

Employment and Skills Plan – Goodwillie's Timber Yard, London Road, Purbrook

Project	Residential Development of 111 residential homes on the land that was previously Goodwillie's Timber Yard, London Road, Purbrook.
Developer	Foreman Homes Ltd (FHL)
Lead Contact	Cayden Burton (FHL) Kathryn Cox (FHL)
Telephone	
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Planning Portal Reference and Planning Application	PP-14675918 APP/26/00154
Build value	£19,640,000
NSAFC Benchmark	Band 5

1. Project Outline

Foreman Homes Limited are a privately-owned and family run regional housebuilder operating within the counties of Hampshire, Wiltshire, West Sussex and Dorset. The company has been built over the last 29 years on solid foundations of hard work, dedication and good people with a passion for building quality homes. Each development regardless of style, size and location has been created with a clear vision at its heart of building excellence. We are proud and excited to be bringing this site forward for development.

On 6th March 2026, a planning statement was made to Havant Borough Council in relation to a detailed application comprising of 111 number of dwellings with access via London Road at the former Goodwillie's Timber Yard. The new dwellings range from 1 bedroom to 4 bedroom properties, of which a policy compliance mix of affordable housing will be provided consisting of the same make up. The proposed dwellings are predominately two storey in height and of similar form to the majority of the dwellings which surround the site. The site will incorporate landscaping and open space to enhance the local environment and appropriate parking areas.

Throughout the construction of the site, Foreman Homes are dedicated to offering a variety of opportunities both on site and at the head office in Whiteley.

Foreman Homes supply chain and sub-contractors that will be used on this site will ideally be from the local area of the development to boost local companies.

Throughout the duration of the construction period and wherever the situation allows, FHL are keen to engage with local schools and colleges, offering work placements and site visits, as appropriate.



2. Objectives of the Plan

Foreman Homes will formulate activities within the ESP with an aim to:

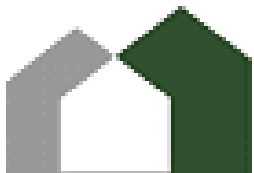
- Work with local agencies, including Jobcentre Plus
- Link with existing regeneration programmes
- Procure goods and services from local contractors, sub-contractors and suppliers to support the employment of the local community (where economically and practically feasible)
- Support engagement with priority groups such as NEET and long term unemployed
- Provide opportunities for schools and colleges to engage with the project to enhance learning

3. KPI Summary

KPI	Description	Target
1	Work Placements (people)	8
2	Jobs created (number)	8
3	Construction Careers Information, Advice and Guidance (CCIAG) Events (number)	6
4	Training Weeks on site	233
5	Qualifying the Workforce (qualification/certification achieved)	15
6	Green skills training (person-hours)	757

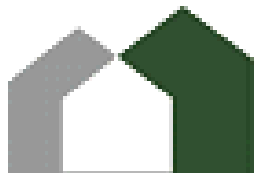
4. KPIs

KPI 1	Work Placements		
Target	8	Achieved	
Activity	<p>FHL provide a 1 week work placement which offers opportunities to gain exposure and experience across the entire property development cycle. During a placement, students will not only spend time in the department(s) that most closely aligns to the areas they are seeking to gain experience in, but also with other departments of the business to help them gain a greater appreciation of the property development process.</p> <p>FHL is committed to offering placements to individuals across a broad age range to diverse participation.</p>		
Contact	<p>Havant Borough Council Hampshire County Council Local Schools/Colleges Jobcentre Plus</p>		



KPI 2		Local Jobs Created	
Target	8	Achieved	
Activity	<p>On a development scheme, the majority of new roles created on site will be employed by subcontractor partners.</p> <p>FHL are keen to promote and use subcontractors that offer new roles and apprenticeships and are happy to provide the opportunity for Construction Skills to be included in apprenticeships on this development.</p> <p>The specific activity for each individual will not be known until the subcontractor is appointed and the new role is confirmed however, this could include ground works, painting and decorating, plastering, bricklaying, electrical, plumbing or landscaping. These roles could be from a new starter or be undertaken by an apprentice.</p> <p>FHL are keen to develop, not only existing staff via an apprenticeship, but provide new opportunities for new staff and apprentices. The following employees have or are currently undertaking their apprenticeships with FHL and have or will progress to being a permanent employee:</p> <p>Quantity Surveyor Apprentice Assistant Buyer Apprentice Accounts Apprentice x 3 Apprentice Assistant Site Manager x 1 Apprentice Receptionist</p> <p>FHL are proud of their commitment to their apprenticeship schemes, which has been recognised through the receipt of a silver award for our 'Apprentice of the Year' for an employee at the 2024 National Building and Construction Awards.</p>		
Contact	<p>Havant Borough Council Hampshire County Council Local Schools/Colleges Jobcentre Plus Sub-contractors as and when appointed</p>		

KPI 3		Construction Careers Information, Advice and Guidance (CCIAG) Events	
Target	6	Achieved	
Activity	<p>FHL are dedicated to shaping the next generation of housebuilders through not only apprenticeship and training schemes but also by showcasing the breadth of viable, attractive career opportunities that exist. FHL encourage their employees, across all roles and levels, to act as role models and mentors for the industry. As such, FHL are keen to engage in career events and activity workshops within educational establishments or host site visits (where Health & Safety permits) for students from schools and colleges, to promote the many career possibilities within the construction industry.</p> <p>As well as reaching out to local colleges, FHL will also attend local job and opportunities fairs to attract people looking to join the industry.</p>		
Contact	<p>Havant Borough Council Hampshire County Council Local Schools/Colleges Jobcentre Plus</p>		



KPI 4 Training Weeks on site			
Target	233	Achieved	
Activity	<p>Trainees and new entrants will be required to undertake the necessary training applicable to the site, this could be via their apprenticeships and/or technical/higher level qualifications.</p> <p>Training will be either those employed by either subcontractors or with FHL.</p> <p>All training weeks provided by FHL and their subcontractors will be recorded to achieve the target.</p>		
Contact	<p>Subcontractors HR Manager – FHL Training Providers</p>		

KPI 5 Qualifying the Workforce			
Target	15	Achieved	
Activity	<p>FHL will provide training for all site staff including but not restricted to, NVQ's, health and safety, asbestos awareness, manual handling, fork lift driving and other certified training for the site.</p> <p>The target applies to both FHL employees and subcontractors on site.</p>		
Contact	<p>Subcontractors HR Manager – FHL Training Providers</p>		

KPI 6 Green Skills Training			
Target	757	Achieved	
Activity	<p>FHL will arrange green skills training for any employee who deals with the site and this will be relevant to the nature and duration of the project's needs. This will also apply to the subcontractors on the site.</p>		
Contact	<p>Subcontractors HR Manager – FHL H&S Manager</p>		