



## October 2023

### Following up on the 2023 annual event

The themes for the annual event were Value and Skills. It took place on 20 September 2023 at Holywell Park, Loughborough.

Twelve external organisations, five local authority members and all nine suppliers from across the two frameworks actively participated in the programme, which comprised a series of presentations and six workshops on the themes of:

- Engaging with young people
- Growing our own
- Diversifying the workforce
- Digital's value throughout the highway's lifecycle
- Achieving value through Carbon reduction
- Adding Social Value

There were over 130 attendees with some 42 participants representing 13 different local authorities, which is consistent with the 2022 event. Informal feedback was very positive. Evaluation forms have been sent out via the Learning Management System (LMS) to formally capture evaluation data to inform next year's event.

The presentations are available through the MHA+ website and the mentimeter survey results are available to the respective working groups via their ISP pages.

Several different ideas, initiatives and potential projects came forward throughout the day for further consideration and the Executive Board has already confirmed those to be taken forward. They all involved working collaboratively together and with external partners around the themes of raising the profile of jobs in our industry; skills, training, and development; best value; setting a strategic direction for digital working and carbon; and creating a social value legacy.

Watch this space as these initiatives develop.

**Karen Notman, MHA+ Manager**



Group photo of attendees and speakers at the MHA+ annual event 2023

## Calling all Senior Managers: are you helping to set the strategic direction of MHA Plus?

The MHA+ Executive Board is an opportunity for each member authority to get involved in making strategic decisions that help set the future direction of the Alliance and how we adapt to the changing world and work with others to influence the industry.

The Executive Board is currently attended by a relatively small core of authorities, many of whom are in the Midlands and have a long history of membership. We are keen to ensure that all parts of our geographical area and every size and nature of highway authority are well represented so that we consider a range of views and ideas.

We need every authority to be represented by a Director, Assistant Director, or Head of Service able to make decisions on behalf of the authority. The Board only meets twice a year for two hours to make the key decisions that move us forward. The Executive Board reviews and approves the MHA+ business plan which identifies MHA+ aims and objectives and sets the appropriate budgets. You can [view and download the latest business plan here](#).

Please check that your authority is represented on the Executive Board and advise us of any personnel changes.

## MHA+ Governance through the Programme Board

The success of MHA+ is achieved by having a [governance structure](#) that enables each member authority to be part of a collaborative Alliance providing effective, efficient, innovative and sustainable customer focussed highway services.

Overall governance of MHA+ is provided by a director level Executive Board, (see above), and the Programme Board which meets four times a year. Each local authority member designates a senior member of staff to sit on the Programme Board. Could we request that you review who your current Programme Board representative is and forward their contact details to **Kay Smith**, MHA+ Executive Support officer.

Additionally, the Programme Board is seeking a Vice Chair. Please consider whether this could be you and contact **Karen Notman, MHA+ Manager** for an informal chat if you are interested in taking up this role.

## Diversity Matters

The proportion of United Kingdom (UK) citizens from minority ethnic communities is projected to reach between 20 and 30 percent by 2050 and an average of 29.9 percent of engineering university graduates are from BME backgrounds. However, there are still less than 9 percent of engineers from a BME background.

I hope that like me many of you attended Gattaca's Ethics & Ethnicity webinar held on 27 September, through our Matchtech Suppliers to gain a greater understanding of why that might be.

Dr Ollie Folyan gave a personal account of the challenges he faced when entering into the engineering industry. He said there was a severe lack of support or even role models that he could turn to. It led him to set up the Association for Black Engineers (AFBE-UK) in 2007. With his sister and just 5 members, they had the goal of 'Making engineering hot!'. They began by going into inner city schools to show schoolchildren that they could aspire to a career in Engineering.

The AFBE-UK has been known as the Association for Black and Minority Ethnic (BME) Engineers since 2011. It provides support and promotes higher achievements in Education and Engineering, particularly among students and professionals from ethnic minority backgrounds. The membership has now grown to 23,000 and they work with 90 different organisations on their strategy to help raise leaders in the sector. Their sponsors include Balfour Beatty and WSP as well as Gattaca. A brief history of racism took us from Religious (1492) through Scientific (1492-1941) to Cultural racism (1965-2020). Recent surveys (Lockheed Martin, 2019) show that many people still believe that some races are harder working than others (38%) or are less intelligent than others (19%). One of the takeaway scientific findings is that there is more variation in people across continents than between them.

We now tend to think that only 'bad' people are racist and 'good' people can't be, but it isn't that binary. He likened racism to "the silent virus in the software of our minds; its primary symptom is to fool its host that it isn't there" and he explained how a racist culture can have a huge impact on individuals and their self-worth.

He reminded us that retaining staff needs an organisation to have a culture that creates opportunities for them rather than barriers, whether due to gender, race, disability, social class, age, or any other aspect. Many people fit into more than one of these, so they need to be tackled together. Rather than dwell on whether the support needed is equal or equitable, we should aspire to solutions that give access to all without the need for any additional support.

**Karen Notman, MHA+ Manager**

## Professional Services Partnership 4 - meetings and muffins

Following a series of challenging meetings over Teams this summer, the PSP 4 mobilisation group felt the need to meet in person to provide an opportunity for the group to clarify progress, better collaborate to move things along, and get to know each other; particularly the WSP team as newcomers to our framework.

Fuelled by some amazing muffins, meeting in person injected some real energy into the group, facilitating an exchange of ideas and leading to the creation of two new working groups:

- The first is tasked with improving performance. Throughout PSP 3, the performance reporting demonstrated consistently high KPI scores, so a refresh is needed to better reflect our current and future priorities and set stretch targets to drive efficiency and effectiveness in service delivery.
- The other is tasked with developing an agenda and forward programme exploring industry best practice to help keep the PSP 4 Framework Community updated and informed and to inject some added interest into the Framework Community Board meetings going forward.

Both groups will report back to the next meeting with their proposals. It is hoped that by then we will have some new projects underway and have a new PSP 4 Framework Manager to support the Framework. It is also intended that our PSP 4 Suppliers will add a wider industry perspective to our future newsletters.

The meeting identified the areas where strategic decision-making is needed by the PSP 4 Framework Board to help steer future framework development. We expect the new Board, comprising Client senior managers and Supplier framework directors, to meet within the next couple of months.

**Karen Notman, MHA+ Manager**

Keep checking the website for [the latest news on PSP 4](#)

## Service Improvement Group (SIG) Update

There have been eight Service Improvement Group meetings plus a SIG Chairs meeting since the last update in August 2023. Our latest [SIG meeting update](#) is available on the MHA+ website.

We continue to have excellent levels of attendance and participation from group members across the MHA Plus region. Agendas, minutes and presentation slides from all SIG meetings are available on the [MHA Plus SIG members website](#) along with benchmarking exercises and online discussion boards.

Details of all upcoming Service Improvement Group meetings are available on the [MHA+ Calendar](#) and further information on each service improvement group is available from [Alice Russell](#).

## Carbon Steering Group (CSG)

The CSG continues to provide a focus for all things pertaining to Carbon Reduction & Net Zero for MHA+. A couple of items of interest are:

- **Carbon News Bulletin** – The [October Bulletin](#) is out. As ever there are many interesting items regional, national and beyond. The [previous carbon news bulletins are available on the MHA+ website](#).
- **Devon County Council (DCC) & the Carbon Calculation Assessment System (CCAS)** – Victoria Walsh from DCC provided an excellent update at the last meeting on the ground-breaking work Devon have been undertaking. She spoke

of the detailed measurement & delivery on Carbon Reduction across the board in Highways and beyond. Victoria (who has been a key party in the development of the recently released CCAS developed by the Future Highways Research Group on behalf of ADEPT), gave her take on the excellent work completed, and key issues Local Authorities needed to consider in moving forward with the CCAS guidance on Scope 3 activity and carbon reduction in general.

## Call to Action on Social Value

The annual event last month inspired a range of ideas which we will be developing into exciting new projects. The Social Value Working Group (SVWG) will be key in helping us to develop and deliver some of these new initiatives identified around:

- engaging with young people and promoting the industry
- working with colleges and universities on training and work experience
- staff support and mentoring and
- leveraging our frameworks to create a social value legacy.

The SVWG is looking for more client authority representatives to get involved. You don't need to be a manager or an engineer – just someone who wants to make a difference!

Please contact [Kay Smith](#), MHA+ Executive Support officer or [Julie Cartwright](#), Chair SVWG if you are interested.

## MHA+ Editorial Group – Do you want to make a difference?

The MHA+ Editorial Group is making a difference for its members in how we promote and engage with each other and our industry. We are keen to secure a small number of additional enthusiastic members to join the group.

You just need an interest in getting involved to have an impact on how we showcase MHA+. Help improve all aspects of our communications, both internal and external to the Alliance, including through the annual event, websites, newsletters, social media and external partnerships.

The group provides a focus to all matters pertaining to effective communications and drives forward the delivery of its communications plan as a part of the MHA+ Business Plan, alongside an overarching editorial function.

If you're interested, please contact [Ian Bamforth](#) or ring him on 07842 0346616 to find out more.

## Gedling Access Road wins CECA Midlands Large Project of the Year

Congratulations to everyone involved in the Gedling Access Road project. By winning the Large Project of the Year 2023 award at September's CECA event, its three out of three!

This is fantastic recognition for the project team, Balfour Beatty, their supply chain, proposals team and everyone else involved in delivering this project for Nottinghamshire County Council / Via East Midlands. It comes after recent





Project of the Year wins at both the ICE EMMAs and Midlands Constructing Excellence Awards.

## Nominate a new project for funding

The MHA+ Programme Board would like to invite members to nominate new projects for funding. Projects should benefit the membership as a whole and support the [MHA+ Business Plan](#).

Previous projects have included a half day workshop on highway inspection criteria, a major study into biogenic materials and the provision of a bespoke learning, training and development session. We are currently working with the Future Highways Research Group (FHRG) on a value for money toolkit for highway projects.



The Programme Board are particularly interested in ideas which are innovative and/or raise the profile of the work of MHA+.

Please scan the QR code or use the menti link below to submit your ideas.

<https://www.menti.com/alcz1gg267uz>

## Coming soon – Asset Management e-learning

Following some soft market testing and excellent feedback, the MHA+ is developing this new e-learning content from an endorsed Institute of Asset Management training provider.

### **Asset Management – efoundation – accredited learning**

What does the online foundation award involve?

The Foundation Award is delivered using our learning platform and provides interactive learning modules, recommended reading and a knowledge test. You can complete modules at your own pace with knowledge tests along the way. It prepares participants to take the Institute of Asset Management (IAM) Knowledge Test 9 with certification (if passed).

The learning content covers:

- basic asset management concepts, principles and terminology
- the breadth of asset management activities
- common characteristics of good asset management
- some commonly used techniques
- the types of benefits organisations can realise
- potential next steps for individuals who wish to continue with their asset management journey

Target participants - the content has been designed for anyone who requires a basic introduction to the concepts, language and benefits of asset management.

Details of all upcoming meetings, events and learning opportunities are available on the [MHA+ Calendar](#) to help you make the most of your membership.

## Latest MHA+ supplier content on YouTube

You can access these and other videos on our YouTube channel:

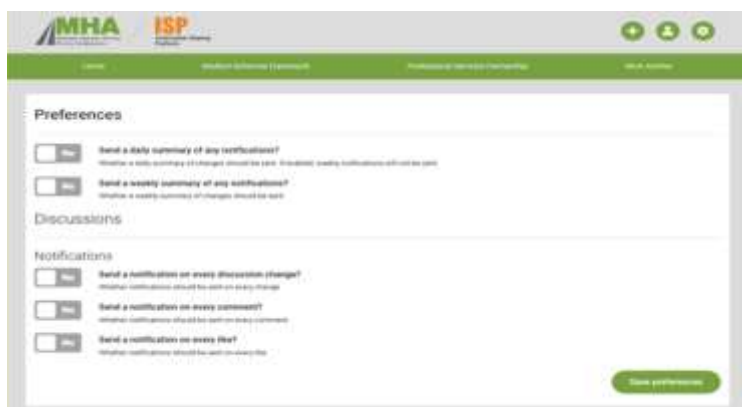
- Roads Bitesize Training Programme - [Cycling by Design LTN 1/20](#) - supporting [presentation](#)
- Aecom Featured Insight: Content and [webinar](#) on how to tackle your Scope 3 emissions to achieve net zero webinar
- Aecom Featured Insights: Bridging the green skills gap - content and [webinar](#) on how to tackle the sustainability talent shortage
- Lunch & Learn – [ICE Attributes 1&2](#) presented by Simon Hassan

We have over 90 webinars from subject matter experts available as part of the [MHA+ Learning Gateway](#)

## Getting the latest information in your information 'tags' on the ISP

You can set up your ISP preferences and notifications so that you receive the latest updates on those ISP tags that you follow.

**Make sure you opt to follow the ISP tag that you frequently access click on**



To choose your Preferences home Screen click on the middle icon (profile icon) and choose my preferences – you will see this screen.

Choose your options, save your preferences – and you will be updated.

## Learning Point: ICE Code of Professional Conduct

To become a member of the Institution of Civil Engineers (ICE), trainees must show that they have achieved a number of attributes during their initial professional development (IPD) and at the Professional Review.

This includes demonstrating an understanding of, and compliance with, the ICE Code of Professional Conduct, which sets out how members should behave, in order to work to the highest possible standards. [The ICE code of professional conduct can be found here.](#)

The code applies to all its members, irrespective of their grade, the professional role they fulfil and the countries in which they practice and comprises:

- The specific Rules of Professional Conduct to which members must adhere, which cover those basic things that members must do, and
- Guidance Notes to help members interpret and apply the rules.

During their careers, members may undertake roles that remove them from direct involvement with engineering matters. However, this does not remove from them the obligation, as members of the ICE, to act in accordance with the Rules of Professional Conduct in all aspects of their professional lives.

### Advice on ethical conduct

The ICE has also published a separate [document entitled 'Advice on Ethical Conduct' which can be found here.](#) It is intended to help members by providing more information on what the Institution considers to be ethical conduct.

The duty upon members of the ICE to behave ethically is in effect the duty to behave honorably (i.e., 'to do the right thing'). Put simply, this means that members should be truthful and honest in dealings with clients, colleagues, other professionals, and anyone else they come into contact with, in the course of their duties. The ICE considers being a member to be a badge of probity and good faith and it wants members to do nothing that in any way diminishes the high standing of the profession. This includes any aspect of a member's personal conduct which could have a negative impact upon the profession.

There are many [events](#) where you can develop your knowledge and skills through ICE. More information is available on the ICE website.

The first inter-institutional East Midlands Great Debate 2023 will take place on 8 November. The topic is [Artificial intelligence in the built environment: how should the sector respond?](#) This is a free in-person event so you will need to register online.

### Karen Notman, MHA+ Manager and SCE

For enquiries about this bulletin or to suggest any future articles, please contact us.

If you have colleagues who may not have received this email, please share it with them, so that they can contact us directly to confirm they wish to receive our bulletin.

Alternatively, if you wish to unsubscribe from this bulletin, email: **Midlands Highway Alliance Plus.**