



JAMES FREW

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James Frew

Community Benefits Newsletter
Issue #6 - December 2023



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FREW

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PEDESTRIANS
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Welcome!

Welcome to the sixth issue of James Frew's Community Benefit newsletter.

Get ready to dive into heartwarming stories, inspiring initiatives, and the incredible impact James Frew is having working within the communities in which we serve.

The articles within the newsletter provide a positive insight into the opportunities James Frew have been actively participating in, from organizing events, and supporting local good causes.

The stories include our focus on improving education and skills, work experience, and progressing local community projects and, of course, our commitment to community sponsorship.



Auchenharvie Academy Work Placement **Bryony Sharp**



Bryony Sharp with Kyle Rafferty

In December, we had the pleasure of welcoming Auchenharvie Academy S5 pupil Bryony Sharp on work placement at James Frew.

Bryony is determined to secure a Modern Apprenticeship in Carpentry and Joinery after chatting with our Training Coordinator Elaine Kean and Training and Compliance Manager Kevin Kidd regarding James Frew Apprenticeships at a recent careers event.

Reflecting on her placement Bryony said: "My time at James Frew was such an amazing experience. Spending time with the Call Centre staff, learning about what they do and how they get different engineers to different jobs. I then went on to work within Health and Safety and John Brennan kindly took me along to Barnett Court in Saltcoats to see a sheltered housing refurbishment project where I went around the site and helped inspect the electrical equipment."

Bryony also chatted with Assistant Site Manager Kyle Rafferty who shared his career journey from apprentice to management with James Frew.

Bryony added: "I thoroughly enjoyed my time here at James Frew and thanks so much to Christina Smith who arranged everything for me this week It was such a fun experience and I really, really enjoyed it hopefully I'll be back really soon!"

Christmas at **Barnett Court**

The residents of Barnett Court sheltered housing complex enjoyed an afternoon of festive fun on the 20th of December, a lovely Christmas lunch was organised by the James Frew Management team as an appreciation for their patience and consideration during the renovation period at the complex.



The residents of Barnett Court

The lunch consisted of a lovely buffet, by local supplier Cains Sandwich shop.

The residents were also provided a lovely gift from James Frew, and some complimentary gifts provided by Kilmarnock Football Club.

Residents were taken back in time with a power point presentation showing how Barnett court looked prior to James Frew's commencement on the 17th April 2023.

A great afternoon was had by all the residents and James Frew staff.

Calvay Community Café supported by James Frew

Representatives from James Frew handed over a cheque for £2,500 to the association.

Centre manager for Calvay, Eddie Cusick, said: "We are grateful to James Frew for their donation. Through the Cosy Café, tenants can come into the Community Café at the Calvay Centre for a free hot drink and snack, giving people the chance for a blether over a cuppa and a bite to eat."

Calvay Community Cafe, which is based at Calvay's headquarters on Calvay Road, is run by professional staff and open Monday to Friday from 9:00am to 2:00pm and on Saturdays from 10.00am to 2.00pm

The money, which is a donation from James Frew Community Benefit Fund, will go towards the running of the popular initiative.

Stuart Hunter of James Frew said: "We are pleased to be able to work with Calvay HA to support the Cosy Café."



L-R: Stephen Parberzs (James Frew), Ryan Cowan (Calvay Community Cafe), Ali Amith (Calvay HA) and Cammy MacMillan (James Frew)

Housing Association Support

Cadder Housing Association

A donation was made to Cadder Housing Association to support them with their Annual Fun Day for their tenants which was a great success on the day, the Cadder team expressed their gratitude to James Frew for the kind donation.



Barrhead Housing Association Selection Box Donation

James Frew was delighted to gift 800 selection boxes to Barrhead Housing Association this Christmas doubling the figure from last year to assist them with the contents of the food parcels they are delivering to their customers this year. The association were humbled by this generous donation.



Alex Roy and Colin McCulloch

Carpentry and Joinery Apprentices Academy

Introducing 10 new Carpentry and Joinery apprentices, starting their apprentice journey at the brand-new Willie Mackie Skills Hub based in Ayrshire College's Kilwinning Campus.



Renewables – Willie Mackie Skills Hub

James Frew played a key role in the installation of new renewable training equipment at the Willie Mackie Skills Hub project within Ayrshire College's newly refurbished Kilwinning Campus.

The project involved the system design and installation of marketing leading manufacturer Vaillant air source heat pump (ASHP), a modern renewable technology that effectively converts air from the outside into heat, providing a sustainable heating solution. The installation was designed to demonstrate how ASHPs can be used in two different temperature zones, highlighting their versatility in various heating applications.

James Frew Head of Operations Gordon Mack said: "As we progress our plans to deliver more air source heat pump installations for our customers, it is essential that we have access to excellent training facilities locally, and the Willie Mackie Skills Hub at Ayrshire College meets and exceeds our training requirements."

Speaking at a ribbon cutting ceremony to officially open the building, Ayrshire College Principal and Chief Executive Angela Cox said: "We are thrilled to launch this innovative facility that will inspire our future workforce, enable our current students to excel in their chosen career and support our employers to remain competitive in sectors being disrupted by new technologies. The Willie Mackie Skills Hub embodies our commitment to providing Ayrshire with the skilled workforce it requires to thrive."



Beat the Boss

The Annual James Frew Beat the Boss competition was held in October. This year was also our first Carpentry and Joinery Beat the Boss.



Pipe Bending Training

The group of 10 plumbing apprentices admirably took up the challenge of trying to “Beat the Boss” in a full day of activities which commenced with some pipe bending training soon to be followed by the main event the pipe-bending competition.

Despite a perfect offset and double bend, Roddy mis-calculated the last tail and was left 30mm short on the model. This shortfall saw Modern Apprentice James Boyd, from Kilbirnie, take top spot as the star of the show and the judging team agreed that he produced the best copper model and was duly crowned pipe-bending champion 2023.

This year also saw the first Beat the Boss Joiner edition at the Willie Mackie Skills Hub in Ayrshire College’s Kilwinning campus. The group of 10 Carpentry and Joinery apprentices impressively took up the challenge of trying to “Beat the Boss” by securing door hinges and the correct installation of a door handle and latch. Despite some really good efforts from the boys Roddy was victorious in producing the perfect model followed by Sam Downie in a close second with Sean Howie taking third place.



Carpentry and Joinery Apprentices

These popular events give our senior management team a great opportunity to engage with the apprentices and allow bonds to be formed which helps support each other through their learning journey and beyond.

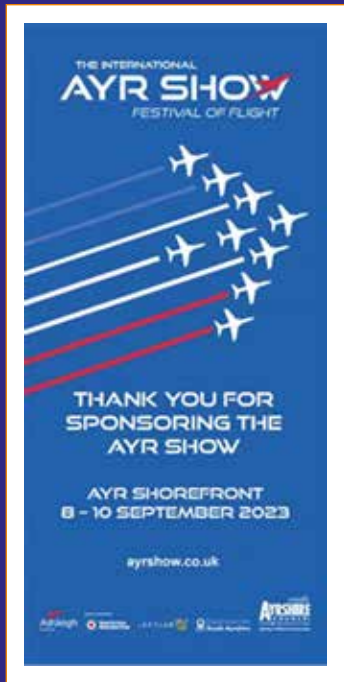


Pipe Bending Winner James Boyd with Roddy



Carpentry and Joinery Winner Roddy with runners-up Sam Downie and Sean Howie

James Frew Sponsors Ayr's International Festival of Flight



James Frew were thrilled to sponsor this year's International Festival of Flight Airshow, and in conjunction with our Bronze Wing Sponsorship for the Festival of Flight Airshow in September this year, we teamed up with Heathfield Primary School in Ayr. The two Primary 6 classes were tasked with designing their own tail wing based on an Ayrshire theme. The P6 classes were more than ready for the challenge as their term project was on flight.

We took our company mascot Flameish along to the school last Friday where all the kids were so excited to show us their designs. As judges we had a very tough decision to make in finding a winner amongst the 66 picture entries we received. Every one of the young people did

an amazing job!

P6 Teacher Laura Boyd, thanked James Frew for choosing Heathfield Primary and contributing to the Flight project, saying: "The kids had so much fun with their design and it was the competition element that gave the design purpose. We can add all of their tail wings to our project work."



Tail Wing design winners



Primary 6 classes at Heathfield Primary

Ayr Sea Cadets

Community Benefit Project

As part of our ongoing Community Benefit Programme, we partnered up with the Ayr Sea Cadets as they refurbish their building in Foresters Hall in Ayr.

The James Frew team consisted of adult trainee, Kevin Steven who carried out all the plasterwork, 3rd year joiner apprentice Mathew Laverie completing all the joinery works and 3rd year plumbing apprentice, David Munro completing all the plumbing works. Overseeing the project was our performance and development coach, John Dougall.

In the Kitchen we removed and isolated an existing radiator and relocated the wash hand basin.

In the main hall we extended staging to the edge of the modular frames.

Within the heating system, we carried out all the necessary gas safety checks with the boilers and fires and issued Gas Safety Certificates. We relocated the feed and expansion tank from the attic to the main hall.

There was a new radiator fitted to the 1st floor office, and in the



2nd floor toilet, we removed the toilet cistern to allow wall repairs and then refitted.

General plasterwork was carried out throughout the building.

Managing Director Roddy Frew said: "Delighted to help the Ayr Sea Cadets and we wish Duncan and his team all the very best as they look to complete a very challenging project. The works we carried out provided additional learning opportunities for our apprentices and trainees, well done to John and the team!"



Duncan McKechnie Commanding Officer said: "I just wanted to send my heartfelt thanks for sending in the team to do as much work in the hall as they did! It has certainly been a springboard for us and has saved us a minimum of 3 weeks if we tried to tackle these jobs ourselves! John and the team of apprentices were amazing, everything we asked for and more was achieved, and they remained extremely flexible! They are a credit to the company, and it was a pleasure working with them. Thank you again!"



Career / Apprenticeship Events

As part of our commitment to providing award winning apprenticeship opportunities, our James Frew Academy team attended Auchenharvie Academy's Careers Event and Greenwood Academy's S3-S6 Apprenticeship Event.

Our James Frew Academy team were on hand to outline the benefits of the Modern Apprenticeship scheme and of course, the value of a career at James Frew.



Greenwood Academy Apprenticeship Event



Auchenharvie Academy Careers Event

CAP Money Course

For the second year running we have included the CAP Money Coaching course as part of our James Frew Academy apprenticeship programme, with the additional learning on money management and the importance of teaching our young people how to develop good financial habits. Our partnership with leading debt and budgeting experts CAP (Christians Against Poverty) aims to train our Modern Apprentices (MA) in how to best manage their finances. This includes budgeting, saving, debt management and emphasises the importance of making informed financial decisions and being mindful of their individual circumstances.



Alan McLaren, Community Links Coordinator for Christians Against Poverty said: "We were thrilled that James Frew committed to working with us for the second year running, to train their apprentices in how to manage their finances with Money Coaching from CAP. We are one of the leading providers of free face-to-face financial education in the UK, and Money Coaching from CAP offers participants many valuable insights into how to best take control of their finances by learning how to budget, balance income and expenses and manage debt."

Alan added: "it's important to share our skills and knowledge to support people in managing their money. We aim to help people keep their finances on track this winter and throughout the year. We can't thank James Frew enough for their continued support and commitment to their workforce."

Roddy Frew Managing Director of James Frew said: "Modern Apprentices are



the workforce of the future, and we are delighted to welcome back the experts from CAP having already run this course last year. We understand the importance and relevance this course has for our James Frew Academy apprentices. Our partnership with CAP provides apprentices with excellent advice and resources to take control and manage their own personal finances from a young age."

CCS Monitoring Visit Success

We are thrilled to announce that as part of our Annual Considerate Constructors Scheme (CCS) we have been awarded 3 grades of "Excellent" in relation to the 3 key areas.

- Respect the Community
- Care for the Environment
- Value their Workforce

The CCS Assessor commended James Frew on our community involvement and was pleased to hear about our significant sponsorship and support for the local North Ayrshire community events and initiatives. In addition, the Assessor was impressed with our engagement with the local community through the use of local



supply chain, our employment of local labour, and our support for local retail with the area.

We were delighted with the outcome of our recent visit. We have introduced a number of initiatives within our Modernisations Business Unit which have been positively received by employees and stakeholders. For example, as part of the healthy eating campaign we provide fresh fruit onsite which is sourced from local supplier Cains Sandwich Bar.



Support in the Community



Kilwinning Academy Youth 2011 Team

Kilwinning Academy Youth 2011 Team

James Frew are proud to be main sponsors of Kilwinning Academy Youth 2011 Team. Investing in young people is a big part of James Frew's commitment to the local community.

Stevenston Christmas Light Switch On

Donations this year have been made for the 4th consecutive year to the Stevenston Christmas Light switch on, supported by the 3 Towns Community Support hub.

500 selection boxes were given out to young people by Santa at the Annual Christmas Light Switch On event.



James Frew Team & Christmas Lights Support Group

YOU SAID ...

A James Frew Ltd employee, Scott Cochrane, currently working at the Barnett Court Sheltered Housing complex, made the suggestion of installing a Defibrillator within the complex. We thought it was a great suggestion so ...

... WE DID

On the 24th of October James Frew installed the Defibrillator within Barnett Court to ensure the safety of their residents. These can be crucial in saving lives in the case of emergencies. Having a defibrillator nearby can make a huge difference in increasing the chances of survival - James Frew always striving to make a difference in the local community.

Auchenharvie Academy's MATILDA

James Frew kindly donated £500 to Auchenharvie Academy to go towards costs for their end of year production of MATILDA.

Site Manager Steven McInnes stood proudly amongst the Main cast to present the cheque.



James Frew donate to Challenge Poverty Week with TACT

James Frew were delighted to offer a donation to support this worthwhile initiative, and we were really impressed with the fantastic work that TACT do within the local community. The donation will have a great impact on helping TACT create helpful food hampers and also support North Ayrshire Food Bank.

This year also saw our Sales & Marketing Co-ordinator Christina Smith, who volunteers at the local Ardeer Community Centre, being awarded with the TACT Food Sustainability Award, with the help and donations from all staff at James Frew, Christmas Hampers were made to be distributed to local families within the community.



Roddy with a TACT Support Worker



Young volunteers Taylor & Kaitlyn



Investment in Early Careers with Ayrshire Chamber Award Winners James Frew

At the recent Ayrshire Chamber Awards at Ayr Racecourse in October, James Frew secured two awards at their annual ceremony. The Chamber's "Developing Ayrshire's Young Workforce" award recognised the organisation's contribution to improving the life chances of young people by providing routes to employment including high quality apprenticeships for local young people in Ayrshire.

In 2017, the James Frew Academy was established to develop our young workforce and includes bespoke apprenticeship training, employee development and leadership and management programmes. Since



James Frew Team

then, James Frew have developed a powerful approach to apprenticeship development based on three inter-related drivers incorporating technical skills, customer skills and meta-skills.

This year, James Frew inducted 23 new Modern Apprentices into the James Frew Academy spanning across 3 trade disciplines of plumbing and heating, carpentry and joinery, and electrical services. At the induction day in August, their 4th year apprentices marked the completion of their apprenticeship journey and graduated as fully qualified tradespersons. Managing Director Roddy Frew said: "This is one of the most personally rewarding days of the year. Not only are we creating opportunities for new apprentices to work for James Frew, but we are increasing our capacity to deliver our growth plans, and our newly qualified apprentices are contributing to the overall success of the organisation. I am delighted to confirm that all 11 graduates are progressing to full employment with James Frew."

James Frew Modern Apprentices (MAs) benefit massively from the support they receive from their early careers teams including co-ordinators and managers which helps develop meaningful and respectful relationships. Training Co-ordinator Elaine Kean said: "The wellbeing of our apprentices is essential and we incorporate a broad range of measures necessary to ensure the wellbeing of our apprentices. For example, we arrange advice workshops on mental health awareness, money management, physical exercise and healthy eating to help apprentices make more informed life choices."



David Smith, MD Ashleigh (Scotland) Ltd with Roddy Frew

SNIFEF Apprentice of the Year

The SNIFEF Apprentice of the Year Competition took place in June this year at Glasgow Clyde College.

This national competition recognises the very best in plumbing skills development and comprises of two separate contests covering lead skills and copper skills.



James Frew Academy apprentices Ben Mitchell and Paul Marshall were selected by West College Scotland (WCS) to compete in the lead skills and copper skills tests respectively.

Against tough opposition, Ben and Paul worked diligently to produce work to an exceptionally high standard. Paul secured the Silver Medal in the copper competition and was only a few marks off the first-place prize.

Managing Director, Roddy Frew, commented: "Absolutely delighted to have two of our apprentices representing James Frew at such a prestigious competition. I was very impressed with the standard of work demonstrated by Ben and Paul who have both progressed really well in their first two years with James Frew and being selected by WCS confirms just how well they are doing."

Ben said: "It was a very nerve-racking experience, and I enjoyed it immensely, I was really pleased to be selected to represent James Frew. The on-the-job learning at James Frew is great and I am very grateful to Elaine and Kevin for their support since I started my apprenticeship."

Paul said: "The time flew past so quickly, and it felt like it was pressure all the way, I loved it! Last year, the College awarded me the James Frew Outstanding Achievement Award and I am delighted with second place in a field of 11 competitors."

Paul Mashall at the National Finals of **WorldSkills UK**

The WorldSkills UK National Finals took place in November in Greater Manchester, Apprentice Paul Marshall was selected to represent James Frew at this prestigious event. We were impressed with the efforts and dedication Paul put in with the 3 weeks he had to get himself prepared for the event

It was a fantastic achievement for Paul to reach the finals against the top 8 apprentices in the UK. After intense competition against the most skilled in their field showcasing their talent, and pushing their limits. Unfortunately, Paul was unlucky and did not make the top 3 however we are extremely proud of what Paul has achieved in the lead up to and throughout event.

James Frew thanked West College Scotland for their support and the additional coaching and mentoring from Building services Lecturer Brian Thomson, who also joined Paul at the event. Thanks also goes to Parts Centre Wolseley for providing coaching materials and lastly to Snifef for their ongoing support.

An experience that Paul will not forget, the chance to meet fellow competitors, travelling to Oldham. Taking on the challenge was a testament to his commitment to his apprenticeship and his hard work to get him selected for the event. He is an inspiration to James Frew and his fellow apprentices and we have no doubt this experience will help massively in shaping Paul's future career in the Plumbing Industry.



Paul with Roddy

James Frew

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