

SEPTEMBER 2016

Inspiring people: Exceeding expectations

BATEMAN
GROUNDWORKS LTD

MAKING OUR MARK BY OUTSTANDING PRACTICE

Lloyds Bank National
Business Awards finalists

EDP Business Awards
finalists



■ Welcome to our apprentices

■ Superheroes raised £10,000
for prostate cancer

■ All staff training day

■ A top LSE 1000 listing for
second year

■ Lack of skilled recruits
thwarting growth

■ Bateman - a national
safety trailblazer



WELCOME TO OUR LATEST APPRENTICES

Apprentices are the key to the future growth of our company.

Bateman Groundworks invests in at least 15 apprentices a year to secure a skilled workforce for decades to come.

Like other construction companies, we are suffering from a skills shortage in the under 50 age group and need to build a future workforce "from the bottom up."

"The apprenticeship scheme, which has been tailored specifically for our needs, works extremely well for us and will give us the skilled workforce we need for the future," Richard Bateman said.

"The apprentices who start with us now are being trained with what we are going to do in 2018, 19 and 20 very much in mind."

These recruits joined in January and our September intake is currently training at the West Anglia Training Association (WATA).

"Of the 12 that started last September, six or seven have some association with the business - either sons, cousins or friends of people who work with us. The same is true about two in the latest cohort of five. It is a nice pattern to have. We have several fathers and sons working with us".

Sam Clarke, Michael Wright, Lewis Rutterford, Matt Sadler and Tommy Prosser (pictured) are working towards their Cskills awards, which is a level 2 NVQ qualification.

Sam Clarke, 21, said: "With the amount of new housing that is being built, I could see there would be work going forward."

Lewis Rutterford, 22, said: "I was looking for more of a challenge, so I applied for an apprenticeship to get qualifications behind me."

To encourage more school students to consider apprenticeships, the company is planning a campaign in schools and colleges to connect with students, their parents and teaching staff to highlight opportunities in the sector.

Bateman Groundworks' January intake of apprentices with managing director Richard Bateman and HR Coordinator Frankie Yallop.





BUSINESS AWARDS FINALS A TRIBUTE TO TEAMWORK

We are thrilled that Bateman Groundworks has been shortlisted as one of 12 finalists in the 2016 Lloyds Bank National Business Awards.

We've also just learned that we're also finalists for the EDP Business of the Year Award as well as in the final three companies for the categories of Investing in Future Growth and Corporate and Social Responsibility awards.

The results will be announced at two events in London and Norwich in November.

It is the first time we have entered a national award so we were delighted to hear we are finalists in the Small to Medium-Sized Business category of the Lloyds Bank awards, chosen from the hundreds of businesses entered across 18 categories.

It is a tribute to the teamwork of every member of the company, all of whom have worked so hard to contribute to achieve our year-on-year growth.



We appreciate everyone's efforts on our 14 sites and are looking forward to starting on the other seven contracts we have in the wings.

It is even more gratifying that our work is attracting attention as we approach our 20th anniversary.

The awards were described by former Prime Minister David Cameron as "the Oscars of great British business" so to be noticed as a relatively small regional company is excellent.

This kind of national recognition makes us very proud of what we are doing, especially as it comes in the same year that we were recognised again, for the second consecutive year, as a London Stock Exchange 1000 Companies to Inspire Britain, which acknowledges the UK's most inspiring, dynamic and high-growth small and medium sized businesses.



Commercial Director Jason Ramsey and Production Manager Lewis Nicholas made a presentation to a panel of expert judges in September.

Group Brand Director of the Lloyds Bank National Business Awards, Tom Broughton, said: "Due to the high number of entries for this years' 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."

Richard Bateman
Bateman Groundworks' Managing Director

BATEMAN SUPERHEROES RAISE £10,000 FOR PROSTATE CANCER

Two Bateman Groundworks superheroes raised £10,000 for Prostate Cancer UK by taking part in a 1700-mile international car rally.

Dressed as video game heroes Super Mario and his brother, Luigi, Commercial Director Jason Ramsey and Production Manager Lewis Nicholas joined the 24-car rally to the south of France with a fund-raising target of £5000.

Driving a 20-year-old BMW Z3 they bought on eBay, they travelled to St Tropez and back to help raise a total of more than £100,000 for Prostate Cancer UK.

Jason and Lewis customised the BMW to enter the budget car category of the seventh annual rally organised by Bateman Groundworks' supplier Keyline.

Each car was expected to raise £1000 on the five-day rally, which had a theme of Superheroes and Villains.

Jason and Lewis raised more than £6000 thanks to the generosity of sponsors and Bateman Groundworks contributed the rest.

The cavalcade set off from the Northampton headquarters of Keyline, a supplier of civils and drainage solutions and heavy building materials, and arrived in St Tropez two days later, via Soissons and Grenoble.

Ex-international footballer and ambassador of Prostate Cancer UK, Luther Blissett, also took part.

"When Keyline asked us to take part we jumped at the chance to help raise money for charity," Jason said.

Every year 42,000 men in the UK are diagnosed with prostate cancer. Money raised by the rally will help fund vital research into tests, treatments and its causes.

"The theme is Superheroes and Villains but we thought we'd be different as the video game hero Super Mario and Luigi, which seemed fitting for our generation."

Their car was customised with the help of Rackheath graphics company Creative Image Management. Norwich-based Cozens UK Electrical and Lighting has sponsored the Bateman Groundworks team for £1000.

The company plans to make the rally an annual event.

MD Richard Bateman said: "It is important for our staff to raise money for charity as well as supporting our suppliers. Raising money for charity has always been a big part of our year and we support several charities and local organisations and sports teams.

"As a male-dominated staff, Prostate Cancer UK felt especially relevant."

Kieran Griffin, Keyline Managing Director, said: "Since launching the partnership, we have raised more than £1.2 million for the charity, which contributes to the fantastic work undertaken to help fight this terrible disease."

Commercial Director Jason Ramsey (left) and Production Manager Lewis Nicholas get ready to set off on a 1700-mile car rally to St Tropez and back to raise money for Prostate Cancer UK. (Inset) With other drivers with the £100,000 raised.





ALL STAFF TRAINING DAY

“ We want all our staff to know that we are doing well and to give them an insight into what we are looking forward to. It is also a great opportunity to thank everyone for the hard work and effort that they are putting into the company. ”

Expansion plans and future strategies for business were revealed to all staff when they gathered for our biennial all-staff training day at Dunston Hall.

The one-day shut-down every two years brings all staff together for training and company updates.

“The all-staff training day works well for us. Rather than trying to deliver the training over the course of a year, in small groups, it is easier to get everyone together in one room to deliver the training en-masse,” Richard Bateman said.

“It is important to pull everyone in from our sites to spend time together, look at what we did last year, where we might have fallen short, what our expectations are and where we are going in the next 12-18 months.

“A lot of our staff would have read in the press that we had recently won four new contracts worth £14m, so it was an ideal opportunity to give them some details on those projects and to talk to them about other projects in the pipeline.”

“We want all our staff to know that we are doing well and to give them an insight into what we are looking forward to. It is also a great opportunity to thank everyone for the hard work and effort that they are putting into the company.”

External trainers from the West Anglia Training Association worked alongside the management team to deliver health and safety training, including excavation safety, environmental awareness, mobile plant, weather, general housekeeping and personal protective equipment.



Top: Rewards for health and safety committee service presented by Richard Bateman to (L to R): Rory Clarke, Steve Bland, Rob Jeal, Jamie Buckenham, Stephen Overson and Scott Rayner.

Health and safety committee presentations were made to Rory Clarke, Steve Bland, Rob Jeal, Jamie Buckenham, Stephen Overson and Scott Rayner.

A raffle won 8 ‘lucky ticket’ winners a golden envelope with a monetary value.

A TOP LSE 1000 LISTING FOR SECOND YEAR

Bateman Groundworks was named in the London Stock Exchange Group's 1000 Companies to Inspire Britain for the second consecutive year.

The list recognises the most dynamic fast-growing companies in the country.

The news coincided with the company winning four new contracts worth £14m for housebuilders on developments across Norfolk.

Its latest contracts are on Bovis' only three Norfolk developments – 102 new homes at Round House Park, Cringleford, 202 homes at the latest development of Queen's Hill, Costessey, and the first release of 250 units of an 1100-home development at Silfield Road, Wymondham.

LACK OF SKILLED RECRUITS THWARTING GROWTH

Managing Director Richard Bateman has spoken in the media about his concern about the chronic lack of skills in our region.

The company could take on more projects if it could recruit the right skilled people. It was a problem thwarting greater growth.

"This isn't a problem restricted to the groundworks; it is a problem being felt across the whole of the construction industry at every level, from site labourer to board level. There is a skills shortage across the whole industry today."

"We started the year working on 11 projects and will end this year with 18 or 19," Mr Bateman said. "There is a desperate need for new housing at the moment and I fear that the recruitment problems we are experiencing are only going to get worse over the coming years.

Its fourth contract is for Taylor Wimpey for the remaining 262 plots on their Grosvenor Park development at Attleborough.

The contracts reinforced our mission to be the go-to contractor for the biggest housebuilders operating in the eastern region.

Managing Director Richard Bateman said: "It is excellent to be recognised in this way, particularly by something as prestigious as the LSE, because we are still a relatively small regional business."

The company is currently working on 14 contracts with another seven in the pipeline.

"There is a desperate need for new housing at the moment. Our expectation is that the volume of work will increase," said Mr Bateman.

The company is working on developments in and around Norwich and as far south as Cambridge, west to King's Lynn, north to Aylsham, as well as the Great Yarmouth area.

"Realistically, we could be doing far more if we knew we could recruit more of the right staff. There are just not enough people with the right skills. It is as simple as that.

"We have never had such a problem with the skills gap to the extent we are currently experiencing. My fear is that, as bad as it is now, by the time we get to the end of 2017, the problem will be worse."

Despite offering salaries "at the top end," recruiting experienced staff was getting increasingly difficult, he said.

"Our expectation is that the volume of work will increase and the number of units will increase and the skills situation will be worse across the industry."

Many Bateman Groundworks employees were over 50 and under 22, he said.

"The problem exists in the 25-55 age group. We could offer posts for 50 young people but that would drown us because every apprentice needs a mentor."

Plans to recruit ex-military and foreign nationals feature in plans to address the issue.

Norfolk company Bateman Groundworks has been chosen as a national exemplar for the government's Health and Safety Executive for involving all its staff in developing its practices and procedures.





BATEMAN AS A NATIONAL SAFETY TRAILBLAZER

Bateman Groundworks is highlighted as a national exemplar of excellence for health and safety systems and leadership on the HSE website.

The HSE has chosen the company as an industry leader to inspire other companies to follow our practices.

Managing Director Richard Bateman has invested heavily in developing bespoke health and safety systems based on international standards and introducing a new site management tier, unique to companies of its size.

The HSE website highlights Bateman Groundworks' key successes of engaging the workforce in health and safety discussions, which has saved money and led to successful solutions for safer working practices across its sites.

The anonymous 'bright idea and bad idea' suggestion boxes on all sites to improve company practices is highlighted.

"Communication has improved across the business. Observations get shared so that everyone is learning from each other," the Leadership and Worker Involvement Toolkit on the website says.

"Senior managers have become more confident in running interactive briefings with workers to engage them in health and safety.

Bovis Homes recommended the company to the HSE for its Leadership and Worker Involvement Toolkit.

Richard introduced a management system to set it apart from its competitors after the construction crash in 2008.

Health and Safety Advisor Alan Baugh, of Foley and Baugh Associates, said site managers had been "a significant investment for the company to select and equip these newly appointed site foremen, some promoted from site foremen, with the necessary managerial and H&S competencies to effectively carry out this role."

"Richard Bateman's investment in terms of site managers who are not producing any goods is immense. He doesn't pass the cost of the site manager on to the client. In the end, the efficiency they have brought and the lack of incidents we have because we have these managers means we don't incur costs that our competitors do," he said.

"There are very few companies even above the level of Bateman that have 18001-standard systems. It is something that companies are striving towards."

"Bringing uniformity of good practice across the business brings efficiency and profitability. It is about loss prevention, and safety prevents financial loss.

"The more efficient a company is the first time, the fewer problems you will have and the less costly it is to the company."

Employees are given more responsibility for making health and safety decisions and sit on the health and safety committee.

"It brings uniformity and common purpose to the business, which means that the business is more efficient, profitable and safe. "Safety is a critical issue. We want all of our people at Bateman Groundworks to work safely and avoid any unwarranted accidents."

"There are very few companies even above the level of Bateman that have 18001-standard systems. It is something that companies are striving towards."

Bateman Groundworks' case study can be found at:

www.hse.gov.uk/construction/lwit/case-studies/case-study3.htm

www.hse.gov.uk/construction/lwit/case-studies/cs3.pdf



MARITIME FESTIVAL SPONSOR FOR 10TH YEAR

We were proud to mark the 10th year of our support of the wonderful Great Yarmouth Maritime Festival.

The 2016 Maritime Festival took place on 10th - 11th September and occupied the length of South Quay, which was packed with exhibitions, demonstrations, stalls and ships for visitors to explore throughout the weekend.

The event is always a riot of colour with tall ships and supply vessels flying colourful bunting from their masts.

An historic ship that doubles as movie and TV star was centre stage at this year's festival.

The 1940s sailing ship Earl of Pembroke sailed into Great Yarmouth.

Three different stages played host to a huge variety of live sea shanty music and songs from bands across the UK and Europe while marquees housed demonstrations and exhibitions, including craft and charity stalls, along the quay.

BATEMAN GROUNDWORKS SPONSOR OF GORLESTON FC

Bateman Groundworks has become the main sponsor of one of Norfolk's oldest football clubs.

The company is sponsoring Gorleston FC first and reserve teams this season, as well as The Greens' stadium, Emerald Park.

The sponsorship means that the company has access to 25 tickets to all home games. Any staff interested should contact Frankie Yallop.

Supporting local teams, events and organisations is a key part of Bateman Groundworks' community ethos.

Managing Director Richard Bateman said: "We believe in supporting community activities and are proud to sponsor our local club. We are hoping for a successful season for Gorleston.

"Many of our employees are football fans so it felt apt to support a club that involves so many local people among its supporters and its youth activities."

Gorleston FC is one of the oldest football clubs in Norfolk dating back to the 1880s.

