

**Rosgal – Social Value
in Manchester**
(2021)



MANCHESTER
CITY COUNCIL

Refurbishing and upgrading Brunswick Parish Church in Manchester

We have ongoing social value commitments with Manchester City Council (MCC) which we are proud to support.

As part of these ongoing commitments, we have recently begun to donate storage facilities and skips to Brunswick Parish Church in Manchester.

For more than 40 years, Brunswick Parish Church has been a major part of community life for the local residents.

With a catering kitchen, sports hall, a place of worship and several meeting rooms, the church is a suitable venue for a wide range of events.

These events include a toddler group, an over 50's group, a women's group, fitness classes and more.



Local residents take part in an event at the church.

In recent months, the church has also been used as a night shelter for rough sleepers and the homeless in Manchester.

Unfortunately, the building is no longer fit for purpose and it has been in desperate need of improvements.

We realised how important the church is for local residents living in the local area and we wanted to protect this vital institution which provides the local community with invaluable support.

Therefore, we have stepped in to support the refurbishment of the church.

Specifically, we will:

- ✓ **Refurbish the car park (£10,000)** – we have been happy to step in and refurbish Brunswick Parish Church's car park which is a major part of this project. Local residents will now be able to access the church with ease and without damaging their vehicles.
- ✓ **Provide storage facilities and a new cabin for food parcels (£2,000)** – Brunswick Parish Church is also used as a foodbank where numerous food parcels are stored. Therefore, we have provided the church with a new cabin which will be used as an

accessible storage facility for the food parcels. With our support, the church will be able to distribute these food parcels on a much more frequent basis and provide much needed support for disadvantaged families living in Manchester.

- ✓ **Provide skips (£1,000)** – the works will take at least 3 years to complete and the project has been divided into 3 separate phases. We will provide numerous skips to ensure that the church is refurbished as soon as possible and with minimal disruption.

With our support, the church will be refurbished and upgraded into an inspiring, warm and eco friendly facility with improvements which will last at for least 25 years.

We will provide the local community with modern and accessible facilities and a place where they can feel cared for and comfortable.



Brunswick Church is a family friendly venue which welcomes people from all backgrounds.

How we are progressing with the refurbishment of Brunswick Parish Church

We will be undertaking works in Brunswick Parish Church over the coming weeks and months.

Our Contracts Manager, Steve Thomason, and our HSE & Q Director, Kerry Penrith, have recently visited the church and liaised with site representatives.

Local volunteers are currently removing furniture and other equipment from the inside of the church.

We have provided them with a cabin and skips which will allow them to dispose of unwanted furniture in a quick and efficient manner before construction begins on 4/5/2021.



We have already begun to provide Brunswick Church with a cabin and skips to dispose of unwanted furniture and other equipment.

During the first phase of the project, we will be refurbishing the car park and knocking down a wall which has been built around the outside of the church car park.

The improved car park will feature:

- ✓ **Two entrances** – to improve access to Brunswick Parish Church, we will be knocking the wall down surrounding the church entrance and dropping the surrounding kerbs to provide two new entrances to the car park.
- ✓ **New tarmac** – the car park has become clustered with pot holes. Therefore, we will provide new tarmac to ensure that the car park is safe and easy to access.
- ✓ **New paint** – this will ensure that disabled access is clearly visible for local residents. This will also improve the overall safety of the car park.



Our Contracts Manager, Steve Thomason, liaises with a site representative at Brunswick Church.

We will continue to provide Brunswick Parish Church with our ongoing support throughout the duration of this project.

During the later stages of the project, we will help local residents to:

- ✓ **Refurbish the back end of the church** – the back of the church is currently run down and it has recently been used by drug users. Therefore, we will transform this area into a green, safe and peaceful space where local residents will be able to relax. This area has already been power jetted and pictures will be placed on the walls until construction is able to begin later this year.
- ✓ **Provide two new entrances to the church** – we will provide two new entrances to the church. We will also provide a ramp which disabled residents will be able to use.
- ✓ **Improve the heating system** – we will improve the heating system in the church to ensure that local residents are warm and safe.



The back of the church will be transformed into a safe and clean space to be enjoyed by local residents.

£5,000 to upgrade an elderly resident's path in Manchester

We have recently upgraded an elderly residents path in Manchester.

Unfortunately, the elderly resident was unable to get her bins out and the path had become a safety hazard.

Therefore, we decided to step in and start the works immediately to protect the safety of the resident and ensure that she was able to access her house without injuring herself.



The path had become a health and safety hazard.

Throughout this project, we:

- ✓ **Provided materials** – we provided materials including flags and paving.
- ✓ **Paved over the path** – ensured that the path was paved over and suitable for the resident to use.

We ensured that these works were completed on time and with minimal disruption.

Re-established power at Hardy Farm

We have recently re-established power at Hardy Farm in Brookburn Road, Manchester.

Hardy Farm is a family friendly park which local residents use and enjoy on a daily basis.

Local residents were concerned that the area had become unsafe at night-time due to a power outage in the local area.

Therefore, we provided an immediate response to tackle these concerns and restore power to streetlamps throughout the park.

We are now hoping to provide the client with a quote in regards to a problem with the drainage system at a local football stadium.



Hardy Farm in Brookburn Road, Manchester.

Providing sandbags and barriers at Levenshulme Market, Manchester

We have provided barriers and sandbags at Levenshulme Market in Greater Manchester which have been delivered and established by our traffic management operatives.

As a result, we have been able to ensure that the market has remained safe for local residents during the Coronavirus pandemic.

This has also ensured that local residents have been able to adhere to the government's guidelines surrounding social distancing.

£500 and ongoing support for the Grange School in Levenshulme, Manchester

We are offering our ongoing support and donations to the Grange School in Levenshulme.

This is a local school who provide education and support for children with additional needs.

So far, we have donated food parcels and classroom supplies such as playdough, poster paints and a paddling pool worth over £500.

Working in partnership with 'Navigators' to provide work experience for at least 4-6 young people from Manchester

At Rosgal, we proactively promote employment and provide economic sustainability.

We create employment opportunities for local people, build a diverse workforce and reduce the levels of unemployment in our local communities.

Therefore, we are currently working in partnership with 'Navigators'.

Navigators is a dynamic and child centered alternative education provision which supports young people and schools in Manchester.

Navigators endeavors to develop social and ethical intelligence for young people who find themselves outside of mainstream education and society.

We will be working with Navigators to provide meaningful work experience for at least 4-6 young people.



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We will provide these young people with the relevant skills and experience to excel in the workplace.

We decided to partner with Navigators due to their innovative 'Passport 2 Work' programme.

This year 12 (post 16) programme provides a safety net for young people who are not yet ready to transition into the workplace.

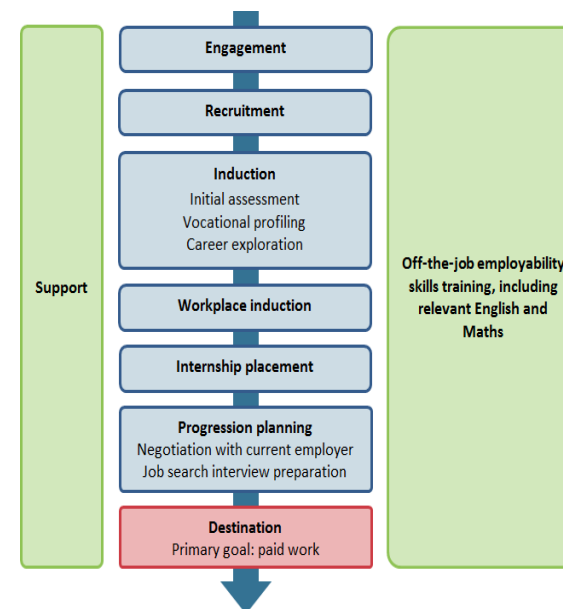
We will provide each individual with 12 learning hours each week.

At least 1 day per week will be spent through an internship at a carefully designated and selected placement of their choice.

Through Navigator's programme, we will ensure that these young people receive the appropriate skills and training to succeed in their chosen workplace.

We will pay each young person the National Living Wage of £8.91 per hour.

The diagram below outlines how we will support these young people to gain the relevant experience and transition into the workplace:



Through this programme, the 4-6 young people will gain the following qualifications:

- ✓ NCFE Level 1 – Navigators Passport 2 Work.
- ✓ NCFE Level 1 – Navigators Personal Development Curriculum.
- ✓ ASDAN Vocational Short Course (Construction).
- ✓ NCFE Functional Skills in English, Math's & ICT (when needed).

£5,500 to refurbish a local residents garden in Reddish, Manchester

At Rosgal, we are always looking to support disadvantaged residents and families living in Manchester.

Our on site management teams have imbedded themselves within our local communities and we work hard to share our successes with local residents.

We were recently informed about a local resident living in Reddish, Manchester. She is a single parent living with her two children who are aged 7 and 4.

As a care home worker, she works long hours and needs to support her children in her spare time.

Unfortunately, her garden had become dysfunctional and it had become cluttered with weeds, litter and dirt. Her two children were desperate to have a safe place where they could come home from school and play together.

Therefore, we acted quickly and stepped in to refurbish her garden and protect the safety of her two children.

The resident is extremely thankful that we were able to complete these works to a high standard and with minimal disruption.

Throughout this project, we:

Provided materials – provided materials to refurbish the garden. These materials included flags and paving.

Paved over the garden – paved over the surface of the garden to ensure that the area was transformed into a clean and safe space where her children will be able to play together.

Installed AstroTurf – provided patches of AstroTurf where her children can play football and other sports together during their free time.

Before:



The garden had become cluttered with weeds, litter and dirt and the fence had been bent and broken.

During:



Our skilled and competent operatives got to work on the garden.

After:



The garden was transformed into a clean and safe space with AstroTurf.

£4,500 worth of support for Perry's Pantry

We proactively support homeless people and rough sleepers in Manchester and we have recently provided £2,000 worth of support for Perry's Pantry.

Formed in December 2020, Perry's Pantry is a local foodbank which provides food parcels to disadvantaged residents living in Manchester.

Unlike most foodbanks (which offer 3 day food parcels), Perry's Pantry provide local residents with food parcels which contain up to 7 days worth of food.

After witnessing the positive impact which Perry's Pantry has on the local community, we decided to donate a further £250 each week from January 1, 2021 until March 8, 2021, with a total value of £4,500.



Perry's Pantry were delighted with our support, and they decided to thank us for our contribution on their social media pages.

£10,000 worth of support for the 'Timperly Boneshakers'

We have recently donated £10,000 to the 'Timperly Boneshakers' and participated in their annual Santa cycle ride, cycling over 200 miles to raise money for the 'Children's Adventure Farm Trust'.

The Timperly Boneshakers raise money for various charities in the local area and we decided to get involved and support disadvantaged children living in Manchester.



Timperly Boneshakers sent a letter of thanks to Rosgal.

£750 and ongoing support for 'My CWA'

We are committed to supporting families in the local area who have been victims of domestic abuse.

We have recently donated £500 to a charity known as 'My CWA' which supports families in Manchester who have been affected by domestic abuse.

As a result, 'My CWA' can continue to build a community where adults and

children can live free from the fear of domestic abuse.

We will continue to support this charity with ongoing support and donations throughout 2021.

£1,000 worth of support for Glebe Farm

Glebe Farm is a picturesque farm located in Manchester which attracts hundreds of visitors each year.

As Europe's premier grower, miller and manufacturer of pure gluten free oats, the farm also provides local residents in Manchester with a wide range of healthy foods.

The farm also produces numerous different vegetarian recipes and foods which help to reduce carbon emissions in the local area.

With our donation of £1,000, the farm can continue to be a family friendly visitor location which protects our environment.



Glebe Farm is a family friendly attraction which attracts hundreds of families from the local area every year.

Raised over £6,600 for the Christie Care Hospital

We are committed to supporting individuals in the local community who are suffering from poor health.

Therefore, we have recently sponsored a show at St. Bede's College which was organised by the multi-award winning 'Young, Gifted and Green' Irish music, song and dance show.



By sponsoring the show, we were able to raise money for the Christie Care Hospital in Manchester who provide vital support for cancer patients living in Manchester.

These patients are in need of urgent care and support during this difficult time.

Christie Care Hospital work with world class clinicians to provide the best possible treatment and care available.

The hospital also works with industry leading doctors to continuously monitor, review and enhance their services for residents living in Manchester.

Through the show, we were able to raise over £6,600 for the Christie Care Hospital

and bring the college and the local community together for a good cause.



Christie Care Hospital provide vital support for cancer patients living in Manchester.

£1,000 worth of support for MIND in Manchester

We work hard to protect the welfare of our staff, operatives and local residents and we support local charities who ensure that no one has to face mental health problems alone.

We have recently contributed £1,000 to 'MIND' in Manchester who are a leading mental health charity in the local area.

MIND in Manchester have recently adjusted their support network to help people living in Manchester during the Covid-19 pandemic.

With our support, MIND in Manchester can continue to



provide local residents with reliable information and confidential support in regards to mental health issues.

Through our contribution, we have supported services such as:

- ✓ Peer support.
- ✓ A listening service.
- ✓ A community engagement team.
- ✓ Free community training.
- ✓ Community projects.

We have also donated a freindship bench in Ladybarn, Manchester.

This freindship bench will be used as a tool to promote positive mental health throughout the local community.



The freindship bench in Ladybarn will help to promote MIND in Manchester and support more individuals who might be struggling.

“Thank you so much for your donation – please pass on our thanks and appreciation to John and Rosgal on behalf of everyone at MIND in Manchester” - Laura from MIND in Manchester, March 2021

Investing in our employees

Since 2018, we have invested more than £214,000 and 3,840 hours into employment and training.

As a living wage employer, we value our employees, and this is reflected in our excellent retention rate.

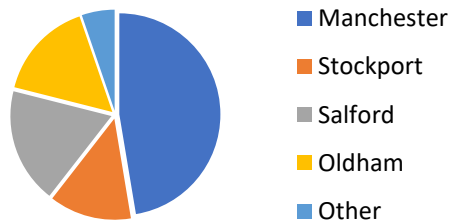
75% of our employees have a permanent address in Greater Manchester and over 50% of our employees have been with us for more than 2 years.

We also have a target to employ a workforce which consists 100% of residents from Greater Manchester.

Our employees also have access to:

- Childcare.
- Flexible hours.
- The right to join a union.
- Exclusive discounts with 'Business Travel Network' who provide bikes, bike repairs and biking equipment.

The pie chart below outlines the percentage of our employees who live in each area of Greater Manchester (figures based on data collected on 16/01/2021):

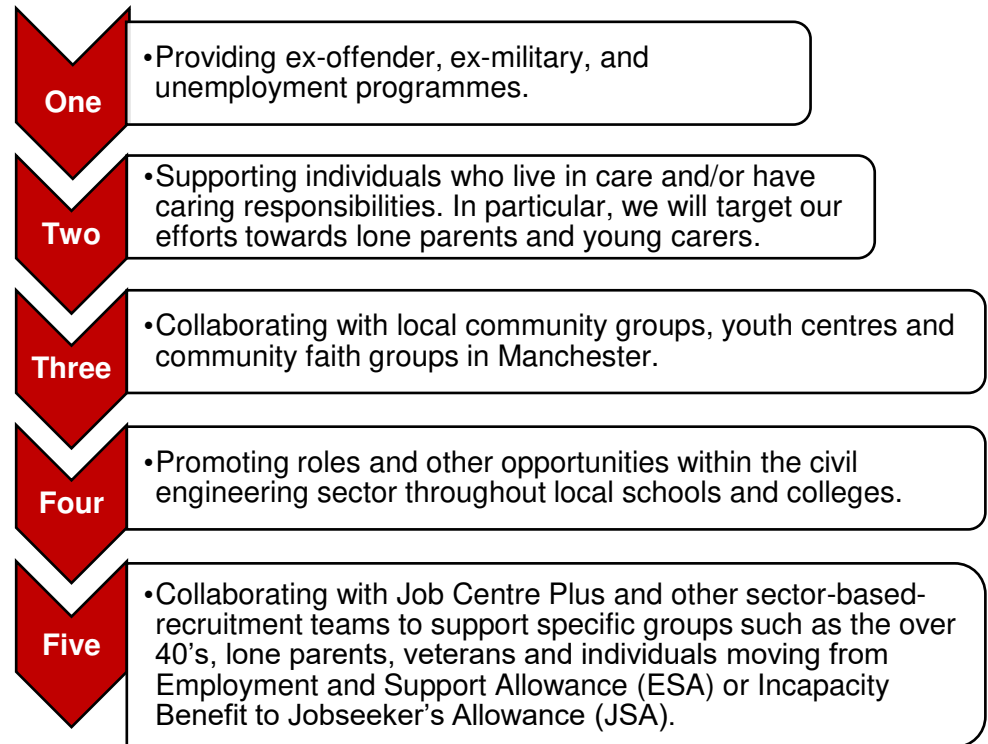


Building a diverse workforce and targeting underrepresented groups in Manchester through our five step approach

At Rosgal, we are committed to ensuring that Greater Manchester is a place where people can fulfil their ambitions.

As a responsible employer, we create employment opportunities for local people, build a diverse workforce and reduce the levels of unemployment in our local communities.

We build a diverse workforce and target underrepresented groups through the following five methods:



Our apprentices

Like all of our full time and part time employees, all of our apprentices are made to feel welcome, valued, and included.

Over the past 24 months, we have trained nine apprentices with hands on and practical work experience as part of their NVQ Level 3.

Over the past 2 years, we have also supported 2 work experience placements which have allowed young people to solve problems creatively, gain new skills and explore our business and the civil engineering sector.

Supporting the development of our employees

The economic sustainability of our business is centred around the development of our employees and we ensure that our methods of development are both specific and relevant.

How we focus on the development of our employees:	Explanation / progress:
We undertake annual and personnel performance reviews every six months to identify specific training needs.	This also includes on-site training need assessments.
We deliver specific training courses and 1-2-1 sessions with employees.	Over the past 2 years, we have delivered over 15 courses for our partners and staff.
We invest in extensive on site and office training .	Over the past 3 years, we have invested more than £214,000.

Encouraging a career within civil engineering

Developing new talent is fundamental to building the workforce of the future.

We will continue to support, encourage, and engage with potential employees by:

- ✓ Continuing to be an active member of **'Women in Construction' events**. Our HSE & Q Director, Kerry Penrith, and our Administrative Assistant, Nicole Howell, have already attended a wide range of these events.
- ✓ Promoting **1 work experience placement** through local schools and colleges in the summer.
- ✓ Conducting **4 CV writing sessions** in local high schools and colleges.
- ✓ Providing **5 career advice workshops** per year in local high schools and colleges.
- ✓ Taking on **2 apprentices** from the local area (worth £14,000 per year per apprentice).



Creating an equal workforce through our equality policy

As an Equal Opportunities employer, we positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Our equality policy highlights our commitment towards diversity, equality, and inclusion. We protect our employees against unlawful and unfair discrimination in the workplace and we celebrate our differences.