

**MAY 2017**

Inspiring people: Exceeding expectations

**BATEMAN**  
GROUNDWORKS LTD

## SAM MAKES COMPANY HISTORY

Inside our new HQ

Latest new  
contracts

- A flying start to 2017, with big changes taking place
- Investing in new offices ready for NDR housing boom

- Lewis Nicholas joins Board of Directors
- New contracts worth more than £5million

- Sponsorship of Canaries' Alex Pritchard
- 20th anniversary celebrations

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# A FLYING START TO 2017, WITH BIG CHANGES TAKING PLACE

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**“ The new offices are set in the perfect location for us to take advantage of all the new housing developments going up around Norwich’s new Northern Distributor Road (NDR). ”**

The first quarter of 2017 sees a continuation of the excellent work and growth that we saw in the second half of 2016. We begin the year with a number of prominent new projects for the Company along with several new key appointments; as well as a new head office to be proud of.

I am delighted to announce that Lewis Nicholas has been promoted to the position of Production Director. Lewis has been a major asset to Bateman Groundworks since he joined the Company five years ago and I wanted to cement his future with us.

Originally joining us as an Assistant Contracts Manager, Lewis quickly progressed on to the role of Production Manager and now Production Director. He is a driving force in the business and I know he will achieve great things in his new position.

In February, we appointed David Lefevre as our new Financial Controller. David, who will oversee all of the Company’s accounting and procurement operations, is settling into his new position well. He brings with him a wealth of knowledge, having previously worked at Group Lotus, and will continue to drive the business forward and further develop the accounts department.

For those of you that haven’t visited the new head office at the Octagon, Little Plumstead, we are delighted with the new modern space and the beautiful surroundings. Designed by Bluespace in Norwich, the new offices are set in the perfect location for us to take advantage of all the new housing developments going up around Norwich’s new Northern Distributor Road (NDR). Being centrally placed in our work area will bring real advantages for the company moving forward.

All of this comes at the perfect time as we look forward to our 20th anniversary celebration in September. The planned evening event will be an opportunity for all of our staff, along with their partners and some of our key suppliers that have helped us along the way, to join us in commemorating 20 years in business.

The party will be held at the fabulous Dunston Hall Hotel on the evening of Saturday 16th September. It promises to be a great evening, with dinner, live entertainment, including a fantastic band and a disco, along with plenty of refreshments to help us party in style! I do hope that you and your partner will join me to celebrate our achievements and successes.

*Richard Bateman*

*Managing Director*



## INVESTING IN NEW OFFICES READY FOR NDR HOUSING BOOM

Bateman Groundworks is future-proofing its expansion and securing a prime position for new business opportunities by investing in new offices closer to Norwich.

Bateman Groundworks' new base is just a mile from the new £178m Northern Distributor Road (NDR) where an estimated 10,000 new homes will be built from the end of the year.

The Company is targeting key residential developments along the 12.5-mile road.

It has invested £1 million in 7200 sq ft of office space in the Octagon Business Park, Little Plumstead, as it forecasts growth of 25% this year.

The 15 office-based staff support more than 140 employees on 12 sites across East Anglia.

Managing Director Richard Bateman said much of its work was central to Norwich and the surrounding areas and moving closer to the city had always been part of the Company's strategy, where they can be closer to major business opportunities.

"There are real advantages to being more centrally placed in our work area. There are plans for an estimated 10,000 new homes to be built to the North of Norwich which will be accessed more easily once construction of the NDR is completed.

"Building has already started at Sprowston with more once the road opens at the end of this year. We needed to be positioned to be able to access this work and take advantage of the growing workload in and around Norwich areas."

*Above: The new Bateman Groundworks offices at Octagon Business Park, Little Plumstead.  
Centre: Managing Director Richard Bateman (front) with Production Director Lewis Nicholas (left), Financial Controller David Lefevre and Commercial Director Jason Ramsey (right).*

"The opportunity to move came up sooner than expected and the whole process was accelerated because of the many new business opportunities, with an increase of up to 10% in home building expected up to 2021 and the NDR - to run from the A47 at Postwick to the A1067 Fakenham Road - which was a priority target.

"These offices also allow us potential to expand our head office staff, offering us a large space in a very attractive rural setting.

"We struggle to recruit skilled staff, the move will hopefully make the company more attractive."

The newly re-furbished offices were fitted out by Norwich Company, Bluespace.



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## LEWIS NICHOLAS JOINS BOARD OF DIRECTORS

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Lewis Nicholas joined the board of Bateman Groundworks on March 30.

Appointing Lewis, 26, to the role of Production Director, Richard Bateman described Lewis as a “driving force” in moving the business forwards since he joined nearly five years ago.

“His ability to manage people is outstanding. He has shown impressive dedication and commitment alongside ambition since he joined us, while still completing his degree in construction management.

“His fluid and intuitive management style sets him apart and I’m very much looking forward to watching his career develop.”

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Lewis achieved a first class BSc in Construction Management from Anglia Ruskin University in 2013, when he was also presented with the Student of the Year award.

He joined Bateman Groundworks as Assistant Contracts Manager from the same role at RG Carter.

He was promoted to Production Manager two years ago.

Lewis said: “I am fortunate to work alongside some extremely talented and inspiring people at Bateman Groundworks and am proud to have played a part in the company’s growth.

“We are heading into an even more exciting time with new developments and opportunities arising across the eastern region. We have built up an enviable reputation as a market leader in our field and will continue to grow, prosper and develop as a company.

“I was delighted to be promoted to Production Director and will continue to drive the business forward and build upon our successes.”



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## IAN HACON BECOMES NON- EXEC DIRECTOR

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Entrepreneur, business and leadership coach and management consultant Ian Hacon has joined Bateman Groundworks’ board as a non-executive director.

Mr Hacon, a chartered accountant with a wealth of leadership and non-exec directorship experience, will also be supporting the leadership team on strategy and team development.

Managing Director Richard Bateman said that Gorleston-based Mr Hacon, a former president of Norfolk Chamber of Commerce, was bringing a fresh approach to support the fast-growing company’s future plans and development of his senior team.

“Ian brings a welcome different perspective to the board and how we think about business.

“He has been helping us develop our leadership team for the next phase of our future. He has also supported us in our recruitment as we shape our team and strategy.”



*Top: On site for a third phase of development for Bovis Homes, at Wymondham.  
Below: Work starts for new client Cripps Developments at Little Plumstead, near Norwich.*

## NEW CONTRACTS WORTH MORE THAN £5MILLION

Two new contracts worth more than £5million have begun at Little Plumstead, near Norwich, and Wymondham.

To service the new sites, the company is looking to recruit 34 new staff.

With five more future contracts in sight, the Company is anticipating a growth of 25% this year.

Future targets include another five residential projects in east north Norfolk, north Norfolk and Norwich as housing is forecast to increase 5-10% year-on-year.

Work has started on building roads and sewers for a housing development at Little Plumstead for Beccles-based Cripps Developments, a new client for Bateman Groundworks.

The other contract, for Bovis Homes at Wymondham, is the third phase of the development Bateman Groundworks has worked on.



The Company currently has teams working on 12 housebuilding sites with major developers across the region.

Managing Director Richard Bateman said he was hopeful to outperform last year's turnover this year after the Brexit-effect stalled contracts and hit turnover last year.

A busy January and February, with contracts they had hoped to start last year now coming through, was putting the company on target for a year of healthy growth in its 20th anniversary year, he said.

"We went into last year with high hopes after a good 2015 but work stalled amid the uncertainty of the Brexit referendum, which had an effect on our order books and led to

turnover suffering and growth flat-lining after three years of consistent good growth.

"We started 2017 cautious about what to expect but it has been an incredibly busy start with some of the work we hoped for last year coming up for start now.

Another 34 staff would boost employees to about 180.

Richard said he was not anxious about any further effect from Brexit.

"In the sector of the industry that we operate, the residential housing sector, the impact of the Brexit referendum has had minimal effect so far and I don't see that there will be any huge shift as a consequence of Brexit."

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# COMMERCIAL NEWS

Jason Ramsey, Commercial Director

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## Our 20th Anniversary Year Starts with a Record High.

In the year, we celebrate our 20th anniversary, I am delighted to announce that February 2017 saw us achieve our highest turnover – the best we have had since Bateman Groundworks opened its doors in 1997.

This is attributable to the hard work and commitment from all Bateman Groundworks employees, both on site and office-based. Such a positive start to the year provides a real boost of confidence to the business ahead of new investment into its fleet of vehicles and plant to support the planned growth for the year anticipated to be in excess of 25% on last year's trading figures.



I'd like to send a big thank you to everyone for their consistent effort and dedication to deliver a first-class service to the satisfaction of our clients. Our reputation is built on the delivery of our projects and this is why we can secure new contracts with our existing clients and expand our client base to meet our long-term business plan.

We are also delighted to confirm the award of our third consecutive phase for Bovis Homes Limited at its flagship development at Silfield Road, Wymondham. Works started on the new phase, consisting of 98 domestic plots complete with roads and sewers in February 2017, and is set to be completed over the next 100 weeks.

This is a terrific addition to the build programme for the year, especially with Round House Park, Cringleford, coming to an end later this year.

The commercial team continues to be extremely busy as we are working to deliver between four to six tenders every month. As ever, the team rises to the challenge and pressures, submitting tenders to every deadline, as well as working closely with the site managers to deliver the monthly valuations.

To address the increasing workload, we are expanding the team and are now seeking to recruit additional experienced quantity surveyors and estimators.

If any member of Bateman Groundworks' staff knows of anyone who may be suitable for the new roles, please get in touch, by contacting Darren Lake at our head office in Norwich.

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# PRODUCTION UPDATE

Lewis Nicholas, Production Manager

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The first quarter of 2017 has been extremely positive across the board with newly-started projects, such as Wymondham, Bradwell, Hethersett & Attleborough, being given increased build releases due to popular demand and sales.

An increased build pace has resulted in an even greater need to recruit experienced individuals to join our teams so we can progress with our 10 years' worth of secured contracts.

In January 2017, we introduced our new incentive recruitment scheme, which is proving to be really successful and has already resulted in 13 new employees and £3,250 awarded to a number of nominated individuals across the company.

We are still looking to reward individuals for introducing experienced ground workers from all across Norfolk & Suffolk. For any further details please contact either myself or the site managers.



In January 2017, we successfully appointed Callum Cook to join the Site Engineering department alongside existing engineers Steve Secker and Stuart Andrews.

Callum has joined us from a local Norfolk based groundworks company to complete the final year of his degree.

He will be site-based and responsible for all of the setting out and site engineering works at our large development for Taylor Wimpey & Bovis Homes at Wymondham, working alongside Senior Site Manager Paul Marsland.

This month we have seen the successful completions of both the Persimmon Homes Brundall development and Taylor Wimpey Knights Park in St Neots, a project that has been running since 2012.

The St Neots project helped us through a difficult period and aided the company's survival through the last recession.

Having now secured various contracts, we are looking to invest in a further ten new track machines varying from 8-22T along with fifteen new 9T dumpers to join our existing fleet.

Callum Cook





*High flier Sam Allen has made company history in its 20th anniversary year as the first apprentice to be promoted through all staff levels to run his own site as site manager.*

## SAM MAKES COMPANY HISTORY

High flier Sam Allen made Bateman Groundworks history in its 20th anniversary year by becoming the first apprentice to be appointed Site Manager.

Sam, 32, is the first employee to win promotion through all 11 staff levels.

He is now leading a 12-strong team on the fifth phase of Bovis Homes' Round House Park development at Cringleford, eight years since he started his first job there on its first phase after his construction apprenticeship.

The father-of-two's promotion to site manager also makes him the company's youngest holder of the post.

He credits his former foreman and "great mentor and role model", Steve Secker, for inspiring and encouraging him.

"I learned a lot from Steve in the six or so years I worked with him. He showed me the technical side of the job. I then went on to become a foreman.

"If it hadn't been for Steve and learning under his guidance I don't think I would have picked up as much knowledge and confidence as I have and progressed."

Sam, who lives at Bradwell, near Great Yarmouth, worked on groundworks for the first 100 homes of the development, which will grow to more than 1000 homes covering 40 hectares.

"This is my third time at Round House Park – after my apprenticeship and then back again on Phase Three as a foreman, and now as site manager for Phase Five, where we are putting in the foundations, drainage and other services for the 25 remaining homes to be built."

Sam shone during his apprenticeship training at the Construction Industry Training Board (CITB) training centre at Bircham Newton, where he was nominated for Student of the Year and won other awards.

Managing Director Richard Bateman said Sam's progression "from the bottom to the top on site was all the more special as it was in the company's 20th anniversary year.

"I'm not at all surprised that Sam was the first. When he was an apprentice he stood out from the outset and he has shown the same commitment, dedication and attitude to succeed throughout.

## NEW FINANCIAL CONTROLLER

David Lefevre has joined Bateman Groundworks as Financial Controller

Previously Group Financial Accountant at Group Lotus, David has also held posts including Finance Manager at Gardline Georsurvey/Joint Ventures and Internal Audit Manager at Aviva.

He trained and spent nine years with PwC UK.

*David Lefevre*



## SPONSORSHIP OF CANARIES' ALEX PRITCHARD



Commercial Director Jason Ramsey and Senior Quantity Surveyor Darren Lake attended Norwich City Football Club's Sponsor Dinner with the company's sponsored player, Alex Pritchard.

Joining the midfielder on their table were Kyle Lafferty and James Maddison.

"There was plenty of football chat and they all seemed to be in good spirits," Jason said.

## 20<sup>TH</sup> ANNIVERSARY CELEBRATIONS

It's our 20th birthday!

To mark two decades of Bateman Groundworks, Managing Director Richard Bateman has invited all staff and their partners to join him, the senior management team and board to a party at Dunston Hall, near Norwich, on Saturday September 16, 2017.

We would love staff to help us remember the last two decades.

If anyone has any old photos on site, of former colleagues or any memories from the last 20 years they would like to share in a special 20th anniversary staff newsletter, would they please contact Sheena Brown, PA to Managing Director Richard Bateman, on 01603 558318 or [sheena.brown@batemangroundworks.co.uk](mailto:sheena.brown@batemangroundworks.co.uk)

## BATEMAN SUPPORTS YOUNG HOMELESS CHARITY

Bateman Groundworks is supporting the Great Yarmouth young people's homeless charity East Anglia Anchorage Trust.

The trust is a new community housing and support organisation supporting homeless and vulnerable young people at risk of homelessness.

Set up two years ago, Its mission is to secure brighter futures by bringing together social and community development support services, with ethical investors and landlords, to improve the availability of high quality and affordable housing.

It facilitates good quality, affordable and sustainable tenancies, individual tenancy support and innovative employability

programmes to enable them to be good tenants, neighbours and employees.

Since March 2015, it has achieved:

- 71 young people moved into safe, affordable tenancies
- 7 young people back into education
- 29 young people into employment
- 45 young people on an employability skills programme
- 3400+ volunteer hours
- 160+ counselling hours
- 11 student placements

Bateman Groundworks is supporting its activities with donations and supporting its fund-raising activities.

To find out more about the trust's activities, visit [www.achoragetrust.org](http://www.achoragetrust.org).

## TRAINING DAY 2018

The Company's biennial health and safety and training day will be held at Dunston Hall, Norwich on Monday March 5, 2018.

The business will shut for the day for all staff to meet for sessions with external trainers and hear updates from the senior management team.

Staff are reminded that no leave will be granted for this day for every employee to have the chance to take part, meet the rest of the workforce and hear about future plans for the business.

