

# DECEMBER 2016

Inspiring people: Exceeding expectations

**BATEMAN**  
GROUNDWORKS LTD

## NEW CONTRACTS WORTH £12.5M



**Spirit of Enterprise  
Business of the Year 2016**

**New apprentices'  
Prince's Trust experience**

- Double finalists in EDP Business Awards

- Bateman Best of British at top business awards

- Spirit of Enterprise Business of the Year 2016

- Celebrating employee's success

- New apprentices selected with the help of Prince's Trust

- East Anglia's Children's Hospices

# LOOKING FORWARD TO A POSITIVE AND PRODUCTIVE 2017

Welcome to the December 2016 edition of the Bateman Groundworks Newsletter.

This year has been an interesting and, in some respects, challenging year for Bateman Groundworks.

The turmoil created by the referendum over our relationship with Europe and the well-publicised outcome created some uncertainty in the residential markets which impacted on our workload for a period of time through the middle of the year.

This year, we have also seen the completion and close out of four of our long term projects, each of which presented its own set of problems for us to overcome.

**“ I would like to express my thanks and appreciation to everyone associated with the company, but particularly to all of our teams on site and at head office for the hard work and dedication they have given to the company throughout 2016. ”**

However, our plans and preparations for 2017 look to be moving in a very positive direction. We are delighted with our current order book. We have secured some significant projects in the region, which will take us through 2017 and beyond. Jason Ramsey will touch on this in more detail in his update.

Recently, we have made two important new appointments at head office. From the 1st December, Ian Hacon joined the business as a Non-Executive Director member. Ian brings with him a wealth of knowledge and experience at senior management and board level.

From 1st February 2017, David Lefevre will join the company as our new Financial

Controller. David joins us from Group Lotus, having previously trained at PwC UK, and will be a highly-skilled and, I am sure, influential addition to the team.

The company has also been recognised this year at local, regional and national levels.

Nationally, for the second year running, Bateman Groundworks was named in the London Stock Exchange Group's 1000 Companies to Inspire Britain. We were also shortlisted for the Lloyd's Bank business of the year awards in the Small to Medium Sized Business of the Year category. Regionally we were shortlisted in two categories at the EDP Business Awards; and locally we were shortlisted in four categories in the Spirit of Enterprise awards, winning the Great Business Growth and the overall Business of the Year awards.

I would like to express my thanks and appreciation to everyone associated with the company, but particularly to all of our teams on site and at head office for the hard work and dedication they have given to the company throughout 2016.

**Wishing all our staff, their families, our clients and suppliers a very happy Christmas and a prosperous 2017.**

*Richard Bateman*

*Managing Director*

*Site manager Huw David and Jeff Thurbon are first on the site where Taylor Wimpey will build the first phase of an 1100 home development at Hethersett.*



## NEW CONTRACTS WORTH £12.5M

**Contracts with major housebuilders worth £12.5million have been signed for three key developments in Norfolk.**

The first was for the first phase of a major housing development at Wymondham for Taylor Wimpey that will see more than 1200 homes built in the next decade at Silfield Road.

Another is Taylor Wimpey's new site at Back Lane, Hethersett for the first phase of another development of more than 1100 homes.

Work started at both sites in October.

A contract with Bovis Homes was also signed for another development at Wymondham.

The contracts began as teams completed work on a Taylor Wimpey development of 128 homes at Costessey, which has taken four years.

The Costessey construction team, under the management of site manager Huw David, moved to Taylor Wimpey's Hethersett contract.

Site manager Paul Marsland and foreman John Lyne and their team moved on to the Wymondham site at Silfield Road.

Bateman Groundworks will put in the infrastructure, including roads, sewers and footpaths for 128 new homes on the site, the first part of a 250-home first phase.

The work includes public open spaces, children's play areas, a community hall and cycle and pedestrian links on land off Silfield Road.

Commercial director Jason Ramsey said: "The three contracts added together come to about £12.5m. To be at the start of the Wymondham development, which is predicted to be a 10-year project, is particularly pleasing for us."

The two first phases of the Taylor Wimpey Wymondham and Hethersett sites will involve more than 600 new homes to South Norfolk.



*Above: Bateman Groundworks team cuts the first sod on the first phase of a 1200-home development at Silfield Road, Wymondham. The work includes public open spaces, children's play areas, a community hall and cycle and pedestrian links on land.*

Managing director Richard Bateman said: "Putting in the infrastructure sets the standard for the rest of the development. We are delighted to be part of the first phase of such significant developments in Norfolk and to be working again with Taylor Wimpey."

The company currently has teams on 15 housebuilding sites across the region.

# DOUBLE FINALISTS IN EDP BUSINESS AWARDS



The management team was delighted that Bateman Groundworks was shortlisted in the final three entries of two categories of the Eastern Daily Press Business Awards in November.

It was the first time the company had entered any awards, so it was pleased to be selected to the top companies in the categories of Investing in Future Growth and Corporate Social Responsibility from more than 200 entries across all awards.

The theme of the 2016 awards was growth, with an emphasis on the companies and sectors which will provide the jobs, wealth and opportunities for the future.

Commercial director Jason Ramsey and production manager Lewis Nicholas and a team attended the awards, hosted by the BBC's Stewart White.

The calibre of the entries was agreed by the judges to be impressively high, said EDP Business editor Mark Shields.

"So each business shortlisted on the night can be proud of its achievements.

The shortlisted companies "show there is a great cause for optimism within our region's economy."

Bateman Groundworks missed out on the trophy in each categories but we delighted to have been selected for the final three against such tough completion.

The process, involving judges' visits to head office, was useful because it encouraged the management team to look at the company and

its plans in a different way, Jason Ramsey said.

The judges' comments of the Investing in Future Growth category said: "For 19 years, Bateman Groundworks has grown continuously as a result of its ability to deliver for its long-term national home-builder customers. The last few years have seen a new programme of investment in staff, training and communications as well as investment in machinery and premises.

A clear vision of its long-term goals and strategy, backed by impressive turnover and profit growth, makes Bateman a fine example of a finalist in this category."

In the Corporate Social Responsibility category, the judges said: "the leadership team at Bateman Groundworks articulated clearly how they have developed a culture in the business that has the best interests of staff at the very centre.

"They are committed to delivering a high quality product while protecting the health, safety and welfare of employees through the implementation of a leadership and worker involvement toolkit."

# BATEMAN BEST OF BRITISH AT TOP BUSINESS AWARDS



Bateman Groundworks was among the "best of British" finalists at the 2016 Lloyds Bank National Business Awards in London in November.

It was among 12 companies from across the country shortlisted from hundreds of entries for the small to medium business category.

A total of 140 finalists were in 18 categories in the annual awards, described by

former prime minister David Cameron as the "Oscars of great British business" recognising talent, ambition and growth.

Managing director Richard Bateman, commercial director Jason Ramsey, production manager Lewis Nicholas and David Marsh, who backed the company through its early years, joined 1200 people at Grosvenor House, Park Lane, London for the awards, hosted by BBC news presenter Louise Minchin.

Winner of the category was the Handmade Hamburger Company.

Mr Bateman said the National Business Awards recognised and rewarded the best of great British business.

"Although we didn't win, just being nominated felt like a win.

"There were some terrific companies there, a real cross section of British business and we were thrilled to have been selected as finalists among such tough competition."

Group Brand Director of the Lloyds Bank National Business Awards, Tom Broughton, said: "Due to the high number of entries for this year's awards, narrowing the entries down to 140 finalists was a difficult task.

"But through a thorough and comprehensive judging process, the selected finalists demonstrate exceptional quality and diversity across a range of business sectors within the UK. We are now looking forward to the next step of the process and meeting some of the finalists face-to-face."

The last award presented was the Excellence in Business Award recognising the business personality who best represented achievement and longevity, awarded to Sir James Dyson.

"To be among those businesses was a wonderful achievement and a great honour," Mr Bateman said.



---

## SPIRIT OF ENTERPRISE BUSINESS OF THE YEAR 2016

---

Bateman Groundworks was named Great Yarmouth Spirit of Enterprise Business of the Year 2016 at the annual awards at Great Yarmouth Town Hall in November.

The management team was delighted to be recognised, in its 19th year of business in the town, by the biggest and most prestigious annual celebration of business excellence in the borough.

More than 200 guests in the Assembly Room watched managing director Richard Bateman be presented with the crystal trophy by James Shipp, of sponsor Lovewell Blake.

The company was also awarded the trophy for Great Business Growth.

Mr Bateman said he was thrilled that the contribution of the company to the borough's business community had been recognised.

"This award is a tribute to the hard work and support of the Bateman Groundworks teams across our sites and in our head office.

"Since we were established in Great Yarmouth in 1997, the business has grown in size and reputation, with increasing annual turnover and number of contracts.

"Our business success reflects the hard work and dedication we have built up with clients over the years.

"We are part of the community, employing many local people and investing in

---

*Managing director Richard Bateman and his wife, Beth, are presented with the Spirit of Enterprise Business of the Year 2016 trophy by James, Shipp, of sponsors Lovewell Blake.*

---

apprentices to secure a skilled workforce for decades to come and help grow the business."

Council leader Graham Plant said: "The awards provide a platform from which to celebrate Great Yarmouth as an enterprising borough, full of excellent, enterprising businesses, those which invest in the area, are innovative, care about their customers and staff, and contribute to their communities."

# COMMERCIAL NEWS

Jason Ramsey, Commercial Director

In the last two months, we have seen the completion of two contracts; Persimmon Homes' development at The Pastures at Brundall and Taylor Wimpey's Broadland Meadows at Loddon.

The award of these two contracts, at the time, played a key part in giving the business the confidence to invest in its own resources and plan for further growth.

Since both projects started, the company has experienced growth in excess of 25% year-on-year to all areas of the business. Both contracts played a significant part in this growth and our subsequent success and it is not set to end.

Recently secured orders has seen The Pastures and Broadland Meadows' contracts be replaced with three new contracts, including Phase 2 of the Persimmon Homes' Bradwell development, the first phases to Taylor Wimpey's The Alders at Wymondham and



Heather Gardens at Hethersett.

These contracts are significant to the long term success of the company, as they are each part of a 10-year housing scheme, again building confidence both within the market and in the business, allowing us to continue to investment and look to increase our workforce and resources.

In recent months, our commercial team has approached new clients leading to current open talks and negotiations, working together with these companies to establish and build partnerships to work on new future projects.

This has only been possible due to our reputation within the groundworks and civil engineering area of the housing sector. A reputation that has been established through delivery of works to a high standard, within timescales and more importantly in a safe manner. Something we should all take pride in.

# PRODUCTION UPDATE

Lewis Nicholas, Production Manager

Despite having a slower start to the year due to delayed projects, I am delighted to say that the past six months have been extremely positive.

We have been involved in multiple new developments with more than 2000 units under way for Bovis Homes and Taylor Wimpey across Wymondham & Hethersett.

With the end of December approaching, we are pleased to confirm that we have achieved all of our end of year CML completions on time, to a great standard and safely. This something we could not have accomplished without the hard work and dedication from our 150 strong workforce. Developing our workforce is something Bateman Groundworks believes in strongly and makes a priority.

In May 2006, Sam Allen joined Bateman Groundworks Ltd on our apprenticeship scheme at Bircham Newton Academy to commence his three-year NVQ training programme in groundworks. Since qualifying, Sam has worked on numerous projects for the business, successfully progressing to an experienced foreman supporting Stuart Harris in the start of Persimmon Homes' Bradwell development.



In recognition of his hard work and determination, we are delighted to announce Sam's promotion to site manager, joining our Site Management Team on 1st December 2016, where he will be responsible for Bovis Homes Cringleford alongside his newly promoted foreman Nigel Hearn.

I would personally like to thank you all for your continued support and commitment across the past year and look forward to a prosperous and successful 2017.

The recent award of contracts means the company is now looking to recruit, but we recognise the importance of recruiting the right people. There is no better reference than that of our existing workforce and so we are looking to all employees to support our recruitment drive.

We are looking to reward individuals that are able to bring forward experienced Ground workers, Roads and Sewers Operatives equivalent to our Grade 6 or above. For every new employee you introduce you will receive an initial payment of £50.00 for their introduction, followed by a further payment of £200.00 subject to their continued employment after a 6 month probation period. For further details please contact me.

# CELEBRATING SUCCESS

The dedication and passion of Bateman Groundworks employee Richard Priss to turn his life around and build a career was recognised in a national award scheme.

Richard, who works at the Costessey site, was named in the final three in the Prince's Trust Young Achiever of the Year Award for the East of England.

The Young Achiever of the Year award, sponsored by TK Maxx and HomeSense, recognised the success of young people getting into employment, training or education and overcoming substantial barriers to transform their lives.

Judges were told how Richard had lost focus at school and fell under negative influences. Expelled at 14 for fighting, Richard left school with no qualifications.

He became homeless at 16. Keen to make a fresh start, in 2009 he moved to Norwich with his partner to escape London gang culture.

Not long after, Richard's first child was born and a few years later, he had a second child. With a family to support, he was desperate to turn his life around. It was then that he found The Prince's Trust Get into Construction programme.

He learned practical skills including bricklaying, concrete finishes and drainage at Bateman Groundworks.

He impressed so much with his dedication and passion that Richard was offered a permanent job – his first ever since he left school nine years previously.

Congratulations to Richard.





## NEW APPRENTICES SELECTED WITH THE HELP OF PRINCE'S TRUST

Six unemployed young people have started apprenticeships with Bateman Groundworks Ltd in a new partnership with the Prince's Trust.

The successful six were among a group of applicants for our apprenticeship scheme that completed an employability course with the youth charity before final selection.

The six-week intensive training programme, Get into Construction, is designed to help young people struggling to find work in the construction industry become work-ready.

Bateman Groundworks worked with the Prince's Trust to give the young people on-the-job experience on their construction sites to build their confidence and knowledge of the industry and how to be an employee before recruiting a new intake of apprentices.

Run in partnership with WATA (West Anglia training Association), the programme helped the group gain a CITB level 1 Award in Health and Safety and a CSCS card - a pre requisite for any young person looking to work on a construction site.

They spent three weeks on sites across Norfolk on Persimmon, Bovis Homes and Taylor Wimpey projects, working alongside full-time workers gaining insight and experience of a real construction site.

After the course, six were recruited by Bateman Groundworks and began their qualifications training at WATA before joining a site team.

Richard Bateman, managing director, said the company was committed to providing apprenticeships and employment to hard-to-reach young people.

Another intake of apprentices would be

Ready to start work. New apprentices recruited after an intensive three-week programme Get into Construction, in partnership with the Prince's Trust. (from left to right) Rimas Mankus, Jordan Stanton, Trafford Gandz, Wihua Zhu, Modesta Andrijauskas and Scott Young

recruited to start in January, he said.

"By working with the Prince's Trust, we can expose more young people to the opportunities in construction and help them gain the real life experience, employability and build their confidence to make the next step into employment.

"We are looking forward to watching the development of our new intake when they join our sites. Apprenticeships are how we are future-proofing our company to build a secure and well-skilled workforce for the next decades."

John O'Reilly, Director for The Prince's Trust in Central England said: "Partnerships between The Trust and leading companies such as Bateman Groundworks are invaluable to offer jobless young people workplace experience and give them the confidence and skills they need to move into employment."



# GORLESTON FOOTBALL CLUB

WELCOME TO EMERALD PARK  
The home of the Gorlester  
**BATEMAN**  
GROUNDWORKS LTD  
T: 01493 446241, E: [info@batemangroundworks.co.uk](mailto:info@batemangroundworks.co.uk), [www.batemangroundworks.co.uk](http://www.batemangroundworks.co.uk)



## MATCH TICKETS FOR GORLESTON FC

A reminder to all staff that Bateman Groundworks' sponsorship of Gorleston FC means it has access to 25 tickets to all home games.

Julie Ingram, Gorleston FC Commercial Manager, said: "The whole of Gorleston FC are so happy and grateful for the support Batemans have given us. It is a lifeline for a local club like ours."

Any staff interested in tickets for future matches should contact Frankie Yallop.

*Above: Gorleston FC reserves team in its kit sponsored by Bateman Groundworks with managing director Richard Bateman (centre front). Photo by David Harvey, Gorleston FC.*

## EAST ANGLIA'S CHILDREN'S HOSPICES

Bateman Groundworks has selected East Anglia's Children's Hospices (EACH) as its chosen charity for the next two years.

EACH supports families and care for children and young people with life-threatening conditions across Cambridgeshire, Essex, Norfolk and Suffolk.

Its care and support is tailored for the needs of all family members and delivered where the families wish – in their own home, at hospital, in the community or at one of three hospices in Ipswich, Milton and Quidenham.

For both families accessing care, and those who have been bereaved, EACH is a lifeline at an unimaginably difficult time.

It relies on voluntary donations for most of its income and needs to raise almost £6 million to deliver our services this year – £16,000 a day, every day of the year.



Its services include:

- Care at end of life
- Specialist symptom management support and advice
- Day care and overnight breaks, including accommodation for families
- Emotional and wellbeing support, including counselling, art therapy and music therapy
- Occupational therapy and physiotherapy, including hydrotherapy
- Specialist play
- Family events
- Support groups
- Spiritual care

I hope you will all support the work of such a valuable and much-needed charity.



**BATEMAN**  
GROUNDWORKS LTD