  
y liaison  
and  
confidence  
h  
d  
be part of  
rs that's  
as the area  
We  
ndless of  
faith or  
ll.co.uk or  
r Griffiths,  
nt Venture,  
onhill

Closing date: Monday 16th July 2010.

 People  
Places  
www.carillionplc.com



**East London Line NEWS**

Keeping communities informed about the project

Issue 1 - November 2010



**Welcome** to the first issue of our newsletter about building the East London Line between Dalston and New Cross Gate

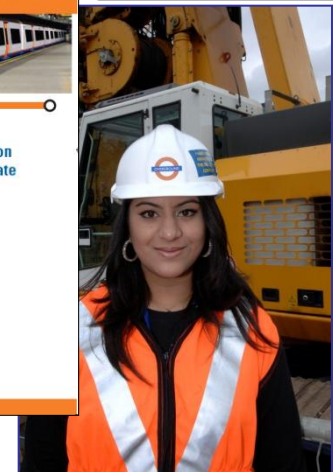
The new railway is due to open 2010

While we are building the East London Line, we will:

- Keep the public and our workers safe
- Try to be good neighbours, to save you from noise, mess and other problems
- Protect the environment
- Issue regular newsletters to tell you about progress

This first newsletter tells you:

- Why the work is needed
- What we are going to build
- How we will save disturbing you and people nearby
- What we are doing to benefit local people
- How to contact us - see back page





# Engaging and building good relationships with local communities and stakeholders

**Employment and Training Advisory Group (ETAG)** established to engage stakeholders and local communities. The group

- Discusses and reviews progress initiatives
- Shares knowledge and best practice
- Supports delivery of initiatives
- Implements employment and training approaches

**Innovation Circle and Network** brings together stakeholders to explore how major infrastructure projects can support and deliver community benefit. The initial focus is on increasing women in to work.



# Community engagement

A programme of community engagement and community liaison across the project

- Schools engagement
- Community events
- Community projects
- Community art
- Community meetings
- Youth engagement
- Newsletters
- Communications programme



# Supplier Diversity - maximising opportunities for local businesses

# Delivering Supplier Diversity

Adoption and implementation of a comprehensive Supplier Diversity Plan with three clear objectives

## Targeting Diverse Suppliers

- Working with local agencies
- Use of local and diverse suppliers where possible

## Promoting Supplier Diversity

- Supplier Conference
- Supplier Guide
- Supplier requirements

## Monitor Supplier Diversity

- Supplier Health Check
- Supplier spend



### 3. Supplier Diversity Plan Questions

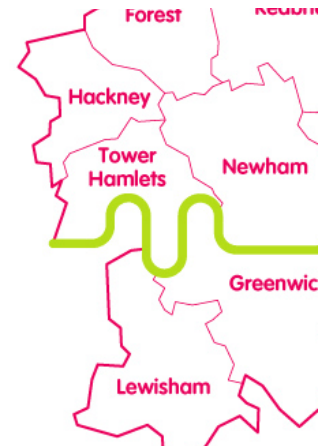


ID	Question	Response	BBCJV Use Only
SDP1	Have you produced a <b>project-specific</b> Supplier Diversity Plan?	Select...	
	<i>If yes, please paste the contents of the entire document in the cell below:</i>		
	<i>If no, please state reason for not doing so here:</i>		
SDP2	Have you supplied a copy of your <b>project-specific</b> Supplier Diversity Plan to BBCJV?	Select...	
	<i>If yes, please state the date you sent it, who you sent it to and how you sent it (e.g. email and/or post) in the cell below:</i>		
	Date:		
	Recipient:		
	Method(s):		
SDP3	Have you required (via contract terms) that your Suppliers working on ELLP supply copies of their project-specific Supplier Diversity Plans to you?	Select...	
	<i>If yes,</i>		
	a) please state how many Suppliers you are using on the ELLP in total and how many of them have supplied copies to you in the cell below:		
	Total Number of Suppliers:		
	Number of suppliers provided with copies:		
	b) please confirm whether or not you have forwarded all or some or none of them to BBC JV in the cell below:		

# Targeting Diverse Suppliers

Working with local agencies

- Working closely with East London Business Place and Supply London
- Tier one supplier briefing event developed for February 2008



Using Diverse Suppliers

- Using every opportunity
  - Letter drops
  - Catering
  - Work experience



# Monitoring Supplier Diversity

- Of the 316 suppliers being used on the project, 96 are SMEs
  - £13,171,671 spent with SMEs across London
  - £3,770,947 spent with SMEs based in East London
  - £38,084,769 spent on labour, over half of which is spent employing people from the East London area
- Of the non SMEs, 34 are based in East London
  - 14 based in Tower Hamlets, 5 in Lewisham, 7 in Southwark and 8 in Hackney
- Additional spend is occurring within the supply chain


 Redhouse


Danny Sullivan & Sons Ltd  
LABOUR SUPPLY CONTRACTORS



The Experts  
M<sup>C</sup>GINLEY  
Construction recruitment

PRiMA  
SERVICES GROUP LTD



CHEEMA GROUP  
The First Name in Labour Hire to the Construction Industry

# Monitoring Supplier Diversity

- Supplier Audits
- Workforce site monitoring
- Supplier Health Check
  - Identifies progress made by tier one and two
  - Covers policies, diversity training, supplier diversity, monitoring
  - Identifies areas of support and priority for year ahead
  - Helps determine full supplier spend in East London and pan London
  - Helps identify supplier opportunities to target locally

## 1. Equality & Diversity Questions

ID	Question	Response	BBCJV Use Only
EDP1	Have you produced a <b>project-specific</b> equality and diversity policy? If yes, please paste the contents of the entire document in the cell below:  If no, please state reason for not doing so here:	Select...	
EDP2	Have you supplied a copy of your <b>project-specific</b> equality and diversity policy (prior to receiving this document) to BBCJV? If yes, please state the date you sent it, who you sent it to and how you sent it (e.g. email and/or post) in the cell below: Date: Recipient: Method(s):	Select...	

## 5. Monitoring Questions

ID	Question	Value	Proportion
M1	Are you monitoring the value and proportion of work you give to Diverse Suppliers on the ELLP? If yes, please state: a) The total value of work given to Suppliers b) The value and proportion of the total value given to SMEs c) The value and proportion of the total value given to SMEs in East London d) The value and proportion of the total value given to SMEs Pan London e) The value and proportion of the total value given to Black and Minority Ethnic (BME) Businesses f) The value and proportion of the total value given to Suppliers from other Under-represented or Protected Groups g) The value and proportion of the total value Suppliers demonstrating a Diverse Workforce Composition If no, please state why not here:	£	%
M5	Are you taking or intending to take any positive action to encourage greater use of Diverse Suppliers on the ELLP? If yes, please state what action you have and intend to take here:		

# Our Business Case

- Strong community and stakeholder relations
- Sustainable workforce
- Innovation and learning
- Employee satisfaction
- Borough support
- Positive reputation and image
- Winning future work
- Meeting client requirements
- Corporate responsibility



# Thank you and Questions

**Kirsten Proctor**  
Stakeholder Manager

Mobile: 0786 650 8660

Email: [kirsten.proctor@elrbbcjv.co.uk](mailto:kirsten.proctor@elrbbcjv.co.uk)

Balfour Beatty - Carillion JV  
3rd Floor ♦ 15 Bonhill Street ♦ London ♦ EC2A 4DN