

Proposal for meeting the Employment and Training obligations for Kingston Bridge House, KT1 4AG.

Planning reference: 22/1029/FUL.

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The London Borough of Richmond's Draft Local Plan encourages an Employment and Skills Plan with reference to the employment and skills strategy of 2022 and the draft plan outlined within Richmond Local Plan 'The best for our borough', June 2023 Publication. The contractor and applicant of the site agrees to the following.

The project involves the Change of use of the building from student accommodation to provide 70 C3 homes including 4 social rent units, and x 7 wheelchair accessible M4(3) dwellings, facade and elevational improvements, infill extension at ground floor level and with associated landscaping, access, parking/refuse provision and external alterations.

The rectangular shaped site measures 0.28 hectares and is occupied by a singular 'L' shaped building known as Kingston Bridge House. Kingston Bridge House was owned and used by Kingston University for student accommodation. New purpose built student accommodation has been constructed in the centre of Kingston and the application site is now vacant. The site is accessed from Grove Avenue from 2 separate vehicular crossovers. The building has undercroft car parking with further parking to the rear which is largely hard surfaced.

The building consists of a basement, ground floor plus part 4 storey and part 6 storey buildings. The existing structure and floors will be retained. The walls are constructed of brick and block. The only works to the structure will be a new façade and inclusion of balconies to the front and rear of the building. The new façade will take 4 months to build and the balconies will take 3 months to complete. To construct the roof and terrace a further month and a half will be required. The remainder of the project will involve the infilling on ground floor, new windows and glazing around the building and internal fit out work, which will take 20 and a half months. In total, the project is expected to take 24 months.

The applicant has completed the next stage with due consideration to the Richmond employment and skills strategy of 2022 and seeks to address the commitments made where possible.

The following activities will be provided:

- **Training** - A Trainee position will be offered in the site office depending on the preferred skill area of available applicants. Some short periods of training will be available in the packages for pre-apprentices or displaced apprentices.
- **Employment** - Efforts will be made to provide local residents with employment as laborers, gate person, site security etc.
- **Community Engagement** – Through a relevant Coordination service team, the project will offer support to local schools, Build Training and local colleges to help their students understand the construction sector and progress into employment or training in the sector.
- **Procurement and use of local companies.** The contractor is based in Harrow so some of the

subcontractors will be from the local area. Efforts will be made to use local firms for materials and equipment hire.

The following table provides a delivery plan for these activities:

Activity	Details	Target weeks
Office based Apprentice or Trainee during the fit-out phase of the project	This would give a Richmond resident trainee a great experience of a full project from start to finish. The trainee will support the Site Manager giving them a good practical work experience opportunity, which could potentially lead to them being taken on thereafter with the contractor.	16
Apprentices employed through a shared apprenticeship provider	Electrical Plumbing	13 13
Pre-apprenticeship training	Painting Dry Lining Carpentry Brickwork	10 8 8 8
Richmond resident employees	Efforts will be made to recruit workers from the local area	58
Total weeks of training and resident employment		116
Non-Employment and training activities	Details	Target
Community Engagement (activities)	School, College activities: Work experience Site visits	2 1
Support for local training organisations	In addition to the above, the project will be able to supply materials and equipment to local training organisations that support to help young people such as Build Training in Richmond.	
Local procurement and hire	All efforts will be made to procure locally and full records will be kept for the completion report.	

As part of this the applicant will seek to have an agreement with existing schemes to ensure they can assist in the management of the development related job opportunities and fulfil the Council's targets and monitoring. In addition, the applicant will seek the employment of a contractor to assist with monitoring and providing these services. These are set out below.

E&T Coordination Service involves the following activities:

Support the delivery of the approved employment & training plan and work closely with council officers during the project to keep them informed of progress.
Helping the project to establish and maintain links with local organisation that can help the project meet its E&T targets.
Carrying out monthly monitoring meetings and completing monthly reports on behalf of the project which are submitted to the council officers
Passing on to the project requests from local schools and colleges
Assisting in the production of a completion report for the project. The following activities will be included in the report: <ul style="list-style-type: none">● Apprenticeship and training achievement against target● Other training delivered to Richmond residents on the site● Employment of local residents against target● Other development activities benefitting residents● Community engagement achievements● Support to local training organisations● Benefits provided to the local economy including feedback from users● Summary report of performance during the project

In order to maximise the effectiveness of the E&T Plan the contractor agrees to the following:

- All monthly coordination meetings will be carried out face to face and will only be cancelled in exceptional circumstances. All meetings will be conducted in a suitable location to ensure that the meeting objectives can be met.
- Emails from the Consultant will be replied to within 48 hours.
- The project team will ensure that all training and employment vacancies are advertised in the Richmond area.
- The Main contractor and the subcontractors will provide a suitable and competent person with a good command of English to supervise apprentices and trainees at all times.
- The main contractor will ensure that apprentices are employed correctly and receive appropriate pay.
- Invoices from the shared apprenticeship scheme will be paid in full before the completion report is submitted.