

DELIVERING GROWTH

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AT HOME WITH HELP TO BUY

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WINTER 2017 Your employee magazine



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WINNING STREAK

Partnerships & Regeneration wins its 18th award of the year

WIN £50 | Turn to p23 for our competition

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EVOLVE

Evolve is produced quarterly by the Group Marketing & Communications team. Send us your stories and feedback so Evolve can continue to be a success.



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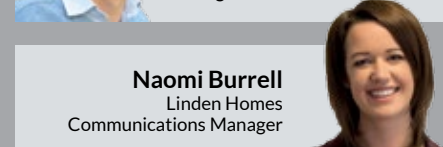
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MESSAGE FROM THE CHIEF EXECUTIVE

Hello and welcome to *Evolve*,

Looking over the pages of *Evolve* and reflecting on the last year as well as the past quarter, it's evident that there's never a dull moment in our Group.

Our three businesses are making solid progress against our strategy to 2021. Partnerships & Regeneration, having already made good headway in year one of the strategy period, is gaining widespread recognition for its projects through some very impressive awards (back cover) while also securing contracts up and down the country which align to its strategy. Clare Crawford, Business Development & Investments Director, explains the importance of this and we also get to know a bit more about her and her plans in an interview with her on page 14.

“IT’S REALLY GREAT FOR ME TO SEE OUR BUSINESSES AND COLLEAGUES EMPOWERED WITH THE RESOURCES WE HAVE PROVIDED FOR PERSONAL WELLBEING”

Construction & Investments is also performing well. The business was recently appointed to six lots of the Education and Skills Funding Agency framework and secured a place on all eight lots of the new Highways & Infrastructure Construction Works (page six). These are key areas for us and Bob Gibbon tells us more about his plans in Highways on page 12.

We also continue to do very well in Scotland through Morrison Construction and were recently awarded ‘Contractor of the Year’ (page nine) as well as claiming three other prizes.

In Linden, we have made a good start to the year and we have strong prospects with the Government recognising the need for housing and investing in schemes such as Help to Buy (page 10) which have been very helpful to our business.

In terms of people matters, I was delighted to attend this year's graduate and trainee welcome (page 20) and share our vision, values and strategy with our new employees. It's really important to do this at all levels of our business when we bring new talent into the Group and so it was a very valuable event.



We also launched our ‘Be Well’ campaign and this, coupled with our partnership with charity Mates in Mind, is already making a big impact across our Group. It's really great for me to see our businesses and colleagues empowered with the resources we have provided for personal wellbeing and moving forward with their own events and ideas (page 18).

This is all excellent progress against health and safety, doing the right thing and customer satisfaction – the three things that underpin our business' success.

I'd like to thank you for all your efforts that make our business what it is today and hope you will feel as proud reading through the pages of *Evolve* as I do.

Peter Truscott



WE'RE NUMBER ONE FOR ARENA CENTRAL

Following the excellent progress Building West Midlands & South West has made at 2 Arena Central, we have been awarded two further projects worth in excess of £91m

Under the first contract, we will undertake a £24m Category B fit-out of the new HSBC UK headquarters, formerly known as 2 Arena Central, at Centenary Square in Birmingham.

Works include providing power and data systems and furnishings as well as creating teaching spaces on two levels.

Once complete, the offices are expected to accommodate more than 2,000 staff.

In a separate contract worth £67m, Arena Central Development Ltd (ACDL) has appointed us to deliver the 3 Arena Central office building, also in central Birmingham. The latest development, funded by Legal

and General, is 240,000 sq ft, representing the largest pre-let scheme in the city for more than a decade. It has been designed to meet BREEAM Excellent, the second highest rating in the world's leading sustainability assessment for buildings.

"WE LOOK FORWARD TO DELIVERING ANOTHER LANDMARK BUILDING FOR BIRMINGHAM"

The new building will be home to more than 3,600 civil servants and completion is targeted for Spring 2020.

Building West Midlands & South West Managing Director Simon Burton said: "This contract award is testament to the excellent progress that our team has made so far at Arena Central. We look forward to working with ACDL and HSBC UK to provide the high-quality working environment that their employees require, and to delivering another landmark building for Birmingham."

LEADING EDUCATION FRAMEWORK ON THE BOOKS

The Building division has been appointed to six lots of the Education and Skills Funding Agency's construction framework

The appointment includes a mix of high, medium and low-value projects throughout England, worth up to £3.1 bn in total.

The two key programmes being delivered through the ESFA's school building framework are the Priority School Building Programme, which addresses the needs of schools most in need of urgent repair, and the Free Schools programme.

The new framework begins in November 2017 and will run until 2021.

We have previously been active on the ESFA Contractors and Regional Frameworks, winning over £350m worth of projects, and are currently the most successful contractor on the Regional Framework, having won the highest total value of projects.



"We are delighted to have been appointed to every lot that we bid for on the new ESFA Construction framework. Membership of major public sector frameworks is a key part of the strategy for our Construction business and we look forward to working once again with our partners at the ESFA to provide high-quality educational facilities around the country."

Claire Jackson, Education Director



Left: our scheme at Partington. Top right: Drew Smith starts work at Hatch Farm in West End, near Southampton. Bottom right: Our team at the County Durham development

PARTNERSHIPS WINS £140m+ OF CONTRACTS FOR c900 HOMES

Over the past quarter, Partnerships & Regeneration has been appointed to deliver five schemes across the country totalling circa £140m

The biggest scheme is a major regeneration opportunity at Heath Farm Lane, Partington worth more than £100m to transform an area of Greater Manchester. We have formed a new joint venture with Trafford Housing Trust Developments to deliver 576 new homes, under one of the largest joint ventures in the North West between a housebuilder and a Registered Provider.

The properties will be a mix of one to five-bedroom homes, including apartments. Of the homes, 500 will be for open market sale, under the Linden Homes brand as well as Trafford Housing Trust's homebuilder brand, Laurus Homes. The remaining homes will be affordable, comprising a mix of tenures including shared

ownership and properties for rent.

Also in the North West, Partnerships & Regeneration has secured a new 105-home apartment scheme worth £14.2m on Princess Road, Manchester and another at the South Ribble development for 61 new homes.

Drew Smith, meanwhile, has won two jobs for a total of £31m for projects at Hatch Farm and Townhill Park, both near Southampton that will deliver 154 homes, 91 of which will be affordable.

In Crook, the North East team has been appointed to build 40 new affordable homes as part of a £30m investment programme in County Durham.

COINS TO DRIVE EFFICIENCY IN LINDEN

As part of our ongoing drive for operational efficiencies through standardisation and streamlining processes, we have reviewed our current IT systems within Linden Homes to ensure they provide a best fit with our business plans in the coming years.

Following extensive research, the business has concluded that the bespoke housebuilding-focused product COINS

will provide the best solution for our business needs.

COINS is a single, fully-integrated system which will bring the Linden business numerous efficiencies. This includes full visibility of site and plot lifecycle, from land acquisition through build and sales, and ongoing maintenance to the end of the customer care warranty period.

Using the COINS application will give greater visibility of cost and enhanced cost controls, also driving down the time taken to produce monthly valuations (COINS CVR). It is a simple-to-use tool that will support employees in their roles, lighten workloads and streamline procedures, helping us to become more efficient as we deliver our strategy to 2021.

CONTRACT WINS IN BRIEF

Taking flight at Gatwick Airport

The Aviation business unit has secured a £12m contract from Gatwick Airport Limited to build a single-deck 3,099-space car park, the largest contract to date to be awarded under the framework with the client.

Galliford Try's previous schemes at Gatwick have included projects to improve the multi-storey car park at the South Terminal and access to a new off-site valet storage area as well as delivery of an ongoing lift replacement programme within the North Terminal International Departure Lounge.

Appointment to hub West Scotland's supply chain

Morrison Construction has joined hub West Scotland's supply chain as a primary construction contractor. The appointment follows a refresh process through a PQQ submission and a selection process by hub West Scotland with input from the public sector participants and Scottish Futures Trust.

The appointment is testament to the work done by Morrison Construction's teams across Scotland on health, education and leisure projects, and its successful track record in delivering quality projects for three of the other five Hub companies.

Highways success

Our Highways business has secured a place on all eight lots of the new Highways & Infrastructure Construction Works framework being led by Manchester City Council. Ten district councils from the region will be able to utilise the framework for projects up to £5m. The total value of the framework is approximately £200m and it will operate for four years. We have also been awarded a £24m project to construct a new junction on the M49 at Avonmouth for Highways England.

READ MORE ON GALILEO

Keep up-to-date with news from around the Group by logging on to Galileo daily. Subscribe to content you are interested in to see it in your feed.



EARL OF WESSEX NEW STIRLING STUDENT FACILITY

The University of Stirling INTO Academic Centre, an international student facility built by Morrison Construction, was officially opened by The Earl of Wessex in mid November.

To mark the occasion, Morrison Construction Building Central Managing Director Eddie Robertson joined guests including local and national politicians, representatives from Stirling Council and members of the Students' Union at the official opening which took place inside the new building.

“THE INTO BUILDING MARKS ANOTHER GREAT DEVELOPMENT BY MORRISON CONSTRUCTION”

The new three-storey, 1,840 sq m university facility boasts a state-of-the-art lecture theatre, 10 teaching rooms, a café, two gardens surrounding the building and a new car park.

Works began for the project on the grounds of the university at the existing Cottrell Building car park in June 2016 and concluded in August this year. Completion of the facility will enable the university to offer international students pre-sessional education, before taking up places on undergraduate courses at British universities, in a cutting-edge environment.

Commenting on the opening, Eddie said: “We are delighted that Prince Edward opened our fantastic new building at University of Stirling. The INTO building marks another great development by Morrison Construction and will give students and staff a state-of-the-art space for learning.”



ROYAL TITLE GRANTED FOR BIRMINGHAM CONSERVATOIRE

Her Majesty The Queen has granted permission for the new Birmingham Conservatoire to use the title 'Royal', a mark of Royal favour granted by the Sovereign that is sparingly bestowed and to which strict standards are applied

Permission to use the title 'Royal' is granted by the Sovereign, acting on the advice of her Ministers. The protected Royal titles are conferred sparingly, and all applicants must satisfy several strict conditions.

The £57m state-of-the-art building will now be known as 'Royal Birmingham Conservatoire' after successful lobbying for the recognition by Principal Professor Julian Lloyd Webber and his team.

Built by our Building West Midlands & South West business, the new Conservatoire, which is part of Birmingham City University, is the first building of its type to be built in the UK for 30 years.

The new facilities include five new public performance spaces, including a 500-seat concert hall, a 150-seat recital hall and a 100-seat organ studio. It also includes The Lab, a cutting-edge, completely flexible black-box studio, and the first permanent jazz space in any UK conservatoire – the 80-seat Eastside Jazz Club.

Principal of the Royal Birmingham Conservatoire, internationally renowned cellist and conductor Professor Julian Lloyd Webber, said: "With our new name and suitably magnificent new home we intend to set the global benchmark for music and

drama education and performance."

Bill Hocking, Chief Executive of Galliford Try Construction & Investments, added: "As a business we are rightly proud of the excellent new facility that the Royal Birmingham Conservatoire will be based in and hope that the musicians of the future can reach their potential within its walls."



MORE AWARD SUCCESS FOR HOLYWELL

Holywell Learning Campus has once again received major award recognition after being named as one of the national winners at this year's Constructing Excellence Awards.

The £27m project claimed the Sustainability Award, having previously won the same prize at the Constructing Excellence Wales Awards in July. This built on its success in 2016 when it won Constructing Excellence's 'BIM Project of the Year'.

The project boasts excellent environmental credentials having achieved a BREEAM Excellent award, with more than 90% of demolition waste and 96% of construction waste reused or recycled. More than 50,000 tonnes of displaced soil was reused in landscaping at the site, representing a remarkable 99.9% of the total.



OUR LARGEST SCHOOLS PROJECT HANDLED OVER IN LERWICK

Morrison Construction has handed over the keys to the new £55m Anderson High School and Halls of Residence - the Group's largest standalone schools project - to Shetland Islands Council on behalf of hub North Scotland

The new state-of-the-art facility in Lerwick is a like-for-like replacement of the current school, the largest in Shetland, and caters for a maximum of 1,180 pupils.

The first pupils arrived at the new school and halls of residence after the October break, following handover of the school on 10 October.

Accepting the keys at the ceremony was Mark Boden, Chief Executive of Shetland Islands Council and Phil McVey, Director, hub North Scotland, the council's development partner.

Last year, the project scooped a Silver Award in the 'Best Education Project' category at the 2016 Partnership Awards.



"We're tremendously proud to have played our part in delivering the new Anderson High School and Halls of Residence. The new campus will ensure Shetland is prepared to cope with local demand for school places, and will benefit not only current and future students, but the wider community too."

Project Director, Mark Clarke

CHRIS SCOFFIELD HEADS UP RAIL, AVIATION & ENVIRONMENT

Chris Scoffield has been appointed as Managing Director of the Rail, Aviation & Environment business unit within the Infrastructure division of Galliford Try.

Chris is promoted from the role of Commercial Director and succeeds Nick Salt who was appointed Managing Director of the Infrastructure division in September. Chris joined Galliford Try as Head of Work Winning as part of the company's acquisition of Miller Construction in 2014.

Commenting, Nick said: "Chris has a wealth of experience in regulated public sector frameworks and will be responsible for growing our presence in the rail, aviation and environment sectors."

Chris graduated from Loughborough University with a first-class honours degree in Commercial Management & Quantity Surveying in 2004. He is also a member of the Royal Institution of Chartered Surveyors and Chartered Institute of Civil Engineering Surveyors.



£52.5M STUDENT DIGS GET THE GREEN LIGHT

Building East Midlands has been appointed by The Elite Group to a new £52.5m contract to build a 922-bed student accommodation facility in Coventry

The new halls will be built across three blocks of three, 12 and 14 storeys on the site of a former garage close to the city centre, with an additional two low-rise house blocks. Further landscaping will also be created including a recreational area for the students, as well as office and maintenance facilities for the proposed management company AXO Student Living.



MORRISON CONSTRUCTION NAMED 'CONTRACTOR OF THE YEAR' AND BAGS THREE OTHER TOP PRIZES



Big wins were in store for Morrison Construction at the inaugural Education Buildings Scotland Awards and the GO (Government Opportunities) Awards Scotland which took place in November

Education Buildings Scotland Awards

Celebrating “excellence and achievement in the industry”, the awards recognised Morrison Construction as ‘Contractor of the Year’, while also presenting the business with the ‘Inspiring Learning Spaces Award’ for West Calder High School and ‘Innovation in Delivering a Sustainable Education Facility’ for Tarbolton Community Campus.

The awards were the culmination of a two-day event at Edinburgh’s International Conference Centre which brought together education built environment and policy professionals while recognising their achievements during the year.

Corporate Social Responsibility Manager Alice Harley, Framework Director Billy Gray and Business Development Director Colin MacLennan represented Morrison Construction at the event by participating as speakers and chairing various sessions.

Ian Jubb, Divisional Managing Director for Building North & Scotland, said: “To be the first to win the Contractor of the Year Award at Education Buildings Scotland Awards is an achievement to be proud of.”

He added: “We would not have won this award if not for our talented preconstruction and delivery teams whose dedication makes building these amazing projects possible.”

GO Awards Scotland

Morrison Construction and East Ayrshire Council took home the trophy for ‘Best Service Contractors’ working with the Scottish public sector at the GO Awards Scotland ceremony held in October at the Marriott Hotel in Glasgow.

The GO (Government Opportunities) Awards Scotland celebrate excellence in public procurement across the country.

The prize for ‘Best Service Contractors’ applauded the achievements of Morrison Construction and client, East Ayrshire Council, for the design and delivery of the £12m Whatriggs Primary and Early Childhood Centre.

The school opened to pupils earlier this year and was designed in collaboration with leading international architects Keppie Design.

Morrison Construction was also shortlisted for the ‘Sustainable Procurement’ award and ‘Infrastructure Project of the Year’, after successful submissions from the Building Central and Water Scotland businesses respectively.

Commenting on the win, Eddie Robertson, Managing Director for Morrison Construction Central Building, said: “This is a fantastic achievement for all those involved.

“The GO Awards are one of the most respected in the industry and I am delighted the team has won in an area that is key for us as a business.”



GREEN APPLE FOR A611 TEAM

Congratulations to the Highways team behind the A611 roads project in the East Midlands which was presented with an International Green Apple award for ‘Environmental Best Practice’ at the Houses of Parliament in November.

The £5.5m project for Muse Developments at Hucknall involved the removal of disused runways and the creation of roads, roundabouts, associated drainage and other civils for industrial and housing developments on the former Rolls Royce site.

At home with **HELP TO BUY**

Since the Government launched its Help to Buy scheme in 2013, more than 120,000 homes have been sold under it. It has assisted more than 320,000 people, 80% of whom are first-time buyers and, with the promise of a further £10bn of funding in the recent Budget announcement, is set to benefit a further 135,000 homebuyers. *Evolve reports*

Under Help to Buy, potential homeowners, both first-time buyers and otherwise, can buy a new-build home with just a 5% deposit. The remaining 20% down payment is made up of an equity loan from the Government which is interest free for five years and payable at any time or on the sale of the property. A conventional 75% mortgage is taken out and the home is owned fully by the buyer.

“THE SCHEME HAS NOT ONLY BEEN A BOOST FOR THE INDUSTRY BUT HAS ALSO GIVEN A HUGE NUMBER OF FIRST-TIME BUYERS IN PARTICULAR THE OPPORTUNITY TO GET ON THE PROPERTY LADDER”

This means there is less need for a hefty deposit and also means a smaller mortgage is needed, giving buyers access to lower interest rates and opening up the

pool of properties they can choose from. The scheme's popularity across the country helped the number of first-time buyers reach 335,750 in 2016, an increase of 7.3% compared to the previous year, and a peak since the start of the economic downturn in 2007. It is also partly to credit for the fact that, during the first half of 2017, 47% of all UK home purchases were made by first-time buyers.

Talking about the impact of the scheme on the housing market, Tom Nicholson, Divisional Chairman at Linden Homes, said: “Last year, the Government committed to extending Help to Buy beyond 2016 to 2021, which was welcome news. The scheme has not only been a boost for the industry but has also given a huge number of first-time buyers in particular the opportunity to get on the property ladder. Now, the further investment of £10bn committed to the scheme in the Budget announcement will enable even more people to save for a deposit.”

To date, 4,644 of our homes have been sold through Help to Buy. The average selling price is £276,662 and the majority of those using it are first-time-buyers.

Statistics from the Local Government Association report that just 20% of those

HELP TO BUY FACTS

It's for everyone

It is often misconstrued that Help to Buy is just for first-time buyers but actually eligible existing homeowners can also benefit.

Just a 5% deposit is needed

You only need a minimum 5% deposit to take part in the scheme. The Government will lend you up 20% of the value of your property through an equity loan. This means buyers only need to secure a 75% mortgage.

4,644

To date, 4,644 homes have been sold under the scheme by Linden Homes and Partnerships & Regeneration.

aged 25 own a property, compared with 46% two decades ago. According to Tom, therefore, it is imperative that schemes like Help to Buy are available to help tackle that figure.

In addition to the extra injection of cash, stamp duty land tax has now been abolished for first-time purchases up to £300,000 and the existing rate of 5% has been applied between £300,000 and £500,000. This translates to a stamp duty cut for 95% of all first-time buyers who pay stamp duty and no stamp duty at all for 80% of first-time buyers.

"Again, this is good news. The stimulus of Help to Buy makes purchasing a home more accessible and so coupled, this puts us in good stead to deliver on our growth plans."

He added: "Getting on the property ladder is a huge milestone as well as a big investment and so we encourage potential buyers to come and talk it through with our sales executives. We also have independent financial advisors available to explain the process and offer advice, meaning our customers can take advantage of the scheme and be assured it is the right thing to do for them."

READ MORE

For more information about Help to Buy and other incentive schemes, please visit the Linden Homes website at www.lindenhomes.co.uk.



Ryan and Sophie CASE STUDY

First-time buyers Ryan Harvey and Sophie Thomas bought a two-bedroom apartment at Linden's Charlton Hayes development in Bristol.

They said: "We really didn't think we'd be able to buy; we briefly looked at some second hand homes for £150,000 in the area and couldn't believe it when we discovered that we could afford a new property for more with Help to Buy. We visited Linden's Charlton Hayes development and reserved that very day."



Jennie and Dean CASE STUDY

Jennie and Dean Rogers were already homeowners when they used the Help to Buy scheme at Linden's Edge development in Harlow, Essex.

Jennie explained: "We must have looked through hundreds of homes online and viewed about four to five properties in person. Before approaching Linden Homes, my husband actually said he didn't want to view any more new-builds, believing we would never find the right property as everything seemed so expensive and totally the wrong size. Linden opened our eyes by informing us of the incentives like Help to Buy that would enable us to buy our forever home at Edge, in Harlow."





Our £106m improvement scheme built at Tollbar End in Coventry

ROAD TO GROWTH

Since coming under the leadership of Bob Gibbon, our Highways business has grown in size by almost a third. Now, with its strong regional teams, a national presence and a firm understanding of the sector, the business is poised for further growth. Managing Director of Highways, Bob Gibbon explains

As the Government looks to continue investment in the maintenance and improvement of the country's roads network, businesses like ours that have a solid track record in the delivery of road schemes - and a firm commitment to the sector - are presented with multiple opportunities.

Within our Highways business, we operate in three key areas. Our Highways England team is focused on delivering motorways and major roads jobs such as Smart Motorways, which are procured through Highways England (HE), the Government company responsible for the operation, maintenance and improvement of motorways and trunk roads in England.

We then have our Local Authority



team, which carries out works of a sizeable amount outside of HE's remit for local authorities, councils and even private developers. This covers things like basic highways work, new roads and the widening of roads and bridges.

Finally, we have the Highways Maintenance team which delivers what you could call the minutia of highways works such as reactive maintenance on the streets, repair works, civil schemes and traffic management. For this we have depots and plants to manage those aspects.

As you will see on the right, we're strong in all three areas and now have the opportunity and the capacity to build on our success.

BUILDING ON OUR STRENGTHS

As well as delivering on time and to budget, what our clients want to see from us is high-quality schemes, high levels of collaboration and projects that are safe in every way for road users, construction workers and local people.

Safety is the absolute priority. This is why we encourage a culture of care on our sites through our award-winning behavioural safety programme, 'Challenging Beliefs, Affecting Behaviour' and maintain that nothing we do is so important we cannot take the time and effort to do it safely. Communication and collaboration comes in a close second; really understanding drivers as well as the project itself is essential. As well as the initial conversations we have with our clients, we religiously undertake client questionnaires to understand how we can continuously improve and grow our clients into advocates. All in all, we probably have more than 20 frameworks on the go which is testament to these collaboration skills.

“WE FOCUS ON FEEDBACK TO UNDERSTAND HOW WE CAN CONTINUOUSLY IMPROVE AND GROW OUR CLIENTS INTO ADVOCATES”

Close collaboration with partners also allows us to share best practice in methods of delivery and safety which enables efficiency savings. Building on this, the wider Infrastructure division, which we form part of, has started the roll-out of Delivering Excellence, a key programme that promises clients a safe delivery, with zero incidents, on time and snag free resulting in a 'Delighted Client'. This approach formalises a lot of what we already do, but creates structure to work towards that both our clients and we can be clear

on. It also delivers time and cost efficiencies by getting things right the first time.

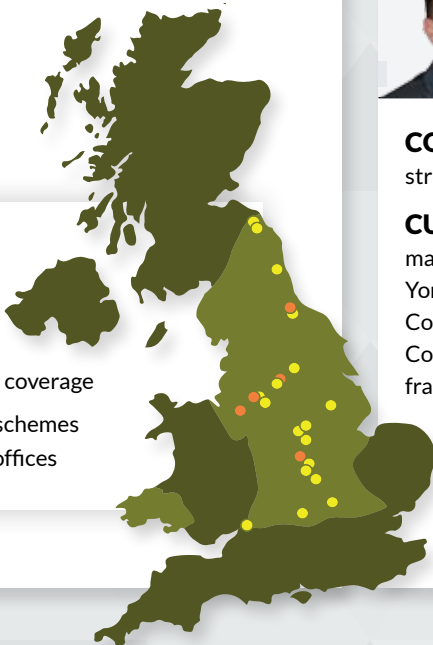
I'm also pleased that we are building better relationships with our supply chain every day and repeat work is becoming the norm with our 'Aligned' subcontractors – a select group who are trained on our approach and share our vision, values and behaviour, helping us deliver better solutions for our clients. We also focus on feedback from local stakeholders and engage with them to ensure our projects are a success for the people they are ultimately designed for.

It's clear that one of the biggest reasons for our success so far is that we hold on to our regional approach as much as possible, meaning people are deployed to projects in areas where they can get home from overnight. We are also getting better at notifying people of their future planned schemes and locations, which further helps us with retaining our skilled teams, and we work with local subcontractors wherever we can.

Looking forward, we have a highly experienced team with a great skillset and we are getting stronger each year. We use a collaborative approach, reinforced by our accreditation to BS 11000 and we firmly believe in delivering high-quality projects and services to our clients. All of these, coupled with the future opportunities we have, stand us in good stead for further growth.

KEY PROJECTS

- Highways framework coverage
- Single live schemes
- Highways offices



Bryan Kennedy

Operations Director for our Highways England works

CORE AREA: Key projects for Highways England.

CURRENT: Under the Collaborative Delivery Framework (CDF), we are undertaking three Smart Motorways schemes on the M1 in collaboration with Costain: a £120m scheme to increase capacity between junctions 13 to 16, a £97m scheme to upgrade 12km of road between junctions 23a and 25 to a Smart Motorway and we are negotiating a third tranche of 37km of Smart Motorways upgrades worth more than £300m ■ We are also carrying out a £24m design and build scheme to build a new junction on the M49 at Avonmouth.

POTENTIAL: Routes to Market which will replace the concluding CDF. Under it, the country will be broken into six areas and two delivery partners will work on each one. We are active in a number of these areas.



Steve Tomkins

Operations Director for our Local Authorities works

CORE AREA: Works of sizeable amount outside HE's remit.

CURRENT: Midlands Highway Alliance – used by 20 local authorities in the Midlands for works up to £25m ■ Syngenta – a civils maintenance framework for a chemical fertiliser plant in Huddersfield ■ South Tyneside – a three-year civil engineering framework anticipated to generate about £20m ■ Manchester Framework ■ YORcivils2 - general civil engineering works across the Yorkshire and Humber region over four years ■ NEPO - five lots of infrastructure works - highways work above £5m, marine and coastal works above £1m, highways structures above £5m and public realm works above £1m ■ Rugby Radio ■ Warwickshire Highways Framework ■ Brunswick – infrastructure works on the £100m regeneration programme for over 500 homes.

POTENTIAL: Renewal of the Midlands Highway Alliance worth £100m ■ Growth of Rugby Radio ■ Growth in framework success.



Paul Smith

Operations Director for our Highways Maintenance works

CORE AREA: Frameworks for reactive highways repairs, traffic management and streetlighting.

CURRENT: ■ Middlesbrough LED streetlights ■ Urban Vision, Salford ■ Traffic management schemes ■ North Yorkshire Highways Framework ■ East Riding of Yorkshire Council framework ■ Hull City Council framework ■ Derbyshire County Council framework ■ Stoke City Council minor works framework ■ Manchester City Council Highways & Infrastructure Construction Works framework ■ YORcivils2 framework ■ Highways England Areas 13 and 14 streetlights.

POTENTIAL: ■ Walsall Construction Services Framework ■ Highways England Area 10 streetlighting ■ Traffic management and civils framework ■ Highways England Pavements, North East ■ Growth of works within our frameworks ■ Internal works for other Galliford Try businesses.



DELIVERING GROWTH

From early in her career, Clare Crawford learned the importance of building relationships, and knowing and adapting to the market - skills that are pivotal to her role as Business Development & Investment Director, driving Partnerships & Regeneration's growth plans

Much to the disappointment of her parents, Clare Crawford decided against going to university, despite the fact that she thought she was headed for a bright future in science. Instead, Clare started off a sequence of events that landed her in the role she's in today and seemingly could not be more suited to.

Having taken a job at her local pharmacy in her then hometown of Melksham in Wiltshire, Clare was given the chance to gain an additional A Level together with an HNC in Business & Marketing, thanks to her pharmacy boss. She studied hard at college on day release, and much to her delight, earning some cash, while partying with pals on the weekend.

By the time she gained a HND four years later, the part of the pharmacy she was working for had grown substantially and one of

her suppliers offered her a position with them.

"They were a very large national company offering me a company car - and who can turn down a company car at 21?," she said.

"So I took the job, doing 60,000 miles a year, travelling across the country going into nursing homes, hospitals and extra care schemes, selling in equipment such as hoists and stair lifts."

"DO YOUR RESEARCH TO MAKE SURE YOU ARE SELLING WHAT PEOPLE WANT TO BUY"

This was where Clare learned one of her most valuable lessons. "You could be a busy fool, driving around the country technically doing your job and earning the bare minimum or you could do your research and make sure you had exactly what the customer wanted to buy in your car to make sure you always got a sale."

Though she loved her job, the road proved to be a lonely place and Clare soon found herself at Hanover Housing Association as Service Development Manager in the team that delivered new extra care schemes. Within weeks, she was working with the Development Director to adapt their product.

"Because we'd gone from getting almost 100% of grant to deliver these schemes to needing to look at new ways of funding, we began to develop the model to access different kinds of funding such as allowing people to buy into the scheme rather than just renting. That became a bit of a career pattern - looking at what you're doing and adapting it to the changing market that you find yourself in."

While at Hanover she delivered on some pivotal schemes in her career, but, personally, she also had some significant milestones; buying a house, getting married and having her first child. It was then, while on maternity leave that she was approached by a former associate who had moved to Sarsen Housing Association, part of Aster Group. She was told about a new role, applied and got it.

At Aster, while assembling a PFI (Private Finance Initiative) housing scheme, Clare realised she had the aptitude and drive to interpret contracts, manage risk profiles and get the right commercial outcomes. At this point, she could see the organisation would be focusing more on new homes delivery than ever before and she made a sideways move, transferring into the Development team as Commercial Director.

It was here, while setting up a Joint Venture (JV) with Linden Homes for the 350-home scheme White Rock in Paignton that she first learned of our Partnerships & Regeneration business.

She said: "By acknowledging what we couldn't do on our own and pooling our resources with another partner, the JV enabled our profit programme to become a big part of our funding structure and governance arrangements."

This is partly the attraction behind Partnerships &

Regeneration's model; working with partners to deliver homes of various tenures - be they affordable, rent, or for sale - whatever is right for the client and area - while sharing risk and reward as well as a vision for delivering housing need.

So when Partnerships & Regeneration Chief Executive Stephen Teagle offered Clare a role on his Executive team, she took it.

"My job now is to deliver the new business that's within our strategy, 'Project 750', which aims to more than double our revenue in the next five years while also increasing margins from 3.9% to 7% by moving to a more mixed-tenure portfolio - and to do that while monitoring cash.

"It's up to me to support the regional Business Development teams and the divisional specialists to ensure the new work they bring in fits the strategy perfectly, and our Business Development activity is as productive as it can be."

Having worked closely with the regions for the last year, Clare has implemented a business development strategy that recognises the range of clients we serve and the arrangements under which we deliver homes, putting specific targets against each of our market segments.

"PROJECT 750 WILL MORE THAN DOUBLE PARTNERSHIPS' TURNOVER AND INCREASE OUR MARGINS BY MOVING TO A MORE MIXED-TENURE PROFILE"

For each sector, she has considered the opportunity, aiming to ensure it offers an appropriate balance of risk, return and cash generation or investment. They range from pure contracting work for the likes of Registered Providers, where we have an established and strong brand across the UK, to joint ventures which have higher margin potential, and land-led schemes where we are rewarded for good land buying by the ability to secure a better margin, and also grow turnover.

Concentrating on such 'sub markets' is a key part of her role. This means unlocking investment and relationship potential with new operators coming to market who are looking for a developer or contractor to help them achieve their housing objectives.

"Land is critical to our plans, so we will be developing a land buying strategy in each Business Unit and strengthening our relationships with the Linden land teams."

"We are also sharing relationships and stretching them into new and emerging geographies. A really good example of this is where the Central team had a great relationship with ExtraCare Charitable Trust which was looking to deliver a scheme in Bristol. Our new Bristol office has delivered the ninth ExtraCare village for this client."

Clare emphasises that each type of work - contracting, commissioning and development - has its place. While land-led developer and commissioning opportunities bring in a higher margin, focusing on larger contracting projects gives an opportunity to generate cash needed for investment.

She said: "Our breadth of capabilities quite uniquely covers all these areas, making us an attractive partner to our clients and opening up a greater range of opportunities for us. Now, we can capitalise on those skills and our exposure to deliver our planned growth."

READ MORE

For more information about Partnerships & Regeneration's strategy and business model, visit: [Galileo > Partnerships & Regeneration](#).



GETTING TO KNOW *Clare Crawford*

My friends and family would describe me as...

ridiculously competitive - I can make a competition out of anything. Also just ever so slightly chaotic.

The first thing I do when I get home from work is...

Talk to the family if they are still awake!

Not many people know that... *I am Banana-phobic... It is actually a thing!*

If I wasn't in Regeneration I would be... *a lawyer - probably still to do with housing.*

If I could have one superpower it would be to... *be able to be in two places at once.*

The motto I live by is... *only worry about things that you have the power to change.*

The last book I read was... *'I am Pilgrim' by Terry Hayes.*

My guilty pleasure is: *binge-watching Netflix box sets. The last one we could not go a night without watching was ' Fargo'.*



CAREER DISCUSSION PANEL PROMOTES WOMEN IN BUSINESS

As part of the Group's commitment to developing an inclusive and diverse workforce, a Career Panel Discussion event was held in November to profile female leaders our business.

The event covered the career

backgrounds of three senior leaders Terry Miller (Senior Independent Director for Galliford Try), Davinder Nandra (Finance Director for Partnerships & Regeneration South East) and Clare Crawford (Business Development Director for Partnerships

& Regeneration) and was followed by a question and answer session.

According to recent research by the Considerate Constructors Scheme (CCS), the main reason women do not join the industry is due to the lack of female role models. Encouragingly, feedback from our Career Panel Discussion found that attendees overwhelmingly found it to be motivational and informative, and 82% said that they now considered at least one of the panel members to be a role model.

You can watch a video from the event by visiting: [Galileo > News Centre](#) and searching 'panel'.

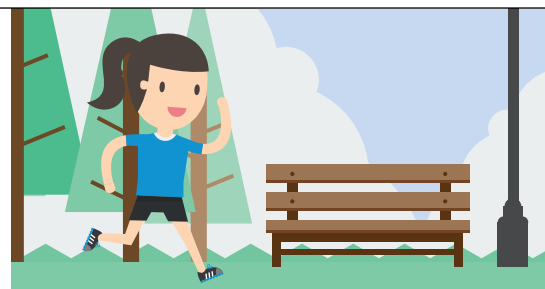
GET GYM DISCOUNTS FROM FITNESS FIRST AND PUREGYM

Hot on the heels of the wellbeing launch in November, the Group has secured further gym discounts with Fitness First and PureGym.

In support of the 'Be Active' part of our wellbeing programme, employees are able to benefit from up to £6 a month off Fitness First memberships and up to

50% off a PureGym membership, which family members can also take advantage of. Existing PureGym members can also benefit from reduced costs.

The discounts are being made available as a direct result of your feedback in the Employee Survey and the Health, Safety & Sustainability roadshow.



To claim the discounts, follow the instructions on: [Galileo > Group Services > Health, Safety & Sustainability > Wellbeing > Be Active](#).

BRIEFING OUR SUPPLY CHAIN

Group Procurement Director Kevin Moran led the speakers at the fourth Galliford Try Supply Chain Business Briefing.

Over 270 senior managers and directors from our Group supply chain attended the event where we demonstrated the compelling business opportunities that a trading relationship with Galliford Try represents.

Chief Executive Peter Truscott was among the speakers, alongside Linden Homes Divisional Chairmen Andrew Hammond and Tom Nicholson, Partnerships & Regeneration Chief Executive Stephen Teagle, Shared Service

Centre Director Peter Rose, and the procurement team of Kevin and Deputy Procurement Director Simon Stone.

Speaking after the event, Kevin said: "Our procurement strategy in a market where we are competing for scarce resources is to be 'Different and Better' in comparison with our competition. We excel in communication and engagement with our supply chain, we know this because that's what our partners keep telling us. This event is part of our communication and engagement policy and is unique in the industry, it supports our intention to be a 'customer of choice'



for the supply chain.

"Feedback from attendees was fantastic and we hope it will continue to help differentiate us from our competitors."



CELEBRATING EXCELLENCE IN INFRASTRUCTURE

The Infrastructure division turned the spotlight on its star performers at the seventh annual Excellence Awards held at the Coombe Abbey Hotel near Coventry on 29 November.

David McIntyre was the first ever 'Employee of the Year', David Black won

the inaugural 'Outstanding Contribution' award and Gavin Hutchinson was this year's 'High Flyer'.

Meanwhile, the teams behind A611 Rolls Royce Access scheme and Carlisle Station roof won the two project awards and Water Scotland was named as

'Framework of the Year'.

Infrastructure Managing Director Nick Salt told the audience: "We've had a challenging year which makes it all the more important, through these awards, to continue to acknowledge the excellent work that's been completed across the business.

"In the entry presentations for the awards, speakers talked about complex logistics, attention to detail, time pressure, new ideas embracing technology, repeat business, innovative ways of developing relationships, challenging designs with a win/win scenario, helping clients out of difficulties, third party recognition and, not to mention, two world firsts. For me, these really sum up some of our strengths."

CONFERENCE REINFORCES HEALTH & SAFETY AS OUR TOP PRIORITY

The Health, Safety & Sustainability (HS&S) Team held its fourth annual conference to once again drive home the message that health and safety is our top priority.

The two days were set around team and personal development with a heavy bias on mental health, resilience and wellbeing while also identifying opportunities to improve.

More than 50 safety advisors and managers came together to hear among other things, talks from charity Mates in Mind following our partnership with them, and updates on Challenging Beliefs, Affecting Behaviour.

The audience also heard about the importance of sustainability during a session from Bill Hocking, Chief Executive of our Construction & Investments business.

Representatives from AXA PPP Healthcare and training specialists Proud2bSafe also presented. The latter saw a hard-hitting and emotional piece

from Jason Anker, MBE where he relayed what life is like since a fall from a ladder left him wheelchair bound; and how a five-second think about consequences could have prevented the accident.

To get the team thinking about application of health and safety, a mock trial was held as part of the event. It was supported by Claire Burrows, a Senior

Associate with Walker Morris LLP who has represented Galliford Try on several occasions.

David White, Group HS&S Director, said: "The event was another a fantastic platform to discuss health, safety and sustainability and focus on key issues, having a healthy debate and gaining some valuable feedback about how we can continuously improve."



BE WELL

As part of our commitment to achieving upper quartile industry performance in health and wellbeing, we are proud to launch our wellbeing programme 'Be Well'

Be Well outlines some of the key things we are doing across the five areas of take notice; be active; give back; stay connected and keep learning; all of which are designed to help you stay well and look after your health and wellbeing.

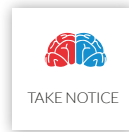
The new programme encompasses both physical and mental wellbeing, incorporating several different levels of support including a comprehensive employee assistance programme; online health check tools, advice lines, discounts on fitness products and general guides on how to structure our working lives better to reduce stress while increasing productivity.

The launch of the programme builds on our recent partnership with charity Mates in Mind, which raises awareness of mental health and wellbeing within our industry.

Individuals up and down the country are already embracing the new programme, making a positive impact on their professional and personal lives. Find out what some of our colleagues are doing on the right and tell us what you're doing by posting your stories on the Wellbeing Yammer page.

DOWNLOAD THE BE WELL BOOKLET

Visit: Galileo > Group Services > HS&E > Wellbeing. If you haven't already received a hard copy, request one by emailing wellbeing@gallifordtry.co.uk.



Stephen Tomkins
Operations Director
Infrastructure - Highways
Became a Mental Health First Aider



One of our project managers suggested we talk about mental health. After discussion with HR, I booked a half-day Mental Lite course with all of my project managers and followed it up with a two-day Mental Health First Aid course, which I took part in too.

The aim of the training is to help you identify when people are in trouble, to raise awareness of what signs to look for and then explain how they can get help.

After the course, without a shadow of a doubt, I feel more equipped to help someone who may be suffering. Everyone who attended said it was an eye-opener and took something away that could help them at work or at home.

I've always been a First Aider because I always wanted to know what to do if anything happened to my kids, it's the same for being a Mental Health First Aider. If you can save just one person, it's worth it so I'm really glad I did it.

The most important asset our business has is our people and mental fitness is key to them being well. We need to do what we can to help that.



Sian Tyler, Senior Marketing Co-ordinator at Linden Homes

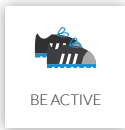
Uses technology to stay connected



I use Skype for a variety of uses, not only for meetings and conference calls but also for screen sharing which allows me to conduct training with marketing and sales staff across the business. We had a few teething issues at first, as with all newly implemented technology, but once you've used it it's really straightforward.

I find organising meetings between several people much simpler too; it's far easier to commit to a half an hour Skype call than a meeting that would take you away from the office for hours at a time. I think it's really important to embrace systems like Skype and the more people do, the more the benefit will be recognised.

Using Skype has meant I've been able to cut down on my travel time which allows me to be at home at a reasonable time to spend time with my family and new puppy Buzz.



Geraldine McLaughlin
Service Desk Analyst
Group Services

Is our top performer on BUPA Boost

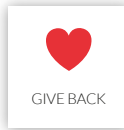


I like to keep active. I attended boot camp for about five years, I now walk around 11,000 steps a day, I do an Insanity fitness class once a week and, last year, I got a dog so I stay more active by taking him out. The reason for becoming more active is that my mum died when she was 55. I started taking better care of myself a few years before I reached that milestone age as I wanted to lead a better lifestyle than her.

My mum also suffered from depression and I think that keeping yourself fit and active helps on the mental side too. When things are getting on top of me, I get up and go for a walk. It keeps my mind busy.

I use the BUPA Boost app and my Fitbit to set myself regular challenges and compete with my friends. I also try to eat healthily and log how much water I'm drinking.

I would definitely encourage people to try to be more active. Even if you just go for a 10-minute stroll in your lunch break; it refreshes you and helps to focus your brain.



Jason Lewis
Operations Director
Partnerships South East
Supported CRASH

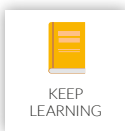


An elite team of 10 of us from the Lyon's Place (Edgware Road) project team completed the annual 'Bear Grylls Survival Challenge' - a test of mental ability, strength, agility, grit and determination across a 15km course.

The initiative was in support of CRASH, one of the leading construction industry's charities that assists homeless and hospice charities. Not only is CRASH a preferred charity for the client, it is also one that Galliford Try has been a patron of for several years.

The event offered the opportunity to raise funds for a good cause while having a bit of fun competition with the client and employer's agent teams, and more importantly for some team bonding in the delivery of the Lyon's Place project.

There is such a sense of achievement when you complete an event such as this and then realise that all those that participated have made a meaningful difference to people's lives and the funds raised are for those who need it so much more than me and you.



Andy Moore, Senior Project Manager for Infrastructure - Highways

Undertook skills training



I went along to the Interview Skills Training recently and found it very useful. It gave us a really good framework to undertake the interview process, giving tips on how to prepare for the interview more effectively, the structure of the interview and how to co-ordinate more quickly when working in pairs.

It also helped to create awareness of how unconscious bias can creep into an interview and how that can be avoided. This was very interesting and also quite relevant to other areas of life.

It was great to see the improvements to the interview pack too, such as aligning it more closely to our values and how we can bring that into our questions to make sure new recruits exhibit the behaviours we want.

I do believe learning new things and developing personally entuses you. It can give you a new perspective on things and I'm looking forward to putting my training into practice.





WELCOME TO THE CLASS OF 2017

Graduates and trainees from across the Group came together for their annual welcome event in November

During the two-day event, 106 of our new starters heard from Chief Executive Peter Truscott as well as the leaders of our three businesses and directors from Group Services to learn about our Group, values, culture, strategy and objectives.

They took part in teambuilding activities and had the opportunity to network with peers and senior management across a variety of sessions, a quiz night and dinner.

Head of Learning & Development for C&I Carra Bosworth, who co-ordinated the event with her team, said: "The Graduate and Trainee Welcome was a great opportunity to induct our future talent into our Group and enable them to meet with our senior leaders as well as their colleagues. Events like this are really key to nurturing our own talent so I am delighted it was such a success."

"The emphasis on networking and getting to know professionals within the company was very useful - it provided positive encouragement. In addition, the speeches from Peter Truscott and Bill Hocking were truly inspiring and motivating. I'm now looking forward to reconnecting with my cohort and continuing to develop as a professional."



Hannah Louise Hutchinson, Graduate Site Manager, Building North East & Yorkshire

"I learned a lot of valuable information from the senior leadership and enjoyed listening to their fascinating, unusual career histories and how they got to their current senior positions. It also gave me much excitement and confidence in a positive, stable and exciting future working with Galliford Try."



Robert Hedley, Assistant Site Manager, Oak Dry Lining

"The presentations provided us with a detailed insight into the opportunities available at Galliford Try, including how different divisions operate and what the future holds for such a successful company. Furthermore, the evening dinner was an excellent time to network as it provided a relaxed environment to build on professional relationships with fellow employees and senior management."



Danraj Chana, Graduate Quantity Surveyor, Building Southern

Tea-Break with **REBECCA FREEMAN**

Evolve talks to Rebecca, a winner of the Association of Women in Property's South East Student Awards and new recruit at Linden Homes Chiltern



For the third year running, Linden Homes has pledged its support to attracting more women into the industry by sponsoring the Association of Women in Property, primarily through the Student Awards programme. Heats take place across the country in 13 locations and a national champion is picked from the regional winners. We talk to Rebecca Freeman, winner from the South East winner, who recently joined Linden Homes Chiltern as an Assistant Quantity Surveyor

Q What attracted you to the housebuilding industry?

A I'd always worked in the property industry, I started as a lettings agent and then moved to the social housing sector as a resource planner. The more experience I got working with the building teams, the more it fuelled my interest. I got the opportunity to complete a Level 2 in Housing Maintenance through the Chartered Institute of Housing and became a junior surveyor at the Watford Community Housing Trust. At the age of 30 I went back into education and I'm currently studying Building Surveying at the University of Westminster.

Q How did you find out about Women in Property?

A I was nominated by my lecturer to take part in the Women in Property Student Awards. I prepared a presentation on a project I had been working on at the time and met with representatives from the sponsors. The organisation helps to prepare you for the interview and the competition is fierce - I was honoured to be up against some of the best students in the area and win the regional heat. It was there I met Adrian Sims, Managing Director of Linden Homes Chiltern. I knew of Linden

Homes thanks to its strong reputation and nearby developments and I was thrilled when he approached me about an Assistant Quantity Surveyor role after the heats.

Q How do you feel working in a male-dominated industry?

A It has never been a problem for me, in fact, it encourages me to work harder to stand out and prove to myself that I'm capable of doing my job as well as anyone else. I've always been given the same opportunities as my male counterparts and think housebuilding is an industry that is suited to both men and women.

Q How can we attract more women into our sector?

A I think it's important to make young people in general more aware of the industry and the huge range of career options available to them. I find it fascinating; building something from the ground up and seeing it evolve over time is both rewarding and satisfying but I never knew anything about it at school. Even at degree level the course is only made up of around 25% of women out of 40 plus students, so to me, educating both young men and women at school is imperative in attracting fresh talent into the sector.

SOUTH DEVON UTC STUDENTS HONE THEIR ENGINEERING SKILLS

Year 10 students at the South Devon University Technical College learned about the housebuilding process and developed their engineering skills when Linden Homes visited them recently.

Throughout the day, four classes met Andy Sykes, Linden Homes Technical Project Manager, who explained the principles of housebuilding to the pupils, who have just started their courses in engineering and science.

Andy commented: "I spoke to the students about how a company

progresses from finding land to designing and building a scheme, using our local Kings Gate development in Kingsteignton as an example.

"I explained how we needed to reduce life-size layouts and buildings down in scale in order for us to issue information to enable build to proceed."

The students were then divided into groups and given a task to design a 12m x 8m detached house, using their imagination and a scale rule.

Andy added: "We had lots of discussions on the engineering challenges we face when creating a new homes development, such as topography and providing the necessary services. There were some fantastic entries and everyone was really enthusiastic, it was great to see them all so inspired."

Alison Hannah, Assistant Principal at South Devon UTC, said: "Our new intake of year 10 students was given an opportunity to experience the design challenges met by Linden Homes during a workshop. The task not only gave them an insight into the work of designers but also enabled them to further develop their skills in negotiating, collaboration and problem-solving – attributes that are likely to make them highly employable in the workplace."



HUB SOUTH EAST RAISES MORE THAN £23K FOR CHARITY

The Hub South East team in Edinburgh organised a Charity Golf Day that raised an impressive £23,500 for local charity, the Grassmarket Community Project.

This follows a successful event raising £15,000 for the same

charity in 2015 and further strengthens the link with this worthy cause which operates a number of social enterprises to support its members, many of whom have come from chaotic backgrounds and work with the project to develop their full potential and move away from cycles of failure.

Morrison Construction was one of the primary sponsors and Galliford Try Investments also supported the event and had a team playing on the day. Thanks to this support and the involvement of a great number of supply chain partners, the day was a great success and raised a huge amount for the project.

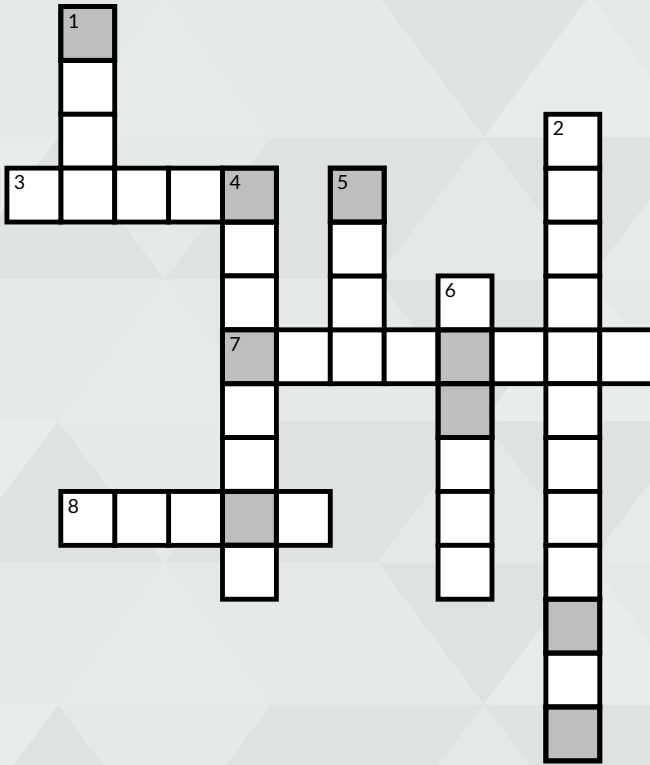
Jonny Kinross, Chief Executive of the Grassmarket Community Project, was delighted with the amount raised and said: "This event exceeded all expectations and we are in awe of the generosity and support we received from Hub South East and its supply chain. I can't emphasise enough what a difference sums of money like this make to the lives of many of our most vulnerable citizens."

Galliford Try encourages its staff to give something back and this is an excellent example of various business units collectively working together and going that extra mile for an extremely worthwhile cause.



WIN £50 OF AMAZON VOUCHERS

As part of our 'Be Well' programme, we are giving you the chance to win £50 of Amazon vouchers by taking part in our competition. All you have to do is complete the crossword and tell us what the grey boxes spell once unscrambled: _____ (9). For a bit of help, refer to your copy of *Be Well* (page 18).



CONGRATULATIONS TO...

Jeanie Thurlow, Senior Receptionist at Linden Homes Western

Thank you to everyone who entered our competition last edition. The letters from the crossword spelled 'PEOPLE'.

Jeanie was selected at random from all the entrants who responded correctly to win £50 of Amazon vouchers.

"I am happily surprised that I won the crossword competition, as I have been trying for a while. I have decided to buy a deep fat fryer with my prize so I can cook real chips at last."

Jeanie Thurlow, Senior Receptionist



Across

- 3. _____ (5) and video conferencing are tools that allow you to connect and hold meetings with your colleagues online, saving the time and cost of travel.
- 7. _____ (8) new skills at work or at home keeps our minds active.
- 8. We recently launched a partnership with charity _____ (5) in Mind as part of our commitment to achieving upper quartile performance in health and wellbeing.

Down

- 1. The Cycle to _____ (4) scheme helps you spread the cost of a bike and get a discount.
- 2. _____ (12) is a great way to 'Give Back'.
- 4. The _____ (8) Assistance Programme (EAP) is a confidential line that gives you unlimited 24/7 access to support for managing mental wellness when things are getting on top of you.
- 5. _____ (4) Boost is a free app which allows you to set yourself health goals and compete in activity challenges with friends and colleagues.
- 6. Our BUPA _____ (6) health check gives you a personalised report with tailored recommendations on your health, based on the information you provide.

Answers should be emailed to: evolve@gallifordtry.co.uk by 2 February 2018. The winner will be selected at random from all of the correct entries.



WINNING STREAK



Above: Upton Village, a £24.5m project that redeveloped Plaistow Hospital in East London for Peabody. It delivers 168 new affordable homes of which 66 are for affordable rent, 74 for market rent and 28 for shared ownership. The development was praised for creating "a desirable, high-quality place to live that residents can afford" and for its design and sustainability features and construction methods

Partnerships & Regeneration's winning streak from the last quarter has brought its total wins to 18 for the year following awards from *Inside Housing*, *What House?* and the LABC Building Excellence Awards Grand Finals

Inside Housing Development Awards

Partnerships South East toasted a success for 'Best Affordable Housing Development (Urban)' for Upton Village (*see above*). The prize was the project's fourth after a run of success at the Housing Innovation Awards, the *Evening Standard* New Homes Awards and the National Housing Awards.

Meanwhile, the ambitious £78m North Tyneside Living PFI scheme to update older persons' accommodation, on behalf of North Tyneside Council and S4NT (a joint venture between Galliford Try Investments and Equitix) was victorious as 'Best Older People's Housing Development (Over 100 homes)' for our Building and Investments divisions.

What House? Awards

Pictured on the front cover the first phase of Great Eastern Quays in East London scooped two prizes at the *What House?* Awards.

The £85m scheme by Partnerships South East won Silver for 'Best Regeneration Scheme' and Bronze for 'Best Build to Rent Scheme'.

The mixed-tenure development was praised for its "high

standards of design", "focus on community" and "commitment to inner city and urban renewal".

LABC Building Excellence Awards Grand Finals

The £13.4m Priory View development in Dunstable by Partnerships Central was named 'Best Social/Affordable New Housing Development'. The team behind the 83-home scheme for older people was noted for its involvement of the community, response to site constraints, external appearance and internal planning and attention to safety, security and accessibility.

Protheroe House, meanwhile, a £9.1m extra care development in Tottenham claimed 'Best Inclusive Building', adding to its collection of accolades from the Housing Excellence Awards and the Housing Innovation Awards.

The 50-home development for over 55s was recognised for going "beyond minimum design standards to ensure that the highest standards of inclusive design" were achieved in the execution of self-contained, spacious flats that are accessible and adaptable to allow for the changing needs of residents.