

THE WRIGHT STANDARD

MECHANICAL • ELECTRICAL • PLUMBING



DOING THE LAMBETH WALK



J S Wright is to equip the first phase of a new housing development at Lambeth in south London.

The company will provide the mechanical services for 16 energy efficient apartments in a new five-storey building at Knight's Walk.

The contract, valued at more than £600,000, with housebuilder Hill also includes one year of planned service maintenance cover provided by J S Wright's residential maintenance company Wright Maintenance.

J S Wright will install a communal heating and hot water system with distribution from a central energy centre to apartment radiators.

It will also equip all the apartments with an MVHR heat recovery ventilation system, sanitaryware, and soil and wastewater services, as well as provide the building with above-ground acoustic drainage services and a rainwater harvesting system.

In addition, the brief involves providing a pre-payment energy billing system linked into a computer-controlled building management system (BMS) and controls, and plantroom ventilation.

Work on site has already started with completion scheduled for August 2021.

Managing Director Phil Leech commented:

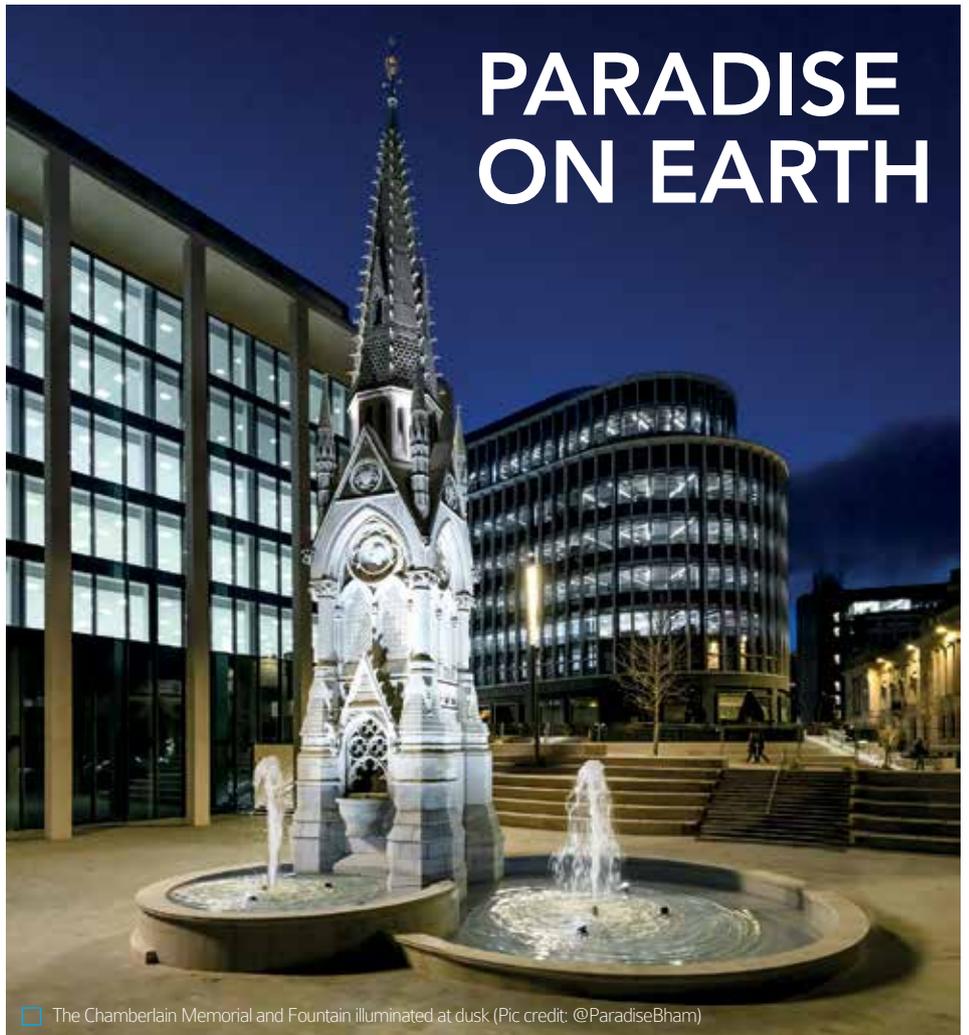
"We are delighted to be able to team up again with a leading housebuilder in helping to provide comfortable energy efficient new homes in south London."

J S Wright has also recently started work on site on an 18-month project to install the mechanical services for a 156-apartment high-rise development for Hill and housing association Network Homes at South West Lands, close to Wembley Stadium.



□ A CGI of what Phase One of Knight's Walk in Lambeth will look like

PARADISE ON EARTH



□ The Chamberlain Memorial and Fountain illuminated at dusk (Pic credit: @ParadiseBham)

One of the largest new office-led regeneration developments to open outside London has had its first-phase M&E infrastructure systems equipped by J S Wright.

The company carried out the infrastructure works for One and Two Chamberlain Square, two new Grade A office buildings and the first of up to ten new buildings to be constructed at Paradise Birmingham.

Working with BAM Construction, the electrical works included installing, testing and commissioning the mains distribution network, including the uninterruptible power system and commercial landlord switchboards, along with the submain distribution cabling and small power distribution.

J S Wright also provided the lighting and emergency lighting, access control, CCTV equipment, door security and fire alarms, and car park lighting.

The external lighting for Chamberlain Square included spotlighting the now fully restored Chamberlain Memorial and Fountain, built 140 years ago to commemorate the great 19th century city politician, industrialist and statesman Joseph Chamberlain.

The wide-ranging mechanical works included installing rainwater harvesting and above ground drainage, chilled water plant with distribution to serve the neighbouring Birmingham Town Hall, and car park ventilation systems.

J S Wright also installed the commercial landlord systems including sprinklers, general ventilation services for the plant room and communal areas, and boosted mains cold water plant for distribution including landscape irrigation.

All the services are controlled by a central Building Management System (BMS).

The company previously carried out enabling works for the demolition of the city's old Central Library to make way for the two-storey car park within the £700million development.

APPOINTMENTS



□ Darrell Mitchell



□ Gerry McNally



□ Chris Yuile



□ Laura Sheldon



□ Rosie Cannon



□ Sarah Hewitt

Continued growth across the business has prompted six new appointments.

Darrell Mitchell has joined the company as its first Human Resources Manager.

Based at HQ in Birmingham, he will be responsible for leading the HR team and developing an HR strategy that incorporates J S Wright's values and culture.

With 25 years of experience in senior HR roles, Darrell was previously an HR consultant writing and delivering his own online management training courses. Before that he spent five years as Head of HR for the maintenance and development teams of a large housing, maintenance and care company.

His varied experience also includes a five-year stint as HR Manager for the Royal Shakespeare Company and a 20-year career in the Prison Service.

Darrell is a Chartered Fellow of the Chartered Institute of Personnel and Development, an ACAS-qualified mentor, and a qualified and experienced coach.

Gerry McNally has joined the company's expanding Project Management team as a Mechanical Project Manager.

Also based in Birmingham, Gerry has no less than 40 years of experience across the retail, commercial, education, leisure, healthcare, hotel and public sectors.

Previously Project Manager for the Birmingham branch of another M&E services provider, he is credited with having managed the installation of the mechanical services for the recent refurbishment of the Grade II-listed Studley Castle Hotel.

The company's Estimating Department has also welcomed Chris Yuile as a Mechanical Estimator, based in Birmingham.

Rosie Cannon and Laura Sheldon have each been appointed as Site Administrator within the London project region, while Sarah Hewitt has been recruited to the same role at Castle Park View in Bristol.

STARS OF THE MONTH



□ Tom Yates with his certificate and gift card as the November award winner

Extraordinary times have brought extraordinary efforts from JSW employees, the most outstanding of whom have received Employee of the Month awards.

Colleague nominations during the pandemic have resulted in Foreman Lee Strickland, the entire Prefabrication team, and Contracts Engineer Tom Yates winning the coveted honours for September, October and November respectively.

With presentations to follow lockdown, the winners for December, January and February were Estimating Administrator Cameron Griffin, Project Manager Richard Moloney, and Site Operative Ranjit Bhambhra and Project Manager Terry Jukes jointly.



□ The Prefabrication team of James Johnson, Gage Edwards-Plummer and Brian Peever celebrate their October award success



□ Lee Strickland (right) receives the award for September from Foreman John Darby

STAFF ON THE RISE



□ Ben Wright



□ Lee Sherriff



□ Richard Moloney



□ Danny Buckley

The company has promoted Ben Wright to Quality Manager, Lee Sherriff to Contract Manager and Richard Moloney to Project Manager.

Three JSW Academy members have new roles after completing their apprenticeships: Danny Buckley, Mechanical Design Engineer; Sohail Raees, Electrical Contract Engineer; and Tom Owen, Electrical Design Engineer.



□ Sohail Raees



□ Tom Owen

MAINTENANCE MOVES

Wright Maintenance, JSW's residential maintenance company, has welcomed Jack Edge as its first Maintenance Supervisor and one of four new appointees.

With 15 years of M&E experience, Jack will ensure that all planned preventative maintenance (PPM) contracts are carried out on time with full statutory compliance.

The company has also recruited Claire Moore as Maintenance Contract Support. Claire has 25 years'

experience in the industry having joined from Whitbread where she was an Office Manager.

Wright Maintenance has also taken on Courtney Swallow, a Business Management graduate, as a Team Coordinator on a temporary basis.

As this issue of the Wright Standard went to press, the company expanded its field team with the appointment of Richard Key as a Mobile Heating and Plumbing Engineer.



□ Jack Edge



□ Claire Moore



□ Courtney Swallow

HEALTH & SAFETY

LIGHT IN SIGHT



By Emma Bromiley,
Health and Safety Manager

Can you see that bright, shining light in the distance? That's the end of the Covid-19 tunnel and - though it may not be as fast as we would like - it is indeed approaching.

It's important not to let down our guard just yet; this war is still waging, and the lockdown will only be lifted if we continue the same level of vigilance as we have thus far. Many sites have continued to add new initiatives such as weekly testing and building new, expanded welfare areas. Here at JSW we have reviewed our own risk assessment and increased the requirements already in place for wearing face masks. We recently commenced weekly testing on all live sites, with our subcontractors being encouraged to join us.

Our Head Office is still open to a small number of employees that cannot work from home, and they too are tested each week with their temperatures taken daily. The layout of all office areas and our meeting rooms has been overhauled to limit the number of occupants and ensure maximum social distancing. A one-way system operates throughout the building and comprehensive, regular cleaning is taking place as well on an 'as-needed' basis.

In fact, the Health and Safety Executive paid our Head Office a surprise visit only recently and were very impressed with the measures we have implemented; they did not have a single comment or suggestion for improvement. They were inspecting various operations in the area and commented that they had not come across a Covid-19 control system as comprehensive and effective as JSW's.

We have all benefited from being able to observe the control measures on many different building sites - each with their own unique set of conditions to deal with - and recommend the good practices to our employees, clients and supply chain.

Construction as an industry has been faced with the challenge of maintaining relatively normal operations in extraordinary times. We should all be very proud of the way we have risen to this challenge and worked together to keep our economy going.

OUR PROMISE



By Darrell Mitchell, HR Manager

Half-way through my third week at J S Wright I'm beginning to understand the culture and get to know some of my colleagues. It's been a very strange time to start a new job, with empty desks around me and restrictions on travel. But I've been extremely impressed with my new workplace, in particular the practical and positive way in which people have adapted to the pandemic challenges facing us all.

From site workers coming to work, day in, day out keeping building work moving, to office workers adapting their home lives creatively around new ways of working. I've seen great reserves of flexibility, resilience and determination.

No one expected this period of home working to be continuing into the spring and that is why I have published the J S Wright Promise. The promise, or more accurately seven practical promises, contains a blueprint for how we balance the ongoing demands of our work and home lives. The promise doesn't imply that we aren't doing these things already, but in these unusual times it may make many of us feel better to know we have each other's backs.

THE PROMISES ARE:

- Kindness promise;
- Family promise;
- Camera off promise;
- Video-fatigue promise;
- Check-in promise;
- Connect promise; and
- Taking care of myself promise.

Some of the key pieces of work that my colleague Steph Coffey and I are looking to deliver in 2021 include:

- A re-invented Employee Handbook, to include a managers' toolkit and re-written policies and procedures;
- A Diversity and Inclusion Group to be set up to work on a diversity action plan;
- A re-designed appraisal system to take a fresh look at performance reviews;
- Bite-sized management training sessions and webinars; and
- A new look at employee wellbeing to include Occupational Health and Health promotion.

In the meantime, Steph and I are here to help, so to all our employees please feel free to give us a call and let us know what we can do for you.

TOP AWARD FOR DIVERSITY

J S Wright's commitment to championing equality, diversity, and inclusion in the workplace is second to none – and that's official.

The company beat off competition from scores of other nominations to be named as Construction Services Employer of the Year at the finals of the 2020 BAME Apprenticeship Awards.

JSW was also celebrated as a finalist in the Small Medium Employer of the Year category, while one its plumbing and heating apprentices, Shaun Donaldson, was applauded for reaching the shortlist for the Construction Services Apprentice of the Year Award.

The online event, run by Pearson, the world's learning company, and its partner Thinkfest, recognised the outstanding work and achievement of black, Asian and minority ethnic apprentices and the support provided by employers and learning providers.

TV presenter and host Remel London announced to a worldwide audience that J S Wright "prides itself on the training of its staff, giving them the opportunity to develop their entire career with the help of their innovative development programmes and the support of senior staff, many of whom have been with the organisation since



□ BAME award finalist Shaun Donaldson *they were apprentices themselves".*

Head judge Olga Bottomley, CEO of Straight4ward Solutions, said the year had been "fantastic" and the quality of the apprentices had been "phenomenal".

Associate Director and Leader of the JSW Academy Paul Millington commented: "This is a brilliant achievement and a tribute to the success of our Academy and training programmes and the high quality of our apprentices."

"Special congratulations go to Shaun Donaldson, an outstanding apprentice who fully represents our core values of quality, responsibility, collaboration and integrity. This has enabled him to become an inspirational role model."

J S Wright's apprentices are all members of the JSW Academy, which helps develop their leadership and communication skills. Technical trainees also follow an Experience programme which involves being mentored in the company's values, processes and procedures by senior colleagues and gaining the all-round knowledge needed to become its leaders of tomorrow.

Work-based college courses are provided by JTL, which was shortlisted for the Training Provider of the Year award. JTL supported Shaun as he was about to embark on his final Level 3 NVQ Plumbing course with the provider while also working on J S Wright's Timber Yard housing project in Birmingham.

STANDARDS RE-ACCREDITED

Hard work and dedication in the face of a pandemic have paid off for J S Wright after being re-accredited for its global standards of management in three key areas.

Despite the need for remote auditing during lockdowns, the company's ISO 9001 Quality Management Systems, ISO 14001 Environmental Management and ISO 45001 Occupational Health and Safety Management standards have all been renewed at the same time by standards organisation BSI.

After a stringent three-day audit of management processes across all areas of the business going back over the past three years, J S Wright was also re-awarded the PAS 99 Integrated Management Systems (IMS) standard for successfully integrating its three key standards.

The company has also gained continuing recognition by the SSIP (Safety Schemes in Procurement) organisation following the certification renewals.

IMS & Site Administration Manager Christine Wiesztort and Business Systems Auditor Jane Dimmick, who together led the renewal programme, also worked through lockdowns and remote communication to ensure all 190 J S Wright employees fully engaged in the decision-making processes as required by the stricter standards.

Christine said: "To have all three of our key ISO accreditations renewed at once while coping with challenging coronavirus restrictions is an amazing achievement. The challenge now is to adapt and update our processes as the business continues to expand and evolve so that our IMS system remains up to the mark by the time of our next set of renewals in 2024."

Managing Director Phil Leech added: "Safety, quality and environmental stewardship are among our values as a company, and reaching this milestone proves that we maintain the highest global standards."



□ Christine Wiesztort, IMS & Site Administration Manager



□ Jane Dimmick, Business Systems Analyst



JUNIORS GIVEN KIT BOOST

A team of young footballers from Solihull in the West Midlands are bonding together in style thanks to J S Wright.

Leafield Athletic City Under 10s will play in a new match strip donated by the company as soon as grassroots football returns after the national lockdown.

J S Wright has supplied the smart shirts, shorts, and training jackets in the club's yellow and black colours as the team's new official sponsor.

The youngsters, who play 7-a-side football with substitutes in the Central Warwickshire Youth League at Leafield Athletic's ground at Tythe Barn Lane in Shirley, on Sunday mornings, have all progressed from the club's Under 7s.

Team coach Peter Burke said: *"The team love the look, lightness and fit of their new strip. It has made them all feel a bit taller and given them a better sense of togetherness as they look forward to playing matches again after the lockdown."*

"As an FA-affiliated club run entirely by volunteers, we provide football for teams from Under 7s to Under 35s. We also play a wider role in the community by promoting fitness and wellbeing, which is why we have been providing home



Leafield Athletic City Under 10s football team in their new JSW-branded match strip

training sessions by video to keep the boys in shape during the interim."

J S Wright Associate Director Terence McLaughlin, whose son Niall plays for the team, said: *"We are delighted to bring some community cheer to our region in these difficult times by sponsoring a junior football side."*

IF YOU ONLY KNEW...

Name and job title?

Sam Inett, Quantity Surveyor

What does your role involve?

Providing support to our project managers and engineers on the financial and commercial aspects of our projects.

What do you like best about your job?

The variety of the day-to-day work that my role brings and being part of a strong team.

What is your proudest accomplishment, in any field?

Achieving my degree last year in Quantity Surveying. That is closely followed by my winning the JSW Fantasy Football League last year.

Which football team do you follow?

West Brom... for my sins.

What is your favourite holiday destination, and why?

New York. The size and atmosphere of the place is incredible.

Where would you like to travel when we are free to do so again?

I would love to take my fiancée Natalie (pictured) to Walt Disney World in Florida in the next few years.

How do you like to spend your weekends?

When we are permitted and the weather is good again, I'd love to have a barbecue with the family and a round of golf with my Dad.

If you had the chance to learn one thing, what would it be?

Although I can putt a golf ball, to do it well would be nice. I keep buying new putters, but they don't seem to improve my game. I'm starting to think that I may be the problem.

Name one thing that makes you laugh?

I'm currently enjoying listening to podcasts of the Ricky Gervais Show. Karl Pilkington (the producer on the show) is hilarious!



BACKING THE BEST

Players at the West Midlands' premier junior netball club will continue to have J S Wright support as they return to regular training.

The girls at Parkside are being sponsored for the third consecutive season by the company as they target playing tournament matches again from midsummer.

Online training and fitness sessions are to be replaced - all being well - by outdoor training from the beginning of April, with indoor training to become



the norm again soon after that.

There are also plans to resume matches in the Birmingham Intermediate Netball League on a friendly basis from May, with tournaments also being arranged for after June 21 with the planned final easing of lockdown curbs.

Parkside Chairman David Griffiths said: *"Given that most of last season was cancelled, the club is extremely grateful that JSW have continued to support us in these difficult times."*

Pictured are some of Parkside's new players wearing their JSW-branded hoodies.

CHALLENGE NETS £1,400

Lockdown did not stop a J S Wright team from taking part in a 117-mile charity challenge.

Staff from across JSW tackled the epic distance between the company's Birmingham and London offices to raise funds for this year's adopted charities, Breast Cancer Now and Prostate Cancer UK.

With the pandemic preventing a traditional challenge, participants clocked up the miles at their pace by walking, running or cycling in their own localities throughout the month of February.

Sponsored by colleagues and friends, the team smashed its £1,000 target, netting £1,150 in donations which when topped up with gift aid came to £1,400.

Charity event organiser and Head Office Receptionist Angie Swann said: *"The idea was to bring a bit of fun and help people to keep fit while raising money for our two fantastic charities. Thanks go to everyone who took part or sponsored us."*

CONGRATULATIONS



Outstanding performance has brought its rewards for apprentices Tom Owen and Luke Teague.

Tom (above left) was named JSW Technical Apprentice of the Year for 2019-20, receiving a shield and £100 in gift vouchers after completing his four-year apprenticeship. He is now being sponsored by the company through a Building Services Engineering degree course at Coventry University.

Luke (right), one of the company's electrical apprentices, received the JSW Craft Apprentice of the Year award. He is in his final year at Birmingham Metropolitan College and currently working on J S Wright's Castle Park View project in Bristol.

CONTACT

If you have any stories or pictures for the next issue of The Wright Standard, please contact Phil Leech at:

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