

Considerate Constructors Scheme Monitor's Company Report



Company name	Home Republic Ltd				
Company contact(s)	Aleksejs Strikovs				
Scheme ID number	C01285	Banding	£250k to £3.5m	Visit date	11/11/2020

Company description, context, location and relevant constraints	
Office	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 th June 2019 and explored opportunities to further develop and enhance the company's future assessment performance.
First validation	This first site validation visit was carried out remotely due to the current coronavirus restrictions. The project is located at 77 Antill Road in Tottenham, North London which is a terraced 4 bedroom property in a residential area. The works involve a rear extension and loft conversion along with complete refurbishment of the existing house which is currently empty. The neighbouring properties are occupied and the property has small front and rear gardens. The company have a maximum workforce of 6 on site at any one time and is the principal contractor on site.
Second validation	

Code section	Scores				Scheme scoring explained
	Office	Val 1	Val 2	Validated	
Care about Appearance	8-9	8-9			<ul style="list-style-type: none"> 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. 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. Higher scores indicate performance beyond compliance with 6 reflecting a 'good' level of performance, 7 'very good', 8 'excellent' and 9 'exceptional'. Approved innovations will need to be further developed and improved to receive an additional point at a subsequent visit. For more information on the Monitor Checklist, scoring descriptors, the Scheme's definition of innovation and report writing standards, visit www.ccscheme.org.uk. For an online library of best practice examples, case studies, e-learning modules and other resources, visit www.ccsbestpractice.org.uk.
Respect the Community	8-9	8-9		/9	
Protect the Environment	8-9	8-9		/9	
Secure everyone's Safety	8-9	8-9		/9	
Value their Workforce	8-9	8-9		/9	
Additional points	0	0		/5	
Total score	40-45	40-45		/50	

Executive summary
<p>The overall external appearance of this project is exceptional considering the small scale of the project. A solid hoarding to the front of the site has been clad with ivy netting to create a green wall appearance and is displaying a community noticeboard and branded signage. The Schemes banner is displayed high level to the scaffolding and the registration poster to the hoarding. The site is well organised and is being kept clean and tidy. Prestart notification letters were issued and are being followed up with monthly newsletters which are displayed on the community noticeboard. Goodwill gestures are being undertaken to the sites immediate neighbours with positive relations being maintained. Waste segregation is being undertaken at site level and environmental policies and procedures are being promoted to the workforce. Site access is controlled with secure entrance in the site hoarding and the site manager is qualified to SMSTS and first aid. Exceptional safety and emergency arrangements were noted for a project of this size. Workforce welfare arrangements are located within the existing property and are comprehensive. Healthy living and lifestyle campaigns along with mental health awareness were noted. I would like to thank Alex and Max for their time for this remote site visit.</p>

Detailed summary of findings

Care about Appearance

Office visit findings and indicative score	8-9	/9
<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>		
First validation visit findings and indicative score	8-9	/9
<p>The contractor has formed a solid hoarding to the front garden of the property which is clad with an ivy netting to create an image of a green wall. There is an excellent community noticeboard attached to the hoarding and the Schemes banner is fixed high level to the scaffolding and the contractor is displaying its company branded signage. As the property is empty the contractor is utilising rooms within the property for its office and welfare arrangements. The site appears to be well organised and is being kept clean and tidy with a welfare labourer attending to the office and welfare areas with sanitised deep cleans being carried out to all touch areas. The workforce all wear the company’s branded PPE and there is an offsite dress code promoted. The smoking policy is no smoking or vaping permitted on site and therefore the workforce are requested to remove their PPE and walk well away from site to smoke. The workforce are all inducted on the importance of good housekeeping and general site tidiness. The company core values are being promoted along with its website and social media.</p>		
Second validation visit findings and indicative score		/9
<p></p>		
Validated score		/9

Respect the Community

Office visit findings and indicative score	8-9	/9
<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>		
First validation visit findings and indicative score	8-9	/9
<p>Prestart notification letters were issued and these are being followed up with regular formal newsletters which are being displayed on the excellent community noticeboard. The letters contain site contact information and this is being promoted to the site hoarding. Working hours on site are 8am-4.30pm Monday to Friday and 9am-1pm Saturdays. There are no restrictions with regards to delivery times and routes with deliveries offloading outside the property. The contractor employs its workforce from the local area and local suppliers are being used. Goodwill gestures are undertaken for the sites neighbours and the site manager maintains positive relations with 1-1 daily contact. The company registration with the Scheme is being promoted with the banner displayed high level to the scaffolding and the company registration poster displayed to the hoarding. The workforce are all inducted on the Scheme and its values.</p>		
Second validation visit findings and indicative score		/9
<p></p>		
Validated score		/9

Protect the Environment

Office visit findings and indicative score	8-9	/9
<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>		
First validation visit findings and indicative score	8-9	/9
<p>The company's environmental policy and procedures are promoted to the workforce on induction and the policy statement is displayed within the office and welfare areas. Waste segregation is carried out at site level with wait and load skips used for removing the segregated waste. The site manager advertises waste timber to the local community for collection. There is no existing ecology on this project that requires any special considerations. COSHH control procedures were evident with separate storage and spill control in place. There is some carbon footprint awareness and the company endeavour to reduce carbon from its activities where possible, further development of carbon footprint reporting could be undertaken. The workforce generally cycle or use electric scooters to commute to site. There is no mobile machinery or site accommodation units on this project. Dust and noisy works are being managed and controlled.</p>		
Second validation visit findings and indicative score		/9
Validated score		/9

Secure everyone's Safety

Office visit findings and indicative score	8-9	/9
<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>		
First validation visit findings and indicative score	8-9	/9
<p>Site access is controlled with a secure entrance door within the hoarding. There is safe access to the site office and welfare arrangements. The site manager is SMSTS and working towards NVQ level 6. He is also the registered first aider on site and has support from other members of the workforce and is well identified as the first aider on site by induction and signage. There is a signing in and out book in operation and 3 point PPE is mandatory on site with additional as the new COVID RAMS dictate which are briefed to the entire workforce with briefing sheets signed. There is a fire action plan in place with fire points located throughout. First aid kits are also located at the fire stations and the nearest defibrillators, minor injury units and A&E hospitals are being promoted. The company uses FORS registered suppliers and there is a banksman on site to manage vehicle and pedestrian movements. Daily briefings are held along with regular toolbox talks with site rules are being promoted.</p>		
Second validation visit findings and indicative score		/9
Validated score		/9

Value their Workforce

Office visit findings and indicative score	8-9	/9
<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>		
First validation visit findings and indicative score	8-9	/9
<p>The company use a regular workforce and it is clear an open door policy is promoted at site level. The company has fair treatment policies in place and these are promoted to the workforce on induction. All workforce training is provided and supported. A site induction procedure records workforce occupational health and next of kin details along with CSCS cards which are mandatory. Workforce legitimacy checks are also undertaken on employment. The company have a policy to promote from within and train improvers in trade disciplines. Workforce welfare facilities are being provided within the existing property and are fully comprehensive. Healthy living and lifestyle campaigns were evident along with mental health awareness being promoted. The company management are registered with the Schemes best practice hub and are undertaking the e-learning modules along with promoting construction via the Schemes #loveconstruction campaign.</p>		
Second validation visit findings and indicative score		/9
Validated score		/9