

29th March 2018

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[REDACTED]
Economy Infrastructure and Skills Committee
The National Assembly for Wales
Cardiff Bay
Cardiff
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Dear [REDACTED]

Economy, Infrastructure and Skills Committee

Further to Redrow's attendance at the Committee held on 7th March 2019, I would like to confirm the following, as requested by the Committee:

Para 155 - Workforce

Redrow is a significant employer within Wales, providing around 430 jobs, and headquartered in Ewloe, North Wales.

Redrow South Wales also currently employs the services of 138 companies (sub-contractors, suppliers and consultants); 63 of these companies are Welsh, 35 are Welsh branches of national companies, and 40 are based in England. A large number of these businesses are SME's.

The Home Builders Federation estimates that 3.1 jobs are created for every home built, this would suggest that in excess of 1200 jobs are created each year in Wales due to our activities.

Para 211 - Diversity

Redrow are keen to support females aspiring to enter the housebuilding industry, and we sponsor a number of events and initiatives each year including the 'Inspire Awards and Summit' that take place in June.

We are also a patron of 'Women in to Construction' and have supported Coleg Menai with female site visits as part of the **#notjustforboys** event. Most recently we have also supported International Women's Day, attending an event hosted by Coleg Cambria for Year 10 girls.

Women comprise 30% of the Redrow Main Board and 30% of the Redrow South Wales Board are female.

Women are now employed within Redrow as trade apprentices, trainee site managers and in areas such as technical and construction teams. There are good percentages of women in professional jobs in our finance, legal, planning and sales teams. Targeted recruitment is underway to entice more female applicants into other areas of the business, both in offices and on site.

Para 221 – Apprentice Levy

In accordance with the current legislation we pay the levy on all of our employees across England and Wales.

In addition to these points, I would also like to add the following information regarding Redrow;

Background

Redrow Homes is a Welsh company with headquarters in Ewloe, North East Wales. Redrow is recognised by the Welsh Government as an Anchor Company and has been operating for 45 years.

Stalled Sites Fund

The Development Bank of Wales eligibility criteria prevent Redrow from accessing the Stalled Sites Fund.

Provision of Land for Small Builders

Redrow has for many years invested in planning and infrastructure to bring forward large sites for residential development, with many SMEs benefiting from this investment. Examples include where St James Parade purchased land at Cwm Calon near Caerphilly, Llanmoor Homes purchased land at Monbank Newport, and an SME housebuilder is currently seeking to purchase land at Plasdwr, Cardiff.

Redrow are currently working with RCT to explore whether small residual land parcels owned by Redrow can be transferred to the Council and used for the Plot Shop initiative.

Investment in Apprentices / Other Training Schemes

Many new entrants to Redrow follow recognised training programmes in line with our published commitment to maintain 15% of our workforce in such roles. Trainee jobs in Wales include;

- 36 trade and business Apprentices
- 7 Graduates Trainees
- 1 Undergraduate
- 5 Trainee Site Managers (following Higher Apprenticeships)
- 21 technical and professional trainees typically pursuing professional qualifications
- 2 Redrow Degree students

Redrow also works with our partners and supply chain to enhance skills in Wales. These initiatives include;

- **Bell Contracting – Groundworks Apprenticeship:** Due to a lack of provision for groundworks apprenticeships we have helped set up an on-site provision for Groundworks at the Redrow site at Cae St Fagans, Pentreban. Bells Contracting have worked with a training provider to set up the onsite school creating a provision for local people. The introduction made by Redrow and the access to a Redrow site has made this possible.

- **V&C (SW) LTD – tiling, plastering, painting and decorating:** We are keen to support our trusted local sub-contract partners such as V&C in Swansea, where Redrow has supported them with construction training at our cost. This demonstrates our commitment to improving quality and investing in skills throughout our supply chain and particularly in local areas and local developments.
- **Coleg Cambria – Redrow Brickwork Training:** Our construction team in South Wales are currently developing a brickwork curriculum to enable students leaving fulltime FE courses to develop their skills to become competent bricklayers. Such youngsters typically struggle to get an apprenticeship. We are working in partnership with the Centre for Welsh Innovation in Construction (CWIC) and Coleg Cambria to develop this and the training will be based on a Redrow Site.

Commitment to Further Education (FE):

As Redrow is a Welsh company and based in North East Wales Coleg Cambria was chosen as our main FE partner across the business.

Coleg Cambria run closed apprenticeship programmes including quantity surveying, design and civil engineering as well as providing assessment for our business administration and IT apprentices for our Head Office in Ewloe.

Most recently we have worked in partnership with Coleg Cambria, CWIC and Liverpool John Moores University to create the Redrow Housebuilding degree; the only one of its type.

Our Group HR Director is a Governor at Coleg Cambria and is the link Governor there for Equality and Diversity.

Commitment to Local Communities

Redrow Graduates recently completed a community project in Cardiff, where our current cohort of Graduates, working with some of our sub-contractors and suppliers, carried out much needed improvements to recreational areas at Ysgol Gymraeg Coed Y Gof in Pentrebane. The efforts of our team were much appreciated by the school and this demonstrates how Redrow attempt to build excellent, long term relationships with the communities around us.

I trust that this gives some additional context to Redrow's commitment to training, diversity and communities. Should you require any other information please do not hesitate to contact me.

Yours Sincerely



Tim Stone
Managing Director