

HOWARD

CIVIL ENGINEERING

Newsletter #14 | Winter 2023 & Spring 2024





A word from Michael...

Welcome to 2024! As we embark on another year of growth, innovation, and shared success, I want to first of all extend my gratitude to all of our workforce and business partners for an excellent 2023 - after two decades in operation, it is truly inspiring to continue to see such incredible success.

Speaking of time passed, February of this year officially marked our 21st anniversary! To celebrate it, we spent the month highlighting all aspects of our business through our social media channels. In this newsletter, you'll find a breakdown of this celebratory campaign, and we additionally recommend you head over to our LinkedIn page for a more expansive look at everything we covered throughout the month.

In other news, we are proud to now call ourselves a Disability Confident Committed employer! Equal opportunity in the employment we offer is paramount to us, which is why

we have also supported a number of ROTL workers over at our Full Sutton site, but more on that (and our DCC employer status) below.

We would also be remiss not to discuss the latest news on our biggest on-going projects. We recently began works on the upcoming Leeds Bradford Airport regeneration scheme for Farrans, and are excited to share some initial details on our involvement in these impressive new works. In addition to this, we also have updates on our involvement in both the Scarborough Hospital project, as well as Gateway 36 in Barnsley.

We are only just getting started with 2024, and cannot wait to see what this year brings. In the meantime, we hope you enjoy this summary of the journey so far!

Michael Howard



[Page 4](#) >

[Celebrating Our 21st Anniversary](#)



< [Page 6](#)

[Our Latest Scheme At Leeds Bradford Airport](#)

[Page 10](#) >

[Promoting Equal Opportunity Employment Through ROTL](#)



SAY HELLO TO...

An illustration of two stylized human figures shaking hands. The figure on the left is solid blue, and the figure on the right is a yellow outline. They are positioned below the text "HELLO TO..." where the "O" in "HELLO" and the "O" in "TO" are represented by circles.

ROGER SKEHAN

Senior Quantity Surveyor

PAUL FOX

Site Manager

TOM BOYSE

Senior Quantity Surveyor

DAVE HOYLAND

Project Manager

STEVE LISTER

HGV Technician

TONY WHITWORTH

Yardman

DAVE WOOD

Grab Driver

WHAT'S OCCURRING?



NEWS

We Are Now A Disability Confident Committed Employer



We are incredibly proud to share that we are now a Disability Confident Committed employer! Ensuring anyone and everyone can pursue a career at Howard's is paramount to us, and being a part of this scheme further solidifies our dedication to this. But what are our commitments as a Disability Confident Committed employer?

- ✓ We ensure our recruitment process is as accessible and inclusive as possible
- ✓ We anticipate and provide adjustments as required
- ✓ We will always support existing employees who acquire a disability, and enable them to stay at work
- ✓ We strive to offer interviews to disabled people who meet the criteria for our jobs, and communicate our open vacancies to all

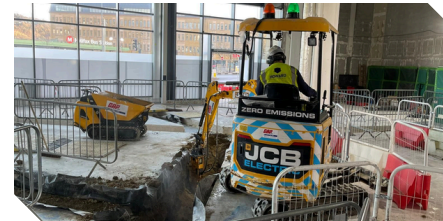
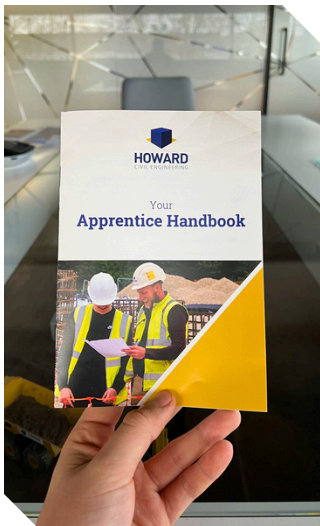
There is a place for everyone here at Howard's - no matter what - and we encourage anyone to apply for roles they feel qualified for.

NEWS

Introducing Our New Apprentice Handbook

We have made it no secret that supporting the next generation of our industry is vital to us. To that end, we're making it easier than ever for our apprentices to settle into their role, learn about the business, and truly hit the ground running at Howard Civil Engineering.

Starting a new role can be intimidating, but this is just one of the ways we're ensuring all of our apprentices are in the best possible hands.



NEWS

Doing Our Bit With Eco-Friendly Kit

Our zero-emission excavators have been hard at work over in Halifax!

These excavators can comfortably work for around five hours (a typical duty cycle), and charge times typically extend to only a handful of hours depending on off-board or on-board respectively.

We're big on sustainability, so doing our bit for the environment like this is just one of the many ways we're making a difference.



NEWS

Celebrating 21 Years of Howard Civil Engineering



February 2024 officially marked our twenty-first year in operation. It is a real honour to have seen so much success in two decades - success which has allowed us to continually grow and expand into what we are today.

To highlight this momentous occasion, we took to our social media channels to celebrate all aspects of our business; our biggest projects, incredible business partners, CSR & sustainability efforts, and apprentice commitments!

One area of the business that we felt could not be ignored is our dedication to the communities in and around the areas we work in, as well as the various charity partners we have pledged ourselves to over the years. Whether it's tackling formidable challenges, like the infamous Tough Mudder or Dragon Boat Race, or volunteering for charities throughout the year (especially at key times like Christmas through our #12DaysofHCE campaign), we have never backed down from an opportunity to support those who support so many. Our Sustainability

Manager, Sophie Henderson, was keen to mention that, since 2019, we have donated over **£320,000** to charities and communities across the North of England, in addition to volunteering **1,750 hours** of our time to support them - we couldn't be prouder to have a workforce so committed to making a difference!

Alongside the data above, we also spoke directly to some of our key charity/foundation partners whom we have shared long-standing relationships with for several years now. One of those is *Mind in Bradford*, a mental health organisation 'making the best possible difference to the mental health and wellbeing of the greatest number of people'.

For three consecutive years, we have donated to the group as part of our #12DaysofHCE campaign, and Lydia Ngwenya, Funding & Business Development Manager at Mind in Bradford, had this to say: ***"As a local charity providing mental health support to the people of Bradford District and Craven, the support of local businesses makes such a difference! Howard Civil Engineering have been incredible supporters of Mind in Bradford over several years, and we are so grateful to each member of their team! Thanks to them, more people are able to get the help they need, when they need it."***

Howard Civil Engineering have been incredible supporters of Mind in Bradford over several years, and we are so grateful to each member of their team!



Our work is our history, so we would be remiss not to acknowledge some of the key projects that brought us to where we are today. Without a doubt, Arla Mega Dairy represents one of our biggest milestones to date.

While the scheme is over ten years old, it marked our first time working with Caddick Construction, a client we now share a long-standing relationship with. The works were also valued at nearly £11 m, making it a substantial platform of growth for our company. To further exemplify why this scheme was so influential for us, we spoke to Peter Howard, our Pre-Construction Director, to get his thoughts.

Continued on next page...



NEWS

Celebrating 21 Years of Howard Civil Engineering

“Arla Mega Dairy represented a key milestone for the business. At the time it was the largest project we’d ever taken on, in addition to taking place amidst an era of decline for the construction industry. From a geographical standpoint, the scheme challenged our workforce because of its location, requiring many to work away from home. Finally, to support such a large scheme, our sister company Howard Plant Hire invested a large amount into their fleet - something that was essential to the successful delivery of the project.”



Apprentices have been, are, and always will be an essential part of Howard Civil Engineering. For over two decades, we have pledged ourselves to dozens of talented individuals, supporting their learning and career development with us. In acknowledgement of this, we highlighted some members of our team, all of whom took on their apprenticeships whilst working here at HCE, who even now continue to play a valuable role both on-site, and at our head office in Leeds.

One of those team members is Fahd Mahmood. Fahd joined Howard Civil Engineering as an apprentice on one of our most high-profile schemes to date (certainly no mean feat), but took this in his stride as a trainee engineer on the Hard Ings Road project. Since then, Fahd has flourished in his role, and is now a fully qualified engineer who was also trusted to oversee another high-profile scheme in Bradford. ***“I have received a great understanding of the real construction environment whilst working for Howard Civil Engineering,”*** said Fahd. ***“I have settled into the company well and I feel I have picked up skills and experiences at a much quicker pace because of my apprenticeship.”***

Over on our social media channels, you’ll find more information on all of the projects, apprentices, partners, and achievements we chose to highlight over the last month. We would like to extend our immense gratitude to every single individual and business who has worked for, backed, and believed in us over the last two decades. Without your incredible hard work and support, we would not be in the position we are today - from everyone here at Howard Civil Engineering, **thank you.**



TRUSTED TO DELIVER FOR **21 YEARS** | **HOWARD**
CIVIL ENGINEERING

NEW PROJECT

PROJECT UPDATE

Leeds Bradford Airport



CLIENT

FARRANS
A CRH COMPANY

OVERVIEW

As part of Leeds Bradford Airport's £100m terminal regeneration, we have begun works for Farrans Construction to assist with the terminal's extension.

Officially announced in late 2023, Leeds Bradford Airport is receiving an investment of £100m to undergo a regeneration of its terminal facilities. The driving forces behind this huge project are to both drastically improve the passenger experience, in addition to opening up new avenues of economic growth for the region.

Supporting Farrans Construction, our package - which is due for completion by the end of 2024 - consists of a number of key works;

- **Piled reinforced foundations**
- **Extensive retaining structures incorporating a dual water offsite connection**
- **Site-wide services & drainage**
 - **Offsite connection of foul water, involving the use of guided auger boring equipment**

The aforementioned utilisation of guided auger boring equipment will allow us to pass under Whitehouse Lane - a primary access route into the airport - to connect offsite foul water.

We look forward to sharing more updates throughout the year, stay tuned to our socials and quarterly newsletters for more as this project develops.



“We are delighted to once again work alongside Farrans Construction on this exciting new project, having supported the team previously with the Live Oasis: Strato scheme. We have commenced onsite works at Leeds Bradford Airport, and look forward to supporting such a beneficial scheme.”

Peter Howard, Pre-Construction Director



PROJECT UPDATE



PROJECT UPDATE

Scarborough Hospital



CLIENT



OVERVIEW

A £47m contract to improve Scarborough Hospital is being undertaken by Integrated Health Projects, a joint venture between Sir Robert McAlpine and VINCI Construction.



VALUE

£5m

In our previous newsletter, we provided an update on our work at Scarborough Hospital, an ongoing scheme we are developing under Integrated Health Projects (IHP). There, we discussed a number of works underway at the end of 2023; ensuring the hospital looks complete and presentable through external finishes, our additional contract involving the site's Generator Farm, as well as work being conducted at the North Substation (similar to that of the Generator Farm). As we enter 2024, we are excited to share an update on how these works are progressing.

Regarding the hospital's external finishes, a number of installations are currently underway, including permeable parking bays, street light ducting and lighting columns, kerbing, in addition to the formation of the carriageway for the ambulance drop-off area, and Modal Paving to both existing and new hospital entrances.

As for the Generator Farm, we are continuing to undertake a comprehensive array of works, similar in scope to the above. This includes:

- The installation of four RC trench walls, two of which incorporate ACO units for enhanced drainage
- Two transformer bases are to be set up on mass fill concrete, along with the placement of two generator slabs and four RC plinths
- To ensure proper grounding, an earthing transformer slab is being installed
- Ducting, spanning 300 meters, will traverse through walls and mass fill concrete to facilitate proper air management
- The installation of surface water drainage systems, comprising pipes ranging between 100mm to 150mm in diameter and manholes for the rising main
- Access roads are being paved with tarmac for ease of movement, while gravel infill is being applied around the RC trenches and earthing transformer slab
- Landscaping efforts are focused on creating aesthetically pleasing surroundings, particularly around the rear and sides of the generator slabs
- Meticulous attention is given to the casting of an 80 square meter brushed finished generator slab to ensure durability and functionality

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PROJECT UPDATE



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Scarborough Hospital



CLIENT



OVERVIEW

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VALUE

£5m

Finally, there are the North Sub-Station works, being conducted in conjunction with the external finishes and Generator Farm. This includes:

- The installation of a single RC trench to facilitate ducting work for air management
- A transformer base, along with mass fill, is being set up to support power distribution needs
- Ducting is being carefully installed between the transformer base and RC trench, ensuring seamless integration with existing service infrastructure
- Efforts are also focused on refurbishing the existing service pit, with additional coring works to accommodate potential future requirements of the trust
- Kerbing demarcation is being implemented to clearly define the boundaries between the sub-station and the existing carriageway
- Tarmac reinstatement is underway on the existing carriageway and the surrounding footpath, providing a durable and smooth surface for both vehicular and pedestrian traffic around the North Sub-Station area



The Scarborough Hospital project has been a privilege to be a part of. Helping to maintain and improve essential facilities is hugely important, so we value the opportunity to assist in schemes like this.

We look forward to sharing more updates in the future as works come to a close. In the meantime, keep an eye out on our social media channels and website, as we will be sure to share photography and details of the impressive final product.

PROJECT UPDATE



PROJECT UPDATE Gateway 36



CLIENT

Harworth

OVERVIEW

Under our client The Harworth Group, we are undertaking a comprehensive earthworks package, in addition to completing a number of S278 and S38 works.

It has been quite a while since our last update on Gateway 36 (formerly Rockingham Colliery). We previously spoke about the works [in this blog post last July](#), where we highlighted the second phase of surcharging that had begun a few months prior in May. In the blog, we also alluded to what was next for the scheme, and we are excited to now be able to share an update on this.

Gateway 36 has come a long way since originally beginning in October 2020. We started back then under a design and build contract, carrying out the Phase 2 bulk earthworks, initiating the ground treatment, as well as constructing the initial civils infrastructure for both Phase 2 and the subsequent Phase 3 works.

Since then, interest in the development has risen dramatically, resulting in a change of requirements from our client, the Harworth Group - more specifically, this has seen us roll onto and continue the ground treatment strategy for the entirety of the Phase 2 works. At present, we are nearing the final stages of this, involving the development of plateaus surcharged with large volumes of earthworks materials to induce settlement into the underlying strata. The final element of this will be to return the plateaus currently under treatment back to

the required formation level, as well as re-engineering any borrow pitted areas.

The final stages of our contract will see us complete a number of S278 and S38 works, including the Shortwood Roundabout entrance, Phase 2's S38 road (now known as Newton Road), in addition to Phase 3's High Royd roundabout and its respective entrance. Following this, we will commence the process that will see these elements adopted by the local authority, Barnsley Metropolitan Borough Council.

Over the several years that we've been involved with this scheme, we have established a fantastic working relationship with our client The Harworth Group. Works are envisaged to be complete by Autumn 2024, so we look forward to finally showing off the mammoth final product later this year.

“Rockingham has gone on quite a journey, and HCE have played a fundamental role in this.”

Tony Kilbane, Contracts Manager

TEAM TALK

TEAM TALK

Taking On LARF!

In February, we attended the Leeds Apprenticeship Recruitment Fair at First Direct Arena, and we are pleased to say it was a big success! Seeing so many talented individuals of all ages interested in a career here at Howard's was a real joy for us, and it's clear that the future of this industry is in great hands. We look forward to taking on more apprentices across our various disciplines in the years to come.

To stay up-to-date with all our upcoming apprentice, graduate and other career opportunities, keep an eye on our social media channels, as well as our website's careers page.



TEAM TALK

Promoting Equal Opportunity Employment Through ROTL

Equal opportunity employment is a big factor for us with regards to our recruitment - ensuring everyone gets a fair chance to be considered for roles and begin their careers here at HCE, regardless of their background. As part of our commitment to client Kier and the ongoing work at HMP Millsike, we've been involved with the employment of several ROTL (Release on Temporary License) workers to help them settle into new careers.

One of these workers is Kiel Tetley, who initially joined us through the ROTL programme and was subsequently offered employment upon his release from prison. Our recruitment manager Ewan Mason, and RMF Group director Stuart, sat down with Kiel to ask him about his experience with the ROTL process, and working with Howard Civil Engineering - click below to read our full article via our website.

[Click here to learn more](#)



TEAM TALK

Our SMT Have Been Attending Key Industry Events

Our Managing Director, Michael Howard, participated in several industry events recently, the first being the Start Right 2024 Wates Regional event. Alongside key supply chain directors, attendees engaged in discussions and strategising for a mutually beneficial 2024 focused on delivery and safety.

Following this, Michael, along with Contracts Manager James Page, were present at the Wates Major Projects Supply Chain Event held at the Newcastle Crowne Plaza Hotel - in the photo below, you can see the two alongside Wates' Major Projects Director Neil Matthias.

Finally, Michael was joined by our SHEQ Manager Andrew Rafton in attending a significant Balfour Beatty Civils event, where the emphasis was on strengthening relationships with key partners from Yorkshire & across the North East/West of the country, aiming to enhance cultures, safety standards, and delivery through collaborative efforts. These engagements underscore both Michael's and the business as a whole's commitment to fostering valuable industry connections and driving collective progress.





Team Triumphs



The Wates Group awarded us Contractor of the Month at one of our sites in the North East, and our site team were treated to some free pizza to celebrate!



Our team at Bradford TCF enjoyed a complimentary breakfast following their excellent site safety reviews!

We'd like to extend a huge **THANK YOU** to all of our hard working site teams across the country!

Supporting Our Communities

COMMUNITY


Spreading The Christmas Spirit With #12DaysofHCE

For several years now, our #12DaysofHCE campaign has been a staple of our Christmas celebrations. Through it, we have donated thousands of pounds to dozens of crucial charities and foundations across the North of England.

2023 was no different, as we were incredibly pleased to support twelve more superb organisations that we feel are making a real impact. Many of these were completely new to us, like the Wilberfoss Community Centre, whom we donated a plethora of delicious Christmas treats to as part of their *Tuesday Chat* sessions for older members of the local community.

Some of these, however, were groups that we have supported for much longer, like Mind in Bradford. We have donated to this excellent mental health foundation in every one of our #12DaysofHCE campaigns to date, and truly believe that they go above and beyond in what they do.

To learn more about 2023's campaign, visit our website's news section, or click below:

Click here to learn more 



COMMUNITY

Donating Over £17,000 To The Candlelighters Trust

Back in September, we took on the 15km Tough Mudder in support of the incredible Candlelighters Trust. Thanks to the hard work of our team, as well as the huge generosity of our donors and company sponsors, we were able to raise an astounding **£17,330!** We've said it before, but we'll never be able to say it enough: an unbelievably massive **thank you** to every single person who supported us - your money will undoubtedly change the lives of many.

This week, we had the pleasure of delivering the money raised to the Candlelighters' office in Leeds. Of the over £17k raised, £15,769.31 was donated via a cheque, and will allow the charity to continue providing the huge amount of support they deliver to families dealing with their unimaginable circumstances. The rest of the money was used to purchase every single item on the Candlelighters' Amazon toy wishlist, meaning the charity's playrooms will be filled with new toys for children to play with this Christmas!

We spoke to Partnerships Executive at the Candlelighters Trust, Iain Blackwood Hobbs, about how the donations would make an impact: ***"We can't thank the [Howards] team enough for their incredible efforts to support Candlelighters. To make such an amazing donation and to purchase toys for the Play Team from their Amazon Wish List will make such a huge difference to so many families.***

"We don't receive any government funding, and the current financial climate is more challenging than ever, so their fundraising has made a tremendous difference to the charity and the families we support. All of the money raised allows us to continue providing practical, emotional, and financial support to families in Yorkshire affected by childhood cancer. The toys donated will provide some comfort and create some fun for the children in the Playrooms during their treatment and time at the hospital."

To Iain, and all of the incredible team at the Candlelighters Trust, we want to extend our utmost thanks for all of the work they do on a daily basis to make families lives easier throughout such devastating times. It's impossible to imagine what life would be like for some without their services, so we are more than pleased to be able to help them continue their essential work.



SHEQ NEWS

SAFETY • HEALTH • ENVIRONMENT • QUALITY



SHEQ NEWS

Excellent ISO Audit Results



We recently underwent an ISOQAR audit of both ISO 14001 (environmental management), and ISO 9001 (quality management).

We are pleased to confirm that the audit raised no issues at all - a great achievement for all of our SHEQ team. Lead Auditor at Alcumus, Phil Crossan, highlighted the *'very high standard'* of site audits carried out by H&S Advisor Jake Godfrey and Quality Assurance Manager Hayden Brook, and SHEQ Manager Andrew Rafton extended his thanks to the two team members *'for their effort in maintaining the standard across the company'*.

SHEQ NEWS

H&S Tool Box Talks



At one of our North East sites, we had a one hour stand down to engage in a Tool Box Talk, and promote Health & Safety. Discussions like these with our site operatives is a crucial part of maintaining the incredibly high standards we hold ourselves too.

We are proud to be able to say that we have not had a single reportable injury at any of our sites for the last 12 months, and Tool Box Talks like this are just one of the many reasons why!



SHEQ NEWS

Congratulations Andy!

We want to congratulate our SHEQ Manager Andrew Rafton for his upgrade to Certified IOSH within the Institution of Occupational Safety and Health!

Andrew's been with us for over 18 years, and it's fantastic to see him continue to achieve great things!

H&S Leaderboard

Nov 23

6BKD1

| Thomas Barrett

Dec 23

Bradford TCF

| Steve Poulson

YOU SHOULD KNOW...

Your Mental Health First Aiders are here for you



There are plenty of different types of support out there, and a Mental Health First Aider can help you access them.

Mental Health First Aiders are a point of contact if you, or someone you are concerned about, are experiencing a mental health issue or emotional distress.

They are not therapists or psychiatrists, but they can give you initial support and signpost you to appropriate help if required. If you feel like you need support or have any questions about Mental Health First Aid, please contact:



James Derry



Sean Gavaghan



Sophie Henderson



Tom Mitchell

Fancy a kick about?

Join us for a weekly game of
five-a-side football!

Want to get involved?
Email scott.leather@errishomes.com today!

FIVES Leeds, Limewood, Approach, LS14 1NH



VACANCIES

