



2024/25

Bellway Barking Riverside Impact Report



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Foreword

“ *True regeneration is measured not only in buildings, but in the opportunities created for local people.* ”

DAVID BURNS

Managing Director
Bellway Barking Riverside

At Bellway Barking Riverside, our commitment has always been to deliver more than homes. We want to create opportunities, strengthen communities, and ensure that the benefits of regeneration are felt by the people who live here.

This past year has shown what is possible when we put social value at the heart of development. We have supported residents into local jobs. We have created apprenticeship placements and seen young people progress into sustainable careers, and through our contractors, we continue to grow the pipeline of opportunities for Barking & Dagenham residents.

Our focus on education and skills has been equally important. We launched the inaugural Work Experience academy and welcomed 44 students on placement. We also saw our subcontracts support in providing apprenticeships (including three paid internships) and delivered school assemblies and workshops to inspire the next generation. We also invested in supporting the local community through launching resident forums and the Bellway Barking Riverside Community Fund.

This progress reflects the dedication of the Bellway team. It has been inspiring to see colleagues so engaged in creating opportunities and supporting local people. I also want to thank Origin for their expertise and support in facilitating our social value programme. Through careful stakeholder mapping and targeted initiatives, they have helped us ensure that the people benefiting most from our activities are those living closest to site.

Together with our partners and residents, we are building something lasting at Barking Riverside: a place where opportunities are created, communities are supported, and people can thrive.



Delivering Against Our Targets

SECTION 106

As part of our Section 106 agreement, Bellway Barking Riverside is committed to ensuring that the development creates real employment and skills opportunities for residents of Barking and Dagenham. These commitments are not just obligations they are central to how we deliver social value and ensure local people benefit directly from regeneration on their doorstep.

This year, we are proud to have met and, in several areas, exceeded the targets set. Local residents have been supported into work, students have gained valuable insights through school engagement and work experience, and community groups have received much-needed investment through our Community Fund. These achievements demonstrate the strength of our partnerships and our determination to ensure that every aspect of the project contributes positively to the local area.

Plot	Year	Target Completed	Local Labour	Previously unemployed	Graduates	Apprenticeships	Work experience	School events	Community projects	Case studies	Training
FQ Phase 5 (208A)	July 2024 - July 2028	Target	22	12	0	14	23	11	1	1	0
		Completed	29	5	0	10	27	14	2	1	6
Site H-West	Sept 2024 - Dec 2026	Target	16	5	1	10	16	9	0	3	5
		Completed	28	4	0	2	17	10		3	0
TOTAL TARGET			38	17	1	24	39	20	1	4	5
TOTAL COMPLETED			57	9	0	12	44	24	2	4	6
TOTAL VARIANCE			-19	8	1	12	-5	-4	-1	0	-1

We are particularly pleased to have exceeded expectations in areas such as local labour, school engagement, work experience placements, and community case studies. At the same time, we recognise that while a significant number of apprenticeships have been delivered on site, more must be done to ensure these opportunities are consistently accessible to Barking and Dagenham residents. Strengthening our apprenticeship pipeline – both directly with Bellway and through our subcontractors will remain a priority for the year ahead.

By continuing to work closely with local schools, training providers, and employment partners, we will ensure our commitments translate into tangible outcomes, creating pathways into sustainable employment and lasting benefits for the community.

Results At A Glance

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WORTH OF SOCIAL VALUE GENERATED IN 2024/25



2024/25 HIGHLIGHTS

44

Work experience placements, opportunities for practical learning and skills development

242

Hours spent on work experience placements

55%

Were male, representing the gender distribution of participants in placements

45%

Were female, representing the gender distribution of participants in placements

80%

Came from ethnic minority communities, showing majority representation from diverse backgrounds

40%

Inclusion of participants with a disability

20

Educational engagements, impacting 1,517 students at 8 schools

18.37%

Of workforce went to residents unemployed for over six months out of 49 provided in Barking and Dagenham

4

Job fairs attended with 300 people engaged in community employment and networking events

20

School assemblies and workshops delivered for local school education

4

Residents forums provide platforms for community consultation and discussion

£4750

Allocated from the Community Fund provision for local community projects

Delivering Jobs For Local People

One of the most powerful ways regenerations can benefit local communities is by creating jobs close to home. At Barking Riverside, we have worked closely with our contractors to ensure that employment opportunities are available to residents of Barking and Dagenham. This approach has already resulted in 49 local jobs, helping people take advantage of opportunities on their doorstep.

49 LOCAL JOBS

In partnership with the Barking and Dagenham Job Brokerage, we have made sure that vacancies are shared locally first, reinforcing our “local first” commitment. By prioritising residents for new roles, we have been able to exceed the Section 106 employment and skills targets set by the London Borough of Barking and Dagenham.

These opportunities go beyond individual benefits; they strengthen the local economy, build skills within the community, and ensure that regeneration delivers real value for those living closest to site.

“It has been incredibly rewarding to see so many local people take up roles at Barking Riverside. By working together with our subcontractors, we’ve been able to open doors for residents while also building a strong and skilled workforce.”

Richard Brittain, Head of Construction, Bellway

Our approach is not just about meeting numbers, it is about building long-term pathways into sustainable employment. We remain committed to checking in regularly with our subcontractors to understand their training needs and to identify where we can continue to create and support opportunities. This includes:

- Apprenticeships and traineeships for young people to gain hands-on experience.
- Upskilling programmes for existing workers to progress in their careers.
- Targeted outreach to underrepresented groups, ensuring that regeneration is inclusive and equitable.
- Partnerships with local schools and colleges, offering site visits, career talks, and mentoring to inspire the next generation of construction professionals.



Creating Opportunities For The Future Generations

School Engagement

Bellway places inspiring young people at the heart of its social value work at Barking Riverside. Over the past year, 20 careers assemblies and workshops engaged pupils across primary and secondary schools in Barking and Dagenham, giving them the opportunity to explore the world of work, understand career pathways in the built environment, and develop practical skills and aspirations for the future.

These sessions were delivered in collaboration with partners, including Schools Outreach, Origin, the LBBD Construction Forum, and the Construction Youth Trust. Where possible, Bellway staff also participated and shared their own career journeys and insights. This approach ensured students were exposed to a wide range of voices and experiences, highlighting the diversity of opportunities within the industry.



By engaging students from primary through to sixth form and college, Bellway helps build awareness, confidence, and ambition at every stage of education, empowering the next generation to see themselves as part of the future of Barking Riverside.

"Working with Bellway has given us the opportunity to show our young people the wide range of careers that exist in the built environment. The presentations and workshops help make the industry real and accessible for students, inspiring them to see where their own future could lead."

Thames View Primary School

Job Fair

This year, Bellway took part in four local jobs fairs across Barking and Dagenham, connecting residents with employment, training, and work experience opportunities. These events played a key role in introducing people to real career pathways and showcasing the variety of roles available within the built environment.

Two of the fairs had a particular focus: one supported looked-after children in Barking and Dagenham, and another targeted Level 2 apprentice seeking future work opportunities. The event for looked-after children, the Barking and Dagenham LAC Careers Network Shop, provided a safe and encouraging space for young people to meet employers, explore potential careers, and build confidence in taking their next steps. Following the event, two attendees completed work experience placements with Bellway, gaining practical, first-hand insight into the industry.

By participating in these events, Bellway helps break down barriers, widen access to opportunities, and ensure that the regeneration of Barking Riverside delivers tangible benefits for the local community.



Work Experience and Internships

Bellway is committed to providing meaningful, real-world experiences for young people in Barking & Dagenham and beyond. These placements help participants develop practical skills, build confidence, and gain insight into the wide range of careers available within the built environment.

Over the past year, 48 local residents undertook weeklong work experience placements, with each placement tailored to individual interests. Participants rotated across multiple departments, including design and planning, sales, and customer care, and had the opportunity to visit the construction sites at Barking Riverside. This combination of office-based and on-site learning ensured every placement provided a realistic, hands-on introduction to the industry, fostering technical knowledge, teamwork, and problem-solving skills.



Feedback and Learning

Every participant was encouraged to share feedback at the end of the week, helping Bellway refine future placements. Responses showed how valuable the experience had been in building confidence, knowledge, and career awareness.

"I gained knowledge about value engineering and how it supports the design team in staying within project costs. I learned to interpret structural drawings and developed an understanding of how BIM is maintained for successful project delivery. I also gained hands-on experience with different software such as Revit, as well as learning about health and safety on site. My confidence has really grown, and I've had valuable live experience of teamwork and attention to detail."

James Kasule, Barking and Dagenham College

Working with Partners

Variety



Through our partnership with Variety, two young people with disabilities joined Bellway for four-week placements with our Technical and Lands teams. These internships offered practical experience in core areas of the business, along with mentoring to build confidence and prepare participants for future employment opportunities.

Leonard Cheshire



This summer, Bellway welcomed a graduate intern through our partnership with Leonard Cheshire for an eight-week placement. Working with the Technical team and supporting other disciplines, the graduate gained valuable insights into the sector, professional development opportunities, and direct experience of working on live regeneration projects.



Future Makers Academy

Through Origin's Future Makers Programme, Bellway delivered 44 work experience placements this year. The highlight was the launch of the inaugural Barking Riverside Work Experience Academy, which provided 30 local students with an intense week long training course to experience the construction industry first-hand.

The academy was designed as a weeklong crash course in the built environment;

Departmental introductions: Students met staff from technical, land, sales, customer care, and construction teams, taking part in short challenges to explore different careers.

Site visits: Participants visited live construction sites, connecting classroom learning with the realities of building homes and regeneration projects.

Practical activities: Each participant chose a hands-on activity aligned with their interests, including:

- Joining the sales and marketing team on a real business challenge
- Learning bricklaying with GSQ Brickwork
- Designing and building planters with TLF services

These hands-on sessions developed technical knowledge while enhancing teamwork, communication, and problem-solving skills.

The academy concluded with a professional development day delivered by the Schools Outreach Company, focusing on preparing students for their next steps. Workshops on CV writing, interview preparation, and networking equipped participants with confidence and practical tools for pursuing further education and employment opportunities.

From the cohort of students who participated in work experience over the past year, eight have successfully taken the next step by beginning apprenticeship courses with other organisations across the built environment sector.

Site Manager



GSQ Apprenticeship preparation course

Apprenticeships and Graduate Opportunities



Bellway provides an annual apprenticeship programme designed to support and develop future talent across the built environment. These opportunities span construction trades, technical roles, and customer service, helping to create and sustain a pipeline of skilled local talent.

This year, in addition to the apprenticeships delivered directly by Bellway, our subcontractors supported residents of Barking and Dagenham by providing 11 further apprenticeship placements. Although initial steps have been made, we recognise there is significant room to grow and are committed to expanding these opportunities further. We are working closely with subcontractors to identify and support students, assist with college course applications, and deliver training sessions and tool-box talks to contractors on apprentice management. These efforts will ensure that apprentices are effectively supported and given the best chance to succeed.

Petra Letang-Laudat - Bellway Site Manager Apprentice



Looking ahead, Bellway remains committed to strengthening partnerships with subcontractors, local schools, and colleges to grow apprenticeship numbers yearly. By embedding apprenticeships into the wider strategy for social value and community investment, we aim to create a legacy of opportunity that extends beyond individual projects, ensuring long-term benefits for residents and the local economy.

Alongside apprenticeships, Bellway also offers graduate pathways designed to attract university leavers into professional roles across planning, design, engineering, and project management. These graduate opportunities complement trade-based apprenticeships, broadening the spectrum of entry routes into the sector and ensuring that talent is nurtured at every level. By offering structured training, mentorship, and clear career progression, graduates and apprentices alike are supported in developing the specialist skills and confidence needed to thrive.

“Building Futures, Creating Opportunities”

Our approach is informed by local labour needs and the ambition to future-proof the workforce. With rapid advancements in sustainable construction methods and digital technologies such as Building Information Modelling (BIM), there is a growing demand for new skill sets. Bellway is therefore exploring opportunities to integrate training in modern methods of construction (MMC), sustainability, and digital skills into both apprenticeship and graduate programmes. This ensures that participants are not only job-ready today but equipped to meet the evolving challenges of the industry.

By combining practical learning, professional development, and strong local partnerships, Bellway is building a workforce that reflects and supports the communities we serve. This joined-up approach creates opportunities for individuals at different stages of their education and career journey, while delivering wider economic, social, and environmental value.





Community Investment and Support

Over the past year, Bellway has continued to invest in Barking Riverside, not only through financial contributions but also by fostering stronger community connections and supporting local initiatives.

£4750 has been provided to local organisations and charities, including funding through the first Bellway Barking Riverside Community Fund.

In its opening round, the fund awarded grants to four grassroots groups, enabling them to deliver projects that improve wellbeing, create opportunities, and strengthen local connections. Future reports will share stories of how these groups have used the funding to make a lasting difference.

In addition, Bellway has supported the delivery of initiatives such as Shed Life, alongside a series of other in-kind donations, helping local organisations expand their impact and reach more residents.

Case Study *Shed Life Project*

The Shed Life Project is a community-based initiative designed to tackle social isolation, improve mental health, and give residents a space to connect, share skills, and support one another. Originally conceived as a workshop where men could meet to take part in model-making, crafts, and DIY while having the time and space to talk about their mental health, the project has since grown to embrace all members of the community.



Bellway has played a central role in enabling this growth. With its support, the project has been able to expand its facilities and run additional workshops, ranging from woodworking and upcycling to wellbeing sessions. Residents have described the Shed as a “lifeline” a place where they can build friendships, learn new skills, and feel part of a supportive community.



David Burns, Managing Director of Bellway London's Barking Project Team, reflected:

“We are very pleased to have started laying the foundations for this exciting Shed Life project, which will deliver a fabulous new community facility for residents on the Thames View Estate. This idea was originally conceived as a ‘shed’ where men could meet to participate in model-making, crafts and DIY and have the time and space to chat about their mental health issues, but this remit has been expanded to embrace all members of the local community.”

By partnering with Shed Life, Bellway is not only supporting Barking residents but also raising awareness of mental health across the industry. This partnership sits within a broader approach to community investment at Barking Riverside, where Bellway is delivering over 2,300 homes across its Fielders Quarter and Eastbrooke Village developments, while also creating pathways into employment through collaborations with the London Borough of Barking and Dagenham, local charities, and Barking Job Shop, ensuring that regeneration translates into skills, jobs, and social value for the wider community.

£124 MILLION HOMES

These commitments form part of the nationally significant Barking Riverside regeneration, supported by a £124 million Homes England funding package to deliver major infrastructure and unlock further housing capacity. Within this context, Bellway's targeted investment in community funds, training initiatives, and grassroots projects demonstrates its long-term commitment to ensuring that new homes are accompanied by a thriving, resilient, and inclusive local community.

Acknowledgements

The achievements highlighted in this report would not have been possible without the dedication, collaboration, and support of our partners across Barking & Dagenham and beyond. Together, we have been able to create opportunities, strengthen communities, and ensure that regeneration delivers meaningful and lasting benefits for local people.

We are grateful to our delivery partners, including GSQ, LBBD Job Shop, Schools Outreach, the Construction Youth Trust, whose expertise and local knowledge have helped us connect with residents in the right way. Special thanks also go to the many schools who have welcomed us into their classrooms to inspire the next generation.

By working side by side with local organisations, employers, and community groups, we have been able to make a real difference for residents of Barking and Dagenham. We look forward to continuing these partnerships in the year ahead and building on the strong foundations we have created together.



CONSTRUCTION
YOUTH TRUST



 **B&D**WORKS





Origins &



FUTURE MAKERS

This report has been produced by Origin, Bellway's social value delivery partner at Barking Riverside. Origin specialises in helping developers and contractors create meaningful impact through employment, skills, and community initiatives. By mapping stakeholders, designing targeted programmes, and working together with local partners, we ensure that regeneration projects deliver benefits where they are needed most.

Through our Future Makers programme, we connect residents and young people with real opportunities in education, training, and employment. From work experience and apprenticeships to careers engagement and community investment, the programme is designed to remove barriers and inspire futures. At the heart of our work is a commitment to social value ensuring that communities not only see change happening around them but feel the benefits directly in their own lives.