



# Considerate Constructors Scheme Monitor's Report

## Registration details

<b>Visit type</b> Office	<b>Contractor</b> Home Republic Ltd	<b>Visit contact</b> Max Falko, Alex Lubarski (Senior Contracts Manager, Site Manager.)	<b>Company ID</b> C01285
<b>Visit date</b> 12/08/2021	<b>Monitor</b> Richard Ryder	<b>Turnover banding</b> £250k to £3.5m	

## Company description, context, location and relevant constraints

Home Republic Ltd (HRL) are now entering their 7th year of registration with the scheme. The company, as in previous years continues to expand providing a range of services including; building renovations, refurbishment, property extensions, development and project management services. There are currently 8 live sites located in and around London boroughs. HRL are expecting to undertake a significant large site this year. Property development and small works businesses continue to enjoy progressive growth. A number of new projects continue to be the result of referrals from previous clients. Company workforce, supported by sub-contractors is circa 35 personnel. Company has maintained 5 sign written vans. The office re-registration adopted a "virtual visit" format at the company office in Wallington. The "virtual office re-registration visit" discussed latest visit report dated 3rd June 2021 and explored opportunities to further develop and enhance the company's future assessment performance.

## Scoring

Care about <b>Appearance</b>	9 / 9	<ul style="list-style-type: none"> <li>Each section of the Checklist will be scored out of 9 points with 1 additional point available for each approved innovation, up to a maximum of 5.</li> <li>A score of 5 in one of the sections of the Checklist reflects compliance with the Scheme's core requirements while scores of 4 or lower indicate different levels of non-compliance.</li> <li>Higher scores indicate performance beyond compliance with 6 reflecting a 'good' level of performance, 7 'very good', 8 'excellent' and 9 'exceptional'.</li> <li>Approved innovations will need to be further developed and improved to receive an additional point at a subsequent visit.</li> <li>For more information on the Monitor Checklist, scoring descriptors, the Scheme's definition of innovation and report writing standards, visit <a href="http://www.ccscheme.org.uk">www.ccscheme.org.uk</a>.</li> <li>For an online library of best practice examples, case studies, e-learning modules and other resources, visit <a href="http://www.ccsbestpractice.org.uk">www.ccsbestpractice.org.uk</a>.</li> </ul>
Respect the <b>Community</b>	8 / 9	
Protect the <b>Environment</b>	8 / 9	
Care about <b>Safety</b>	9 / 9	
Value their <b>Workforce</b>	8 / 9	
Innovation points	0 / 5	
<b>Total score</b>	42 / 50	
<b>Overall summary</b>	<b>Excellent</b>	

## Executive summary

The company has progressively developed its company profile and its "site set up" template which comprises painted timber/ply hoardings with countdown clocks, branded signage, and workwear. Company vehicles are maintained to present a pristine appearance. For a company of this size, the extremely high standards of appearance are considered to be a strong beacon for the image of the industry. The corporate website has also been redeveloped and strongly promotes company's core values and vision together with a comprehensive portfolio of prestigious projects. The company directors and site management teams have a commendable enthusiasm and commitment to supporting and promoting the scheme. This commitment is reflected in the numerous scheme awards which include two gold and a runner up most considerate constructor. The award logos are proudly displayed on the company's hoardings, website, branded vehicles and stationary. Sites typically promote a range of scheme promotional material. The lifting of Covid -19 restrictions has prompted the company and sites to reach out and further engage with goodwill, community and legacy initiatives. There is excellent company and site focus on environmental issues which are promoted through company's policies and site inductions. There is a commendable company policy and commitment to achieving a net zero carbon neutral status from its operations. All sites engage waste recycling contractors who produce recycling reports. Further site transparency of; waste recycling statistics, environmental initiatives, company achievements for carbon monitoring and offsetting initiatives and targets for energy savings could be reviewed. Further transparency of company support for reducing plastics and packaging in supply chain and opportunities for environmental goodwill, legacy initiatives could also be reviewed. HRL have developed their safety and emergency procedures to what may be considered to be to the highest of industry standards for a company of this size and relative to the scale of projects in their portfolio. Sites typically also have robust Covid-19 operating disciplines with comprehensive supporting signage and testing regimes for personnel. Directors and site managers are considered to have a strong safety focus with a commitment to continuous learning and development. Directors and site management actively promote an open, supportive and caring work environment for their close knit, diverse workforce. There is commendable support for personnel with personal, career development, education and training. Company and sites also have a strong focus on promoting health, lifestyle awareness issues which include mental health awareness and

counselling support if appropriate. Sites maintain a high standard of site accommodation and facilities albeit on sites with constraints on the space available. Supplementary cleaning and sanitising regimes are in place. Sites are supporting and promoting construction industry campaigns. With the lifting of Covid restrictions and the award of new projects the company is expecting to build upon its support activities for the workforce and further support industry, career promotion. Sites are engaging with the schemes best practice website and contributions to the schemes innovations could be considered. Time given by Max and Alex in preparation for and during the virtual visit is much appreciated. The monitor strongly supports further registration with the scheme and extends best wishes for continuing scheme performance and business success.

## Care about **Appearance**

9 / 9

The company has progressively developed its company profile and "site set up" template which comprises painted timber/ply hoarding with countdown clock, branded signage and workwear, branded livery for company vehicles ( maintained to present a pristine appearance). For a company of this size ,the extremely high standards of appearance are considered to be a strong beacon for the image of the industry. The corporate website has also been redeveloped and strongly promotes company's core values and vision " Dreams Construct Reality" together with a comprehensive portfolio of prestigious projects.

### Best practice observed

#### **1.10 Branding, corporate badging, signage**

Company has an established template for site hoardings, display of company branded signage, promotion of core values and vision "Dreams, Construct Reality" and company QR codes. A countdown clock has recently been introduced to the template and are displayed on hoardings at public interfaces. The appearance of HRL sites, branded signage and vehicle branding (maintained to present a pristine appearance), is considered to be exceptional for a company of this size.

#### **1.10 Websites, social media**

The company website has been redeveloped and strongly promotes company's core values, vision together with a portfolio of high quality, prestigious residential refurbishments, extensions and new build developments. Company's QR code is promoted.

## Respect the **Community**

8 / 9

The company directors and site management teams have a commendable enthusiasm and commitment to supporting and promoting the scheme. This commitment is reflected in the numerous industry and scheme awards which include two gold and a runner up most considerate constructor. The award recognition logos are displayed on site hoardings, company's website and branded vehicles. Sites typically support a range of scheme promotional material. The lifting of Covid -19 restrictions is expected to provide further opportunities for the company and sites to reach out and engage with community organisations, schools, churches and may include goodwill, legacy initiatives. The undertaking of good will gestures forms part of the site's operating culture.

### Comments

#### **2.8 Corporate Social Responsibility action plan**

The company has actively supported local community organisations, churches.

#### **2.10 Charities/organisations**

Company has an established history of sponsoring, supporting charities.

### Best practice observed

#### **2.5 Communications, community notice board**

Typically sites have a well presented community notice board which contain relevant local information, company's activities and updated newsletters.

#### **2.9 Management review**

The company directors and site management teams have a commendable enthusiasm and commitment to supporting and promoting the scheme. This commitment is reflected in the numerous scheme awards which include two gold and a runner up most considerate constructor. The awards are proudly displayed on the company's site hoardings, website, branded vehicles and stationary.

#### **2.10 Co-operation**

Company typically promotes site management engagement in providing support and good will gestures for local residents. Good will gestures may be considered to form part of the company and site operating culture.

### Improvement opportunities

#### **2.8 Corporate Social Responsibility action plan**

With the lifting of Covid-19 restrictions the company and site management are expecting to further extend their reach into engaging in further community initiatives.

#### **2.8 Schools/colleges**

With lifting of Covid restrictions, the company are expecting to build upon its track record of engaging with local schools, colleges.

#### **2.10 Charities/organisations**

Company and site management are to review opportunities for further engagement with local community initiatives

#### **2.10 Legacy**

Opportunities for initiating good will legacy initiatives are under continuous review.

There is excellent company and site focus on environmental issues which are promoted through company's policies and site inductions. There is a commendable company commitment to achieving a net zero carbon neutral status from its operations. All sites engage waste recycling contractors who produce recycling reports. Further site transparency of, waste recycling statistics, environmental initiatives, company achievements for carbon monitoring and offsetting initiatives and targets for energy savings could be reviewed. Further transparency of company support for reducing plastics and packaging in supply chain could also be reviewed. Environmental goodwill legacy initiatives are under review.

## Comments

### **3.8 Carbon management, reporting and offsetting**

Company is actively measuring its carbon footprint which is considered to be net zero. Company has historically undertaken tree planting local to their area of operations.

### **3.10 Plastics and packaging**

Sites are promoting plastics and packaging Spotlight on.. posters.

## Best practice observed

### **3.8 Carbon management, reporting and offsetting**

Company's carbon management policy has a commendable objective of pursuing a net zero carbon footprint from its operations.

## Improvement opportunities

### **3.5 Monitoring and reporting, actual vs target, certifications**

Further transparency and site promotion of recycling targets and achievements could be reviewed.

### **3.6 Communication, newsletter, notice board**

Further promotion of site recycling targets and statistics in newsletters and notice board could be reviewed.

### **3.6 Promoting achievements, environmental champion, education**

Transparency and further promotion of company and site environmental achievements could be reviewed.

### **3.8 Carbon management, reporting and offsetting**

Further transparency of company and sites carbon reduction and offsetting initiatives could be reviewed.

### **3.10 Improvements, goodwill work, post-completion impact**

Goodwill legacy initiatives are under review.

### **3.10 Plastics and packaging**

Site transparency of company support for reducing plastics and packaging in supply chain could be reviewed.

HRL have developed their safety and emergency procedures to what may be the highest of industry standards for a company of this size and relative to the scale of projects in their portfolio. Sites typically have robust Covid-19 operating disciplines with supporting comprehensive signage and testing regime for personnel. Directors and site managers are considered to have a strong focus on safety awareness and commitment to continuous learning and development.

## Best practice observed

### **4.6 Emergency procedures and drills, injuries**

HRL have developed their safety and emergency procedures to what may be the highest of industry standards for companies and projects of this size in their portfolio.

### **4.10 Attitudes, behaviour, incentives, controls, supply chain engagement**

Site personnel are subject to comprehensive safety training and reviews. Company is prooting and supporting SMSTS qualifications. Safety performance recognition and reward schemes further reinforce site safety awareness.

## Improvement opportunities

### **4.10 Attitudes, behaviour, incentives, controls, supply chain engagement**

Further safety initiatives are planned which is expected to build upon the company and sites commendable high standards for site safety performances.

HRL directors and site management actively promote an open, supportive and caring work environment for their close knit, diverse workforce. There is commendable support for personnel with career development, education and training. Company and sites have a strong focus on promoting health, lifestyle awareness issues which include mental health awareness and counselling support if appropriate. Sites provide a high standard of site accommodation and facilities albeit on sites with constraints on the space available. Sites are supporting and promoting construction industry campaigns. With the lifting of Covid restrictions and the award of new projects the company is expecting to build upon the commendable support for the workforce and further support for industry, career promotion.

## Comments

### **5.6 Apprenticeships, placements, mentoring**

Company is currently supporting four trainees.

## Best practice observed

### **5.8 Cultural needs, religious considerations**

HRL has a loyal close knit workforce and actively promotes and supports cultural needs.

### **5.10 Qualifications, e-learning**

The company is promoting and supportive of personnel in gaining NVQ qualifications.

### **5.10 Contribution to Scheme's Best Practice Hub**

Company is encouraging personnel to support schemes best practice hub.

### **5.10 Rewards, benefits**

Company has a strong focus on recognising an individual's performance to the success of each project and success of the company. With lifting of the Covid restrictions the company is expecting to sponsor a number of social, teambuilding events.

## Improvement opportunities

### **5.6 Disadvantaged groups, minority groups**

Opportunities for supporting disadvantaged and minority groups are under review.

### **5.9 Rest, recreation, multi-use room**

HRL sites typically are constrained for space, where space is available a rest room facility is provided.

### **5.10 Contribution to Scheme's Best Practice Hub**

Contributions to scheme's best practice hub are under review.

## Disclaimer

The opinions and scores presented in this report are the result of observations made by the Considerate Constructors Scheme's (the Scheme's) appointed Monitor during a visit to assess compliance with the Code of Considerate Practice (the Code). The findings detailed in this report do not represent compliance with any standard or regulatory requirement, nor can any reliance be placed on the findings contained within the report in legal proceedings, except in relation to compliance with the Code.