

# go beyond

The background of the entire page is a photograph of a large-scale construction site. In the upper left, a tall white tower crane reaches towards the sky. The middle section is dominated by a large, solid red rectangular banner that contains the main title and subtitle. Below the banner, the image shows a complex construction site with multiple levels of scaffolding, rebar, and various construction materials. Several workers in high-visibility yellow clothing are visible on the site. In the distance, more cranes and the outlines of buildings are visible under a cloudy sky.

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## It's time to go beyond

Delivering on our core values

Inside: Apprentices page 4 | M4 smart motorway page 5

vgc



# Delivering on our core values



## At VGC, we are committed to a culture that inspires people to achieve the highest standards

After workshops with our staff, we recently refreshed our core values statement. It sets out how VGC people behave to deliver exceptional service and to create a positive legacy for everyone.

### We achieve potential

- Expertise and ethics underpin our business
- We encourage career and personal growth
- We celebrate success

### We deliver on our promises

- We find solutions
- We innovate
- We are responsible for our performance

### We look after each other

- People are central to our success
- We collaborate with colleagues and clients
- Diversity is our strength

While this approach has been part of the business for many years, our new 'go beyond' branding encapsulates how we lead the way as a responsible business. We innovate to go beyond traditional ways of working to support a better future for all.

Some examples of our values in action:

#### go beyond partnerships

Collaborative working relationships such as the A14 ILT (see p3)

#### go beyond the gates

Helping ex-offenders into sustainable employment (see p7)

#### go beyond learning

Supporting apprenticeships and lifelong career development (see p4)

#### go beyond equality

Supporting diversity, respect and inclusion, and delivering training to combat modern slavery

#### go beyond safety

Having the highest safety standards and promoting mental and physical wellbeing

During the last year, we have supported 178 ex-offenders and given careers advice to 2,709 under-18s. Over 500 operatives attended mental health training, and the A14 ILT (Integrated Labour Team) has delivered market-leading diversity outcomes.

In 2018 our initiatives delivered a combined total of £94,000 in social value, as calculated through the national TOMs (Themes, Outcomes and Measures) framework.

**"Today's industry challenges are diverse and wide-ranging, from tackling the skills shortage and supporting mental wellbeing, to developing innovative solutions."**

**"We have several projects in the pipeline, from technology to competency management programmes: they are all focused on enabling our staff to continue to go beyond for each other and for our clients."**

Ciara Pryce,  
group services  
director



# At a glance – recent industry recognition

<b>go beyond partnerships</b>	<b>Mar 2019</b>	VGC is part of the A14 ILT (Integrated Labour Team) which won Highways England's 'Improving employee engagement and behavioural change' award (see p8)
<b>go beyond safety</b>	<b>Jan 2019</b>	VGC achieved a RoSPA silver award (see p8)
<b>go beyond learning, safety</b>	<b>Nov 2018</b>	VGC was shortlisted for the West London Business 'Responsible Business of the Year' award
<b>go beyond partnerships</b>	<b>Oct 2018</b>	VGC is part of the A14 Integrated Delivery Team which won the Supply Chain Award at the 2018 Collaboration Awards
<b>go beyond equality</b>	<b>Sep 2018</b>	VGC won the 'Act Ethically and Transparently' award at Skanska's infrastructure supply chain awards
<b>go beyond equality</b>	<b>Sep 2018</b>	Director Ciara Pryce was named as a Top100 corporate modern slavery influencer

Director Chris Ryan, who champions CSR at board level, said: "At VGC we pride ourselves on delivering an exceptional service. We also care about making a difference."

Following VGC's success at the Highways England Awards, Ben Cross, former supply chain collaboration lead for the A14 Integrated Delivery Team, said: "Your passion, energy and relentless drive for better things for the industry led you to this success. What a team – well done!"



Members of the A14 integrated labour team on site

## A14 collaboration: James Burke, labour manager

Leaving school at 16, James began his career working in the trade as a dry liner. He joined VGC as a contracts supervisor in 2012 and is now a labour manager, supporting VGC's contracts for the A14 and HS2 enabling works.

A capable and committed member of the team, James was given the opportunity to play a key role in VGC's involvement in the £1.4 billion upgrade of the A14 Cambridge to Huntingdon trunk road.

The Integrated Labour Team (ILT) has been a game-changing approach to meeting the needs of the UK's biggest road construction project to date. It is an award-winning collaborative partnership of four labour suppliers including VGC, Reliable Contractors, Danny Sullivan Group and Hercules Site Services. The ILT supports the Integrated Delivery Team, the A141DT,

which is a joint venture of Costain, Skanska, Balfour Beatty and designers Atkins Jacobs.

James has been applauded for his co-operative approach.

"Setting up the ILT is a big achievement in terms of the model and way of working" said James, "we have developed as people, and learned that to make real change in our industry we have to work together towards a common goal."

"We have introduced innovative working practices to create efficiencies and greater accountability."

James added: "By sharing best practice and learning from each other, the ILT embodies a truly collaborative approach and has become an industry-recognised team."



James Burke, labour manager

**"James has committed wholeheartedly to working in partnership with other companies. The project embodies our values of innovation, collaboration and finding solutions."**

Chris Ryan, director

# go beyond learning



Gareth Jennings



Scott McKay



Reggie McGuire



Andrew White



Jonathan Barlow



Giles De St Croix

## In total 11 VGC Hinkley Point apprentices achieved industry qualifications in the first three months of 2019



Michael Jennings

**The apprentices gained NVQ and BTEC diplomas in construction and civil engineering that will be of value to them for the rest of their careers.**

Since 2016 VGC has been a major supplier of skilled trades and labour to Kier Bam joint venture for the construction of Hinkley Point C. Our teams of pipelayers and groundworkers are key to the enabling works and earthworks for the new nuclear power station.

Concrete finisher Andrew White said: "Although I have been involved in the construction industry for a number of years, I have never been given a chance to formalise my knowledge with a qualification.

"I am pleased to have completed the course and hope to achieve more in the future."

Plant operator Reggie McGuire added: "The NVQ has helped me to develop my knowledge."

Installer Gareth Jennings agreed: "This has been very beneficial. I would like to thank the project and Daniel [Cooke, labour manager] for supporting me through this."

In 2018 VGC supported a total of 77 apprentices and had 30 staff taking NVQs. Based on the successes so far, we will continue to roll out our apprenticeship scheme across all major projects.

Operations manager James Callaghan said: "Our industry needs to continually innovate to keep improving safety and productivity. We support life-long learning for all our people, and will continue to encourage them to develop their careers."



Daniel Cooke, labour manager

Front cover photo: Hinkley Point courtesy of EDF





HSQE manager Richard Wheeler is part of the team delivering plant vehicle marshal training on the M4 project.

## Key role in longest smart motorway project in England

**VGC is supporting client Balfour Beatty Vinci JV with Highways England's upgrade of the 51km stretch of motorway between junctions 3 and 12 of the M4.**

HSQE manager Richard Wheeler is working in partnership with the other labour suppliers on site to deliver plant vehicle marshal training to key operatives.

As well as skilled trades and labour on this £848 million project, we are supplying administration and technical professionals. Almost all our people on the project are local, living along the M4 corridor.

VGC Projects carried out deep trial hole investigations to confirm the size of the Windsor bridge foundations before works could begin to widen the bridge over the railway (photo right). It is one of several bridges which will be replaced or widened to support the new smart motorway.

We also facilitated key vegetation clearance along the route and assisted with testing an innovative prefabricated emergency refuge area (ERA). Working offsite, we successfully installed the modular ERA at a site in Gloucestershire (photo right).



### Client commendations



Keltbray's project director for the Crossrail Great East Spur in East Anglia praised our HSQE team: "It is really positive to see senior management and safety teams from our supply chain visiting their staff working on our sites."

Keltbray's works manager commended Steve Langford, Shane Jupp and Lewis Horne: "The way they conduct themselves with regards to professionalism on site and adhering to PPE requirements just makes my role easier. The level of reporting is spot on."



The traffic systems engineer for the Royal Borough of Windsor and Maidenhead, where our teams are upgrading footpaths and traffic signals, thanked Landi Gjergji, Razvan Stegaru, Florian Mihalcea, Vlad Birtalan and Cosmin Simion for 'doing a top job out there - you've been really helpful'.

Mark Mullan was also commended for stopping work and escalating an issue following the discovery of an uncharted service just 20mm below the surface course.



Mark Mullan



Operations director Richard Palin

## VGC's 'northern powerhouse'

**To support VGC's strong foundation in the northern regions, we recently appointed our own 'northern powerhouse' to drive the company's growth from the Midlands to Scotland.**

Richard Palin was appointed as northern operations director last December. He brings a successful track record of people supply and management with major companies in the UK and overseas.

Richard's experience includes working on a range of large projects in Saudi Arabia including Jeddah's King Abdullah Economic City and Riyadh's new metro.

Based in Manchester, Richard will continue to develop VGC's good relationships on projects such as Sellafeld, Tata Steel in Wales and biomass plants in Scotland.

Managing director Laurence Mckidd said, "Richard is a highly experienced leader with a strong track record in staff development, motivation and client delivery.

"Having served in the Royal Navy, Richard is well placed to liaise with our partner Buildforce to support ex-military personnel into careers in construction. It is clear that busy and exciting times lie ahead for VGC's 'northern powerhouse'."

## Client commendations



Richard Nickell and Pavol Kadlicek won a 'thank you' award from Ferrovia Agroman for their contribution to the delivery of the T2B road (west) at Heathrow safely and on time.



The A14 IDT awarded the Best Observation award to ganger Vasile Mihai in February 2019.

The A14 IDT works manager praised gangers Emil Ivanciu, Vasile Spirodon, Suhkwinder Singh as well as driver and general operations Kuldip Singh and foreman and key influencer, Rishi Khara for 'their continued hard work and dedication to their tasks on site'.

Rishi was also praised for stopping an operation when ground conditions made the environment slippery and also when he noticed a damaged cable and took appropriate action.

The A14 IDT construction director thanked HSQE manager Richard Wheeler: "As always, many thanks to you for your personal contributions."



Vasile Mihai



Rishi Khara

## SKANSKA

Key influence Victor Rosu has been commended for his commitment to safety on the Waterloo station upgrade project.



Victor Rosu



James, Lesley, Jordan, Anson and Joe on the Great North Electrification Project where we are working for client Siemens



A photograph showing several rail workers in high-visibility orange and yellow uniforms working on a railway track at night. They are using tools and equipment near a large electrical cabinet. The scene is illuminated by work lights.

# go beyond the gates

**VGC is working with serving and ex-offenders at prisons across the UK, in partnership with leading organisations Key4Life, A Fairer Chance and BounceBack as part of our corporate social responsibility strategy.**

Last year we started working with ex-offenders, taking part in workshops on employability and providing work opportunities to help ex-offenders break the cycle of unemployment, homelessness and reoffending.

VGC is a founder member of the Infrastructure Employers Forum which brings employers together to reduce barriers to long-term employment for ex-offenders.

**To date we have found long-term sustainable employment for five candidates. We plan to increase this throughout 2019 and beyond.**



## Client commendations



Network Rail's principal construction manager complimented Rob Barnard and the team for their work on Crossrail East Anglia: "Thanks for all the effort the team has put into delivering this work over a short time."

## Balfour Beatty

The lead delivery night manager thanked HSQE manager Richard Wheeler for his presentation on mental health at the Track Partnership safety leaders' meeting: "His presentation was very good and his message was well delivered."

The project manager on the rail ducting project at Maidenhead sidings complimented the VGC team on their good work.



The client package manager thanked Ian Sharples for proactively offering comments to improve the design of the steelwork. "The drawings were reissued incorporating Ian's ideas, which will improve the safety and increase productivity of the install."



BBMV's construction manager commended Jonathan Odumanye "for faultlessly following the rule book in providing protection for the workforce" when he stopped work at Whitechapel C512 because the working environment had changed and there was a possible risk.

Lewis Bennett, who recently completed his apprenticeship at Woolwich, has been promoted to ground-worker.



## News in brief



**Managing director Laurence Mckidd signed the Time to Change employer pledge, witnessed by VGC's board of directors. Laurence said: "We have committed to help break the silence and end the stigma around mental health."**

As a disability confident employer, we support people with disabilities that are not immediately visible, such as mental health. Staff who need support are encouraged to contact our trained mental health first aider, Fiona Dowling.



**We have become the first labour supply company to be recertified to the Ethical Labour Sourcing Standard (BES 6002:2017).**

The recertification provides independent confirmation that VGC is a leader in the fight against modern slavery in the construction industry and that we have ethical people management strategies.



**We have achieved a silver award in the internationally-renowned RoSPA Health and Safety Awards for our ground-breaking behavioural safety programme, including our focus on mental health and wellbeing.**

John Hannan, HSQE director, said: "Health, safety and wellbeing are a team effort at VGC."

"We all work together to encourage the right behaviours and reduce risk to the lowest possible level."



L-R: Morgan Sindall CSR manager Gillian Johnston, All Together Cumbria manager Sarah MacGregor, Joel Oxberry of Walking with the Wounded, VGC business manager Jackie Cuthbert, All Together Cumbria recruitment desk manager Tracey Todd

**In partnership with All Together Cumbria and Morgan Sindall, we took part in Walking With The Wounded's annual Cumbrian Challenge on 18 May.**



Danny Sculthorpe of State of Mind Sport presenting to operatives on the M23

**State of Mind Sport is VGC's official charity partner for 2019.**

While we are fundraising for the charity in 2019, their ex-professional sports men and women are supporting the delivery of our mental health resilience and wellbeing programmes across our workplaces.



L to R: Maurice O'Mahoney (Danny Sullivan Group), Chris Winfield (Hercules Site Services), James Burke (VGC Group), Chris Ryan (VGC Group), Brian Greene (Reliable Contractors)

**Highways England award for A14 ILT**

The Integrated Labour Team (ILT) working on the A14 Cambridge to Huntingdon upgrade has been awarded the Highways England 'Improving employee engagement and behavioural change' award.

The award submission described how four labour suppliers work together to meet the needs of the project.

**"The ILT is the best labour model I've used in my 20+ years in the industry."**

A14 senior works manager

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