

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	12/06/2019

Company description, context, location and relevant constraints	
Office	HRL continue to undertake property development and renovation works in the private sector. Sites are primarily in and around London boroughs. The company continues to progressively expand with renovation and new build works and an expanding portfolio of completed prestigious projects. Annual turnover is now expected to increase to circa £1.5 m. 8 sites are currently being progressed in and around the London boroughs. The "office" visit was undertaken in HRL director's study at home. A move to an office/workshop facility is imminent. HRL have increased their core workforce (18 personnel) and core contractors to circa 40. The office visit reviewed previous site visit reports ID 20590 and explored opportunities to further enhance the company's scheme assessment performance
First validation	The refurbishment of a detached house to include an extension. The property is situated in a quiet residential road in Wandsworth, south west London. Strip out works are currently underway. Welfare accommodation has been formed within the confines of the property.
Second validation	The works comprise of the refurbishment of a Georgian style end of terraced property in Abbotsbury Close a high residential and conservation area adjacent to Holland Park. The works included some structural alterations to layout and a new flat roof. Works are at an advanced stage of finals snagging and commissioning. Local buses and rail connections are all within a ten minute walk from site in Holland Park Avenue where local affordable shops are available.

Code section	Scores					Scheme scoring explained
	Office	Val 1	Val 2	Validated		
Care about appearance	8-9	8-9	8-9	9	/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	8-9	9	/9	
Protect the environment	7-8	8-9	8-9	9	/9	
Secure everyone's safety	7-8	7-8	8-9	9	/9	
Value their workforce	7-8	7-8	8-9	8	/9	
Additional points	0	0	0	0	/5	
Total score	37-42	38-43	40-45	44	/50	

Executive summary

Appearance – this is the most impressive site of this value that I have visited. The company have made an exceptional effort to create an outstanding construction first impression by satisfying all points in this section of the report to a high standard. Much of what has been put in place would normally be expected of a site with a greater value. Community – once again the company have amazed me with their exceptional commitment to CCS principles and values. They have addressed all points in this section of the report to a high standard. Two areas really stand out, the newsletter which seeks feedback from the outset, and includes a poster competition. For a company of this turnover working on a site of this value the CSR commitment is exceptional. Environmental – the site demonstrates an exceptional standard against all points in this section of the report. The recording of a carbon footprint and provision of an offsetting initiative on a site of this value is going above and beyond expectation. Safety – the company director's previous experience and disciplines gained in previous employment working on high value sites certainly comes through in the systems and controls put in place to care for the safety of the public visitors and workforce. They are to an exceptional level for a site of this value and far exceeded the expectations of the monitor. Workforce – the site company demonstrate excellent respect consideration and support for their workforce and clearly value them. Many thanks to Alex and Max for taking the time to meet with me.

Detailed summary of findings

Care about appearance

Office visit findings and indicative score	8-9	/9
Site visit report achieved an excellent assessment score. The company's template for site set up is subject to continuous review and update. "First Impressions" leading edge criteria, best practice hub and innovations discussed. The company now has 5 well-presented sign written vehicles. Company is also reviewing its PPE branding. Company website is to be updated to include recent completions of prestigious projects. The company's values are promoted on site hoarding and at site inductions. HRL maintain a blog site. Site management and workforce are focussed on ensuring that the site and work areas are maintained to a high standard of cleanliness.		
First validation visit findings and indicative score	8-9	/9
The external appearance of the site presents to a very high standard and the Scheme's 'first impression' initiative has been fully embraced. There are smart hoardings that display company branding. Christmas lights were present on the hoardings. Areas outside the boundary of the site were free from any obstruction. There are restrictions on smoking which can only take place well away from the property; the removal of any high visibility clothing would be requested. There is a dress code with operatives wearing branded work wear; all are expected to project a positive impression both on and offsite. Regular cleaning is undertaken with a rota established and check sheets displayed. Housekeeping issues are a structured part of the induction procedure. The work area itself was very clean, tidy and well organised with plant and materials appropriately stored. Company values are covered in the induction procedure. The company have a web address and there is use of social media. The four company vans are sign written.		
Second validation visit findings and indicative score	8-9	/9
I did not expect such an exceptional initial impression from a site of this value and scope of works. Taking into consideration the turnover of the company they have clearly made an outstanding commitment to improving the image of construction in this sector of the industry. It all starts with a strategically placed free standing remote community noticeboard placed at the entrance to the close (the close is unusual in so far as it has three entrances along its length). This promotes the company but also assists visitors. At the site the limited hoarding is neatly constructed and decorated with a branded and well populated community noticeboard installed. Amongst other things this includes a company profile statement, information on careers in construction and reference to social media that includes #loveconstruction. External areas and the site were meticulous in their order and cleanliness, one company partner is the resident S/M. Materials are neatly stored under cover in the rear garden area and the branded company vehicle was presented to a high standard promoting the company in a positive way. The general appearance of the workforce is lifted by the use of branded work wear which is maintained clean and in tidy. Matter arising from the works is now minimal and is bagged to await collection by company vehicle. A smoking area is maintained in the rear garden. This is the most impressive site of this value that I have visited, I was totally impressed.		
Validated score	9	/9

Respect the community

Office visit findings and indicative score	8-9	/9
Site visit report achieved an excellent assessment score. Site management and workforce are proactive in undertaking good will gestures for neighbours and supporting whenever practical local community initiatives. Company continues to support national charities, local schools whenever possible. Pre-start desk top research identifies potential community engagement initiatives. Site community action plans discussed. Sites support local suppliers, local businesses whenever practical. There continues to be commendable enthusiasm, commitment and support for the CCS by the company directors. The scheme is promoted on the corporate website, vehicle stickers, posters, site inductions, toolbox talks and promotional scheme material. Sites have responded to feedback from neighbour surveys. CCS promotional initiatives are under review and may be associated with local community initiatives and logo promotion. Opportunities for promotion of Ivor/Honor Goodsite gift packs, future participation in the schemes hoarding competition and accreditations on PPE discussed. Further site management engagement with e-learning CCS modules is planned		
First validation visit findings and indicative score	8-9	/9
Prestart information was sent out to local residents in the form of a newsletter and updates will be provided throughout the duration of the works. All neighbours would be given advance notice of any planned disruptive working operations. Company contact information has been widely circulated and displayed and this includes a 24/7 contact number. There is a complaints/comments procedure although none have been received in relation to the works to date. A comments feedback box is displayed on the hoardings. There is a separate gate used for deliveries at the side of the property. Old timber has been set aside for distribution to local residents and old furniture from the property has been donated to a local charity shop. There are plans to undertake redecoration works at a local school. The company have been the recipient of Scheme numerous awards and there is extensive promotion of CCS to clients, operatives and neighbours. Scheme information was suitably displayed on the site boundary. A site specific check sheet had been completed prior to my visit. No onsite parking is available and the use of public transport is encouraged. There are restrictions placed on the use of radios and mobile phones. Local labour and suppliers are actively sourced. The company do have a corporate social responsibility action plan and they support charitable organisations.		
Second validation visit findings and indicative score	8-9	/9
This company have impressed me again by their determination to implement CCS principles and values to the highest of standards. Those affected by the works have been identified and notified by using an exceptional newsletter. This is comprehensive in its information content, and includes 24/7 contact details and reference to CCS registration. On the rear the company seek feedback ahead of the works and a built in colouring competition (Ivor/Honour) that can be completed and returned to the company is also included. This is an outstanding and positive idea to engage with the community in a pro-active act of respect and consideration. A more detailed newsletter on the community noticeboard also provides further details about the company's previous contracts. A complaints log is held none are recorded site hours are 08:00-17:00 and 09:00-15:00 Saturday with no noise after 13:00hrs. The company have liaised with residents over various conservation requirements. Reasonable efforts are made to minimise deliveries, most are made by company vehicle with larger deliveries received and stored under cover to negate the need for subsequent deliveries and vehicle movements. The CMTP has no dictated routing or times attached to it, vehicle movements are supervised, directional signage is in place. The company indicate a considerate effort towards promoting their registration with the Scheme. The poster and banner are correctly displayed, with information supporting CCS E-learning also promoted towards the public. Further information on site is supported by induction and encouragement for the workforce to undertake E-learning modules (certificates displayed). The conduct behaviour and personality of those I met demonstrated the up most level of courtesy and respect and is a quality that will certainly carry this company forward and promote the industry. Efforts to minimise nuisance did include monitoring extraction and suppression (the proprietors clearly demonstrate their previous experience working on high value sites). I did not expect the company to demonstrate the CSR achievements they have made at the site 3 primary school initiatives plus activity to benefit a charity.		
Validated score	9	/9

Protect the environment

Office visit findings and indicative score	7-8	/9
Site visit report achieved an excellent assessment score. The company has transparency/promotion of carbon footprint reduction and continues to support tree planting in London boroughs through the Woodland Trust charity. Site management are focussed on waste recycling and materials reuse whenever practical. A review and update of site induction, toolbox talks to promote site's environmental achievements/initiatives and carbon monitoring is planned. An update to the company's website to promote sustainability, conservation charity support for carbon offsetting is planned. Opportunities to engage local community/schools with goodwill legacy initiatives are under review. Best practice hub, innovations discussed. Typically, sites will offer timber waste offcuts suitable for reuse to neighbours and local community organisations whenever practical. Site managers engagement with "Air Pollution e-learning module is planned. "Spotlight on Air Pollution", Noise meter apps, vibration monitoring discussed.		
First validation visit findings and indicative score	8-9	/9
The company have an environmental policy statement which is displayed. An environmental assessment took place. Hoardings are recycled on projects. Feedback is received on recycling levels and waste diverted from landfill. All trees and shrubs have been identified and protected. Utilities are supplied free of charge by the client and a turn off policy is in place. There is a wide selection of environmental information displayed in the site accommodation. There is an environmental check sheet. Carbon footprint monitoring is undertaken and the site participates in a carbon offsetting scheme. Spillage equipment is accessible. There is a green travel plan. Consideration is being given to obtaining environmental accreditation.		
Second validation visit findings and indicative score	8-9	/9
The minute I studied the information on the community noticeboard I knew an exceptional effort to protect the environment was in place at this site. Not only were the CO2 footprint details posted, the company had also included evidence of their carbon offsetting initiative (planting of trees in inner London Boroughs), and this was certainly above and beyond my expectations for the site. Environmental issues have been identified by consultant impact and aspect assessments handed to the monitor. The company retain an environmental consultant to guide them in all environmental matters. Site specific environmental plans form the basis for RAMs communicated towards the workforce, noticeboards are scaled back due to the advanced stage of the works. A formalised waste management plan has identified waste streams and put in place effective means to maximise recycling or reuse of materials. The plan goes onto minimise the waste of energy and resources recycling results are fed back and promoted as an achievement towards the public. A considerable effort is made to minimise environmental forms of air and noise pollution, methodology and planning are supported by times extraction and suppression. TPOs and RPOs identified are protected and audited against. Bird boxes and feeders have been installed no fuel or COSHH materials are on site. Alex one of the company proprietors has received formal environmental training and works with the environmental consultant to receive mentoring and guidance on taking systems forward. Consultant audits monitor the sites performance against targets and information supporting effort is promoted towards the public. Employees have undertaken the CCS Environmental E-learning module and sustainable solutions are applied to the company's procedures. I was surprised to see a comprehensive green travel plan displayed, welfare facilities inside the property are energy efficient.		
Validated score	9	/9

Secure everyone's safety

Office visit findings and indicative score	7-8	/9
There is a strong company focus and promotion of safety training, reviews. This focus is reflected in the excellent assessment score in the report. Company vehicles (5) have first aid kits, fire extinguishers. FORS code of practice is supported in company driver's policy. Pursuit of FORS registration is under review. An awareness initiative is planned for the CLOCS initiative. Site checklist is to be reviewed to embrace the principles of the CLOCS scheme. Safety recognition and reward scheme is maintained. Adoption of Safety Certificate for award recipients discussed. Further safety initiatives are planned and could include further adoption of best practice, innovative solutions. Purchase of site drug testing kit is under review. Feedback on safety issues from site workforce is encouraged.		
First validation visit findings and indicative score	7-8	/9
The location of the nearest A&E facility has been identified. There is a visually identifiable first aider together with approved first aid equipment. Regular health and safety inspections are undertaken and no major issues have arisen on the project to date. Visitor PPE is accessible. There is protected and controlled access to the site. Signing in and out procedures are established. The company have a drugs and alcohol policy and testing is available. RAMS are regularly reviewed. Emergency procedures are established. Any accidents/near misses are logged and centrally reviewed. Safety briefings and toolbox talks are held. The Scheme CLOCS check sheet had been completed and the supply chain is audited for FORS accreditation. Incentives are available linked to promoting and improving safety. The ability of the workforce to communicate in English would be checked. The site intends to provide further health and safety training to all operatives.		
Second validation visit findings and indicative score	8-9	/9
The site was able to demonstrate levels of safety systems and control to care for the safety of the public usually associated with sites of a higher value. This is in part attributed to the experience and disciplines gained by the company proprietors working for other company's on high value projects. This was immediately evident when I signed in and received a brief verbal visitor's induction asking me for any medical conditions and quickly briefing me on the site rules, exceptional. A&E/MIU details are supported by well stocked first aid kits and first aid persons are identified as is the location of the nearest defibrillator. A safe start procedure dictates a point of work assessment at the start of each shift. Daily safety observations are noted as a diary entry and supported by more formal weekly audits and independent audits that include mentoring and guidance. PPE is dictated by RAMS entry to site is protected and controlled. Risks to neighbours and the public are considered and addressed works are now scaled down, however traffic management does include directional signage in Abbotsbury Road to direct deliveries to the correct entrance to the close. Safety signage remains in place. There is an outstanding commitment towards continuous safety improvement consisting of training (building year on year). TBT regimes focus on current activity and although scaled back campaigns and alerts are posted. S/Ms and company directors are SMSTS NVQ 6 and CSCS black card accredited providing attitude to enhance safety performance. The drug and alcohol policy is managed at a local level by the S/M with test kits available. The company champion CLOCS standards at sites and observations of procedures would suggest a compliance with standards. Reporting of accidents incidents and near-misses is mandatory with pro-reporting an expectation of employment. Reward recognition tends to be provided as team recognition. The workforce all has communicative English language ability.		
Validated score	9	/9

Value their workforce

Office visit findings and indicative score	7-8	/9
<p>Directors and site management continue to promote an open, supportive and caring environment. There is a strong commitment to support individuals in their personal/career development objectives. Apprenticeships are supported which has led to management appointments. A selection of health risk, lifestyle awareness posters are regularly reviewed, updated and displayed in site accommodation. Further site management engagement with e-learning modules and update to induction document as appropriate is planned. Company undertake vetting for illegal workers and spot checks. Transparency of vetting policy is to be briefed out to site management teams. The company continues to encourage and sponsor health/dental checks for core personnel. Company also continue to recognise and reward team performance and maintain sponsorship of social events. Although some sites have physical restrictions on accommodation set ups, efforts are made in dialogue with clients to optimise accommodation space and facilities. Where possible sites provide Wi-Fi facility.</p>		
First validation visit findings and indicative score	7-8	/9
<p>The company have an equal opportunities/diversity policy and a multicultural workforce is engaged. There is an open door culture on the site. The company have a longstanding good relationship with their operatives and sub-contractors. Operative's emergency contact details and pre-existing medical conditions are recorded during the site specific induction procedure. Lockers are provided and there is a canteen area with a kitchen facility. Right to work checks are held in line with Home Office guidelines. Operative's CSCS cards and competencies are verified. The company engage apprentices. A wide selection of healthy lifestyle advice was displayed and mental health was covered. A selection of counselling help lines were displayed. Wi-Fi is accessible. NVQ training has been offered and there has been participation in CCS e-learning courses. A number of social events are organised for operatives on a regular basis.</p>		
Second validation visit findings and indicative score	8-9	/9
<p>The company demonstrate excellent attitudes towards respect fair treatment encouragement and support. The directors are warm friendly people who work close in with their workforce in an open door policy to provide opportunity for feedback through consultation. Equality diversity and inclusion is encouraged bullying harassment and inappropriate language is not tolerated. Informal arrangements are in place to identify personal development needs and provide training. This tends to be betterment and up-skilling opportunity supported by retrospective accreditation. The company demonstrate excellent attitudes towards the health and wellbeing of the workforce, information supporting occupational health lifestyle and wellbeing is slightly scaled back but still in place. Mental health is promoted could consider including a trained mental health first-aid person within the company. Health screening is provided on larger sites, an arrangement is in place to provide dental treatment for employees. The welfare facilities are reflective of the advanced stage of the works but to a high standard and include secure storage. The workforce is CSCS accredited and checks are in place to ensure the eligibility of the workforce to work in the UK. The company promote apprenticeship opportunity via their web-site and on the community noticeboard. Each applicant is assessed according to their individual merit. Religious and cultural difference is considered and accommodated.</p>		
Validated score	8	/9