

# Considerate Constructors Scheme Monitor's Company Report



<b>Company name</b>	Home Republic Ltd				
<b>Company contact(s)</b>	Aleksejs Strikovs				
<b>Scheme ID number</b>	C01285	<b>Banding</b>	£250k to £3.5m	<b>Visit date</b>	28/07/2020

Company description, context, location and relevant constraints	
<b>Office</b>	HRL are now entering their 6th year of registration with the scheme. The company continues to progressively expand providing building renovations, refurbishment, extensions to properties, development and project management services. There are currently 12 live sites located in and around London boroughs. One of the live sites has a value circa £500k. Both property development and small works businesses continue to enjoy progressive growth. Company's management structure has been strengthened with a core team of 12 personnel and circa 20 supporting sub-contract personnel. Company has 5 sign written vans. The office re-registration adopted a "virtual visit" format visit at the director's study in recently constructed house extension in Wallington. The "virtual visit" reviewed composite visit report dated 18 <sup>th</sup> June 2019 and explored opportunities to further develop and enhance the company's future assessment performance.
<b>First validation</b>	
<b>Second validation</b>	

Code section	Scores				Scheme scoring explained
	Office	Val 1	Val 2	Validated	
Care about <b>Appearance</b>	8-9			/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			/9	
Protect the <b>Environment</b>	8-9			/9	
Secure everyone's <b>Safety</b>	8-9			/9	
Value their <b>Workforce</b>	8-9			/9	
Additional points	0			/5	
<b>Total score</b>	<b>40-45</b>			<b>/50</b>	

Executive summary
<p>There is commendable effort and commitment by directors and site managers for sites to be presented to the best possible image for the industry. Company website which is under development is expected to reinforce this professional image. Opportunities to engage with the local community, undertake goodwill gestures and local charity support is embedded in the company and sites operating culture. There continues to be exemplary support and enthusiasm by directors and site management to promote the scheme reflected in recent scheme award. Further support and promotion initiatives are planned. There is a strong focus on supporting and promoting environmental issues which include pre-start environmental checklists, carbon footprint management and pursuit of a zero-carbon footprint. Opportunities for company and site environmental initiatives continue to be under review. The company retains its strong safety focus and continuous learning development ethos. Site visit report comment on exceptional site safety arrangements reflects this strong focus. Further safety initiatives and innovation opportunities are under review. Directors and site managers promote and support a caring supportive work environment for its loyal close-knit workforce. There is also a strong focus on promoting awareness to health risk, lifestyle and mental health awareness issues. Further health awareness initiatives are under review. The 2019 scheme award reflects the company's passion and commitment to the scheme and the company's progressive development which are a joy to witness, long may this continue. The monitor strongly supports further registration with the scheme and extends best wishes for future scheme performance and business success. Aleksejs's time given to the "virtual visit" is much appreciated.</p>

# Detailed summary of findings

## Care about Appearance

<b>Office visit findings and indicative score</b>	<b>8-9</b>	<b>/9</b>
<p>Site visit report has a validated score of 9 with complimentary monitor comments for first impressions and appearance. The company has progressively developed its site establishment template and continues to be passionate with respect to its professional image. Monitor comments in the reports referred to “impeccable site conditions” and “impressive panel clad hoarding”. The company website is currently under development with an update to the portfolio including prestigious projects and testimonials. Vans are maintained to a high standard and promote a highly professional image. Company’s strapline “Dreams Construct Reality” is widely promoted. Opportunities to progressively enhance site appearance impact are under review.</p>		
<b>First validation visit findings and indicative score</b>		<b>/9</b>
<b>Second validation visit findings and indicative score</b>		<b>/9</b>
<b>Validated score</b>		<b>/9</b>

## Respect the Community

<b>Office visit findings and indicative score</b>	<b>8-9</b>	<b>/9</b>
<p>Site visit report has a validated score of 9 with complimentary monitor comments “community arrangements are exceptional overall”. There is commendable effort made by company and sites to consistently engage with local communities, schools, charity organisations and proactively undertake goodwill gestures (notwithstanding current Covid-19 restrictions). Pre-start checklist templates are adopted to identify potential opportunities to engage in local community support and local charity initiatives. It is evident that there is consistent exemplary support and enthusiasm by directors and site management to promote the scheme which has been reflected in the 2019 scheme Gold award. The commitment to maintain the high performance against the scheme’s assessment criteria is embedded in the company’s culture. There is notable promotion of the scheme through posters, newsletters, community notice boards, use of scheme marketing publications, company stationary and ubiquitous promotion of scheme logo. The scheme 2019 scheme award is now promoted on the company vehicles and website. Further scheme promotion is expected to include company branded note books.</p>		
<b>First validation visit findings and indicative score</b>		<b>/9</b>
<b>Second validation visit findings and indicative score</b>		<b>/9</b>
<b>Validated score</b>		<b>/9</b>

## Protect the Environment

<b>Office visit findings and indicative score</b>	<b>8-9</b>	<b>/9</b>
<p>Site visit report has a validated score of 8. There is notable company, site management effort given to promote; environmental awareness, initiatives, training, energy savings, carbon footprint/offsetting to achieve zero footprint typically through tree planting. Environmental achievements are promoted on site and to the public. Pre-start checklist templates are adopted to identify potential opportunities for site engagement in environmental initiatives. Scheme best practice hub, toolbox talks are subject to regular review and “Spotlight on...” posters are displayed on sites. The company is considered to be embracing the principles of an environmental management system. Opportunities for company and site environmental initiatives continue to be under review.</p>		
<b>First validation visit findings and indicative score</b>		<b>/9</b>
<b>Second validation visit findings and indicative score</b>		<b>/9</b>
<b>Validated score</b>		<b>/9</b>

## Secure everyone's **Safety**

<b>Office visit findings and indicative score</b>	<b>8-9</b>	<b>/9</b>
<p>Site visit report has a validated score of 9 with complimentary monitor comment that given size of the company "safety arrangements are exceptional". The company is committed to continuous learning, development of its safety training, disciplines and procedures. External consultant overviews of company safety arrangements and site safety audits are maintained. Opportunities to identify and submit innovations to the scheme are constantly under review. Company continues to support SSSTS, SMSTS and associated training certification. Sites are currently operating under Covid-19 restrictions and comprehensive safety operating disciplines are being maintained. Site safety is being supplemented by Covid-19 specific site inductions and comprehensive signage.</p>		
<b>First validation visit findings and indicative score</b>		<b>/9</b>
<b>Second validation visit findings and indicative score</b>		<b>/9</b>
<b>Validated score</b>		<b>/9</b>

## Value their **Workforce**

<b>Office visit findings and indicative score</b>	<b>8-9</b>	<b>/9</b>
<p>Site visit report has a validated score of 8. The company retains a loyal, close knit core workforce. Directors, site management support and promote a caring supportive work environment. Personal career development is encouraged with a strong focus on NVQ and skills related certification. CSCS certification is supported and promoted. Sites typically promote health risk, lifestyle issues which include mental health awareness and confidential industry and charity support helplines. NHS calendar discussed. Adoption of supplementary mental health awareness training for first aiders is being piloted in the next training update. Site has access to Blood Pressure monitors which supplement first aid kits. Due to Covid-19, site personnel numbers have been reduced, accessing restrictions implemented and sanitising, cleaning disciplines enhanced. The company currently has two apprentice plumbers. Sites are supporting industry's "Go Construct" poster campaign and promotion of career opportunities is constantly under review. Access to best practice hub is promoted and supported. Company endeavours to provide optimum accommodation/ facilities notwithstanding physical constraints with some small-scale projects.</p>		
<b>First validation visit findings and indicative score</b>		<b>/9</b>
<b>Second validation visit findings and indicative score</b>		<b>/9</b>
<b>Validated score</b>		<b>/9</b>