



Ness Castle Primary School

Community Benefit Report:
June 2022

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Community Benefit KPIs

The table below outlines the community benefit KPI requirements for the Ness Castle Primary School Project. The community benefit KPIs were agreed between Kier Construction and The Highland Council as part of the procurement process for the project.

	KPI Target Heading	Target	Achieved (to date)
1	Work Placements - Persons	13	3
2	Jobs Created	10	6
3	Construction Careers Information Advance & Guidance Events (CIAG)	6	8
4	Training Weeks on Site	246	
5	Qualifying the Workforce – project workforce total of 5(a)(b)(c) &(d)	20	
5(a)(b)	Qualification Gained	8	3
5(c)(d)	Industry Certification Gained	12	23
6	Training Plans	4	3
7	Case Studies	3	2

Community Benefit Outcomes

Work Placements

Following a successful information session and site visit, three placements were offered and accepted by the participants. The first one, an assistant site manager role with Kier Construction, started on Monday 23rd May for two weeks. The participant was able to use his previous quality and health & safety expertise in activities set by the Project Manager. He impressed the team with his prior construction knowledge and there was discussion with him about employment opportunities with Kier over the coming weeks in the north of Scotland. Of his placement he said, "I expressed the positive attributes of all Kier staff I came in contact whilst there (Finlay kindly gave me a lift home), they were a testament to positivity, something so very rarely seen in other industries, such as Oil and Gas." The second placement commenced with our trusted supply chain, Clanco on Monday 6th June. At mid-stage review both parties were satisfied with the placement. The second participant had no prior experience of construction so Kier was pleased to be able to facilitate this experience for him. A third client withdrew before starting.

Jobs Created

We are actively engaging with the supply chain to ensure that all relevant data has been captured.

Construction Careers Information Advance & Guidance Events (CIAG)

Holm Primary School: A school's careers session - 27th May

Two members of Kier staff delivered a careers session to all classes P2 - P6 over a full morning. The children were presented with clues of the roles of construction staff currently working on the Ness Castle Primary School building. The children gained insight into construction roles and their skills: trades on site and behind the scenes. We covered opportunities for everyone in the sector. All children received a pen, pencil, and sweets at the end of their session.

Holm Primary School: 7th June

Following on from the previous STEM session on construction materials, we visited P3 again to judge the children's work in designing houses and selecting building materials. The children created plans based on the design of their house and working in teams, created 3D models of their buildings. This linked in with their maths as they are learning about measuring and 2D/3D shapes. Prizes were given to the group who worked well together and came up with the best 3D model and another, for the best plan.

Inverness Royal Academy – S4 - Insight to Construction virtual event 13 June 2022

We delivered a virtual 'Insights to Construction' careers session for the full S4 year group on Monday 13th June. The school requested the virtual 50-minute session with teachers/pupils in their classes. Seven Kier staff participated delivering short, focussed talks on their career path and current role. We covered metaskills needed for future careers. A further short session for interested pupils may be arranged to focus on any outstanding questions.

Training Weeks on Site

We will record training weeks throughout the project and report total number of weeks at end of the project. Training weeks will be completed by individuals undertaking formal qualifications and apprentices working on the project.

Qualifying the Workforce

Qualifications Gained

One further SVQ was reported. We are in process of obtaining data from supply chain and Kier.

Industry Certification Gained



Eight industry certifications were reported. We are in process of obtaining data from supply chain and Kier.

Training Plans

One further Training Plan was provided. We are in process of obtaining additional plans from supply chain.

Case Studies

A case study was prepared for the CIAG three visits to Holm Primary School. It was a pleasure to work with the children there; they were engaged and worked co-operatively.

Additional Information

Community Engagement

Ness Castle Primary School

We have been liaising with the new Head Teacher Craig Connon and planning is underway for the transition period. The preference is for some activity to be launched early in the next school term.

A poster was shared with stakeholders about the volunteering day on Friday 1st July 2022 at Inverness Botanic Gardens.

Supporting the Highland Foodbank

We continue to host foodbank collections at our Inverness sites, including the Ness Castle primary school site.

Case Study

Holm Primary School May/June 2022

In May, we started our career and education programme with Holm Primary School, which is located close to the Ness Castle Primary School site and adjacent to the catchment area. Some of the children currently located within Holm Primary School would be transferring to the new school so there was much excitement from them and their friends on news about their new building.

The first session on construction health and safety was delivered to a group of about 50 under-five nursery children. We were the first external visitors to their class since lockdown and they were perfect hosts. We used an Ivor and Honor Goodsite presentation to introduce some of the hazards that can be found on construction sites, the dangers of large machinery and equipment, signage and why we wear protective clothing. A Kier Construction Health and Safety Advisor brought samples of suitable and inappropriate PPE; observant children readily identified and enjoyed pointing out where there was a problem! Children liked trying on the children-sized PPE and inspected gloves, goggles, hats, and masks. They actively engaged in recognising common site warning signs and the teachers hoped to follow up with the children by making their own warning signs. We left other fun activities with the teachers for the children to do after we left.



The following week, we returned to meet two classes further up the school: P3 to cover modern construction materials as part of their Stone Age topic and P5 to deliver a bridge building STEM activity. This time, a Kier Project Manager led the sessions. The P3 class of about 30 children were model pupils and fully engaged with the subject which started with the return to a childhood favourite story, The Three Little Pigs and finished with a hands-on session testing the properties of materials taken from the Ness Castle site. The children shared their knowledge of the materials of Stone Age homes and compared with modern homes. We discussed the variety of homes that we live in and considered how they are designed to protect us. They were set a task to design and draw their own building and name the materials they would use, which would be judged early in June.

The 30-strong P5 class were equally engaged with the 'Bridges' challenge that we set them. Based on material around simple style beam bridges we recapped on the uses of bridges, their structure and design. Children were set a challenge to build a bridge using finite resources, mainly A4 paper and sticking tape, which would span a 40cm opening and carry the weight of multiple Mars Bars. After one attempt, pupils were shown a presentation on the use of triangular shapes within construction and encouraged to adapt their original design. Children worked in small teams to complete the task and enjoyed the challenge of trying to win with the most Mars Bars perched on their beam bridge. One further advantage was that the Mars Bars were left behind with the teacher!

The final session delivered an Insight to Construction session to the P2-P6 cohort, approximately 200 children. Over a full morning, children experienced an interactive 'Guess the Role' activity: an introduction to the breadth of careers in construction, numbering over 170, the diversity and inclusion of the sector with jobs for all and insight into some of the careers available and the skills required. We were able to introduce some of the



people currently working on the building site and they heard about the architect who helped to design the school. To support the presentation, we delivered a Jenga challenge, and the children worked in teams to make their best guess and not let their tower fall. The session worked well, building tension with every wrong guess, entertaining everyone as they learned.

