

GEORGE HURST & SONS LTD. COMPANY NEWSLETTER



We are pleased to announce we have retained the IIP standard after a lot of hard work.

In preparation for re-accreditation we carried out a SWOT analysis

Strengths
Weaknesses
Opportunities
Threats

This then became the building blocks of our business plan allowing us to focus on critical business areas and strengthen / change / align the business practices with our goals. In a time of particular economic uncertainty this has been challenging at times but the main focus has always remained - retaining a dedicated directly employed workforce who we see as ambassadors for George Hurst & Sons and without their commitment, our business model falls down.

We have worked hard trying to better communication not only with our workforce but with the wider audience.

We have clear business objectives which align with the business plan of which are reviewed at our monthly strategic management meetings.

We regularly review training needs and update the "live" plan to include any critical training needs along with the annual training plan which is developed on an individual needs basis.

In short now in our 151st year of trading we are very proud of our retained IIP recognition and see the standard as the foundations for the building blocks of George Hurst & Sons core business principles.

Hurst

QUALITY SINCE 1860

BUILDING • PLUMBING • HEATING

Celebrating 150 Years in the Construction Industry

2010 saw our 150th Anniversary! Whilst we were rightly proud of this achievement the economic downturn in 2010 meant a time of redundancies for some of our workforce and as i'm sure you would agree it wasn't the appropriate time for celebrations..... That said 12 months on and now in our 151 years of trading we are bouncing back and are now celebrating with a party in the yard! We've got live entertainment & and hog roast to boot all to be enjoyed with our employees both past & present.



The company was first founded back in 1860 and had been handed down from father to son (and daughter on one occasion during war years) for six generations through the Hurst family until a management buy out was completed in April 2008. The company was originally set up offering plumbing and sanitary engineering services to families and businesses in the Swinton Area.

In 1964 after the acquisition of Trowbridge & Trowbridge the firm expanded into building and contracting and the annual turnover now tops £12 million.

The company moved from their old fashioned corner "home" on Rowms Lane to the Don Pottery Yard over the Christmas period of 1992. We also vacated the ram-shackled "top" Yard on Church Street.

George Hurst & Sons Ltd has always had a reputation of which we are justly proud for locally employed skilled craftsmanship, fair prices and reliability.



The old Don Pottery Yard



Old Premises on Rowms Lane



"Top" Yard on Church Street, Swinton



Our premises today.

Now in 2011 we are looking to a successful future and having secured a number of prestigious contracts we are well on our way. Here at George Hurst & Sons we pride ourselves as being a Well Established SME Construction Company with its feet firmly in the 21st Century.



Non Hazardous Waste Provider

Following our accreditation under ISO 14001 we have taken another step towards raising our environmental standards and procedures by agreeing a framework contract with R Fletcher's Waste Disposal Ltd for all our skip disposal needs.

Fletcher's are also certified to ISO 14001 standards and are a professionally run waste disposal contractor.

This partnership is proving to be very successful in managing waste where-ever we are working, they have the facility to provide skips out of their normal working area and yet are still able to report accurate waste figures that we use to help us complete Site Waste Management Plans as well as managing waste at a company level

Environmental Measureable Objectives

- Recycle 60 % of paper
- 10% saving on electricity consumption
- Reduce fuel consumption
- 100% recycle timber
- 80% of site waste to be recycled
- Implement Site Waste Management Plans on relevant sites
- Maintain ISO14001 accreditation
- Maintain & improve EMS, systems and processes
- Continue to implement, prioritise environmental training & development

EMPLOYMENT SKILLS PLANS

Having successfully completed the first 18 months on the YORbuild framework we have achieved higher than benchmarked figures across all measurable areas with the complete "buy-in" from the supply chain from the on-set of each project. We have demonstrated our ability to manage and drive this, having directly helped people into work, through training and support; this coupled with the provision of low cost workshops within local schools has helped us to raise awareness of the industry and engage with our future generation. This demonstrates the need for collaborative thinking and development with partners to develop the vision for Regeneration within "our own backyard" with clear aims and objectives to address the core issues of worklessness, skills & development and cultural obstacles to seeking work. We see this as paramount importance of making full use of opportunities of the purchasing power we have in encouraging the employment of local people currently excluded from employment.

As part of the YORbuild framework we are involved in projects throughout the Yorkshire & Humber areas, one of the drivers for the framework is to deliver employment skills plans (ESP's) on all YORbuild projects. We at George Hurst & Sons take this subject very seriously and thus undertake to deliver interactive and enjoyable school visits which give school children an broad insight into the construction industry - this is a small part of the whole ethos of ESP's. We regularly deliver workshops to primary schools throughout Yorkshire and Humber side around all aspects of construction. Our workshops are tailored to the individual needs of each school catering to all age groups within the school. Sessions range from 30 minutes per group to a full day and can include the whole of the school. A typical workshop we deliver is "The Sustainable" day. The day promotes exciting and challenging problem solving, design and making. It facilitates a first hand learning experience while promoting key aspects of the national curriculum for Science, Technology and English. By having industry professionals to hand it allows the children to work hand in hand developing enterprising and key skills. During these sessions the children develop team building skills investigating building strong structures, ways of transporting objects, simple circuits and mechanisms to create movement.

Our bridges workshop includes the big bridge build with an introduction into bridges followed by a building session on "The Strongest Bridge". This is followed by a feedback session testing the bridges. We also offer site visits allowing the children to experience a first hand taste of a working construction site. Before entering site we conduct a health and safety session identifying the risks construction site pose. During these sessions we incorporate the importance of Safety Equipment and involve the children in a Safety Challenge to design their own piece of Safety Equipment. These can then be displayed around the perimeter of the site.

Building a successful future together

Health & Safety

We aim to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees and we will manage our business in such a way as will ensure that the safety and welfare of persons not employed by us are not exposed to risks.

Our Objectives are summarised as follows:

- To eliminate or reduce risks, prevent injuries and losses due to damage
- To identify health and safety hazards and manage those hazards so that the risks are effectively controlled
- To implement safety standards which satisfy our statutory requirements and reflect good industry working practices
- To continuously review and develop these standards to stay abreast of changes in legislation, industry practice or technology

We are committed to consult with employees on health, safety and welfare issues by:

- Ensuring that they are trained to understand and carry out their responsibilities and by;
- Continually monitoring our policy by auditing and reviewing its effectiveness in the workplace



We have signed up for WRAP's "Halving Waste to Landfill" by supporting the commitment and delivering against it we have an opportunity to improve its performance, reduce our carbon footprint and show ourselves as a leader in the sustainability arena to halve waste sent to landfill by 2012. Achieving this goal means meeting the challenges being set by the Government's policy of achieving Zero Waste. Halving waste is an industry target - we are however already, achieving on average around 85% and are striving to better this figure on an ongoing basis this shows the measurement of our success.

All our Site Waste Management Plans on entered onto the SMARTWaste web based reporting portal on a monthly basis, this allows us to self manage waste carriers by ensuring all their paperwork is in place, it also enables us to effectively review the plans at the end of the contract, and recording lessons learnt we then analysis this information and share best practice with other sites.

A very clever feature of using SMARTWaste is that it has the facility to upload all waste figures to WRAP and then share this information electronically with our clients!