

**CAPABILITY
STATEMENT
HEALTHCARE**
SEPTEMBER 2025



CREATING SPACES TO LIVE | WORK | PLAY | HEAL
www.bsn-group.co.uk



BSNGROUP
CONSTRUCTION

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Our shareholder Main Board, **Darren Perry**, Founding Managing Director, **Nick Gibb**, Managing Director and **Jennifer Reynolds**, Commercial Director, are excited to navigate the challenges of the market to grow BSN Group.



DARREN PERRY
FOUNDING MANAGING DIRECTOR

Darren founded our construction arm in 2019, with a strong operational background, he offers 25+ years' industry experience across multiple sectors, specialising in high-quality design and delivery. His ideals for quality and delivery within a cost-effective envelope have expanded our business into a fresh contracting model that is driving new industry benchmarks and resetting the relationships between contractor, client and stakeholders.

“As Founding MD I am proud of our significant growth over the last five years and excited for the next phase of BSN Group. Our unique business model, supported by framework specialisms, has generated significant traction across the market, with a number of high-profile projects in negotiation directly with clients and framework providers. We are pleased to confirm a c.£50m turnover for 2025, with a positive projected growth to £100m over the next three years.”

Darren leads our construction operational business function, engaging with clients on every project to be a point of escalation, but also to promote collaborative, close working relationships. Through Senior Leadership site visits and audits he ensures the highest standards of health, safety, quality and environmental compliance on every project to support successful completion, with an exceptional client experience.



NICK GIBB
MANAGING DIRECTOR

Nick is pivotal to the next phase of our growth strategy. Joining BSN Group in May 2025 as Co-owner, he offers 30+ years' experience across the industry joining with proven experience of leading profitable growth across the market from a major tier 1 contractor. Through his insight, particularly in the organic growth of frameworks over the last 20+ years, he offers unrivalled experience to navigate our business moving forward.

“With the heavy cost burden imposed by the major contractors on clients' budgets that are already under pressure, a lean and efficient construction model is being welcomed. With a quality service offering that meets advisors' budgetary advice for public and private sector alike, BSN Group will continue to unlock our clients' projects across our core sectors.”

Nick leads the preconstruction business function, liaising closely with the client team, design consultants and specialist suppliers to provide strategic guidance on the design phase to ensure a smooth transition to financial close and start on site. With proven experience of leading two stage design and build contracts, he promotes early engagement to de-risk projects, whilst instilling an innovative and robust design to meet functional and aesthetic requirements within budget. His collaborative ethos ensures a seamless transfer to the construction teams, with a continued oversight to support client relationship and successful completion.



JENNIFER REYNOLDS
GROUP COMMERCIAL DIRECTOR

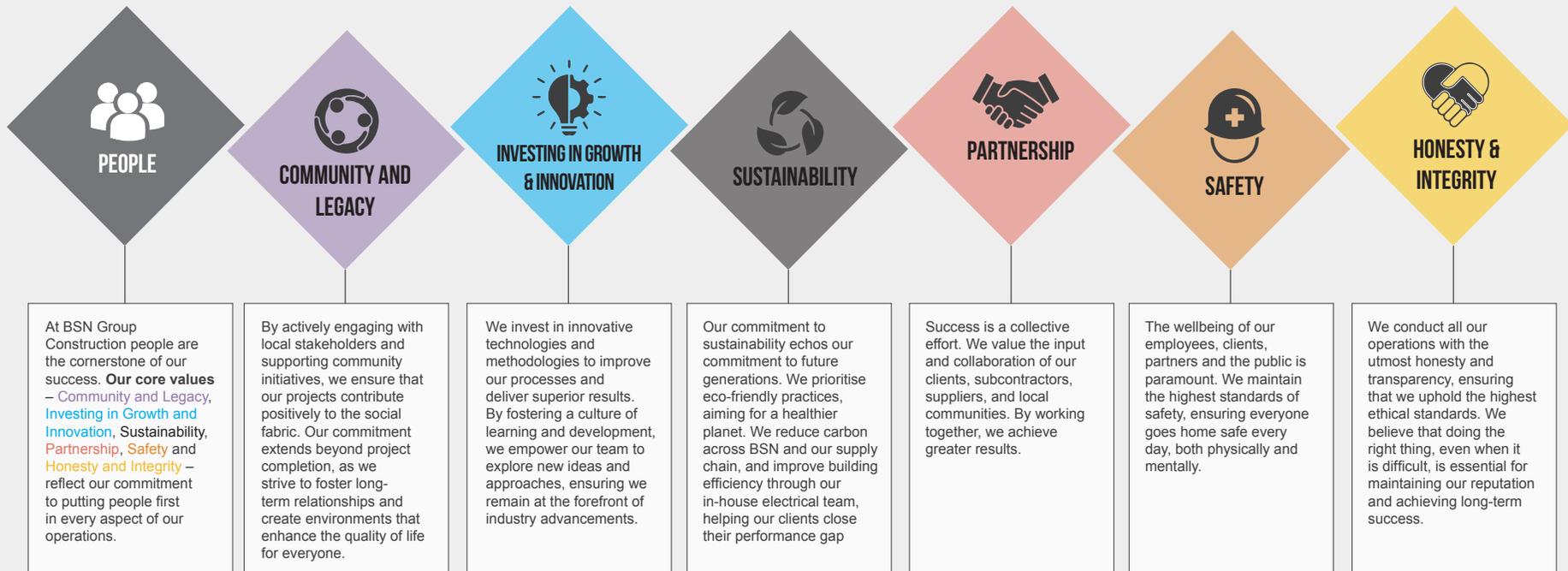
Jennifer is responsible for the financial control of our business, with 18+ years' experience across commercial management roles. With a rounded approach to commercial issues, she offers an in-depth knowledge of commercial, legal and risk management, and is a key link with our clients, resolving any issues as they arise. Her insight into the market, including public sector programmes, helps guide the board in balancing sustainable growth with commercial focus.

“The future of BSN is an exciting challenge – a real opportunity to transform the commercial principles of the industry. Our unique business model offers a differentiator in the market, with the ability to provide lean financial solutions to drive real value for our clients. More excitingly, as a female board member, I look to demonstrate the variety of opportunities that our industry provides for women in construction, to ensure our business supports a balanced team to lead a sustainable and successful construction business of the future”

Her partnership approach supports positive supply chain relationships, with a competitive tension, to demonstrate value for money to our clients. Through her hands on approach, she supports the transfer of market knowledge to each project, effective management of subcontract and material procurement to de-risk the programme and drive cost certainty.

OUR MISSION IS TO CREATE SPACES WHERE PEOPLE LIVE, WORK, PLAY AND HEAL.

CORE VALUES



COMPANY OVERVIEW

- ✔ **A privately, shareholder owned construction SME** led by hands-on owners encompassing a preconstruction, construction and commercial focus to design and deliver exceptional spaces for our clients at a budget they can afford. Our structure is efficient and effective, with senior management deeply involved in the day-to-day business. We promote collaboration with an open and honest ethos to maintain client partnerships, allowing all our businesses to grow together, with a high level of support, expertise and experience to ensure projects thrive.
- ✔ **A fast growing and innovative contractor** with a national presence – sustained significant growth over the last five years

 - Recognised as **Sunday Times 66th Fastest Growing Company** across all sectors – **1st within the construction industry** – 83.3% annual growth (2024)
 - Identified on the **Financial Times ‘Ones to Watch’** List
- ✔ **A financially secure business** with a robust pipeline. Confirmed 2025 c.£50m (including confirmed PCSA commitments) **with an ambition to grow to a £100m business over the next three years.** Financial accounts can be provided on request.
- ✔ **An accredited company**, we hold **ISO-9001 (Quality)** and **ISO-14001 (Environmental)** accreditations, with SSIP approved certifications including **CHAS Elite**, **ConstructionLine Gold** and **SafeContractor**. Our focused approach was recognised at the **RoSPA Health and Safety Awards 2025** – achieved Gold certification.
- ✔ **Fully integrated IT systems**, supported by innovative technologies, to streamline the project journey from inception to completion, **providing clients with full visibility** of real time data via **Procore (CDE)**, **1BreadCrumb (SHQ)**, **Matterport** (progressive scanning – golden thread **BSA compliance**), **Loop** (social value portal).



BSNGROUP
CONSTRUCTION

COMPANY STRUCTURE



NICK GIBB
Managing Director
Preconstruction



DARREN PERRY
Managing Director
Construction



JENNIFER REYNOLDS
Group Commercial
Director



SALES
Phil Taylor



CONSTRUCTION
Dave Disney



CONSTRUCTION
Paul Dorrell



PROPOSALS
Sharnie Ellison



FAST TRACK
Phil Wrixon



FAST TRACK
Janine Edge



FRAMEWORKS/HERITAGE
Richard Sapcote



ELECTRICAL
Dan Jones



ELECTRICAL
Mark Barrow

PRECONSTRUCTION



ENGINEERING
David Massey

ENGINEERING

HEALTHCARE

HEALTHCARE

SUPPORT SERVICES

MARKETING Olivia Halliburton	HR Sam Shaw	SOCIAL VALUE Sam Shaw	CUSTOMER CARE Sam Shaw	ACCOUNTS Dave Page	BUYING Michael Hartshorn	PLANNING Garry Tunstall	WATERFRONT OFFICE Neave Cox	STOKE OFFICE Amber Bagnall
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BUSINESS MODEL



BSN offers a distinctive business model to support our clients across a range of service demands in the sector from fast paced reactive works to large capital projects, from one off specialist services to long term contracts/frameworks. Through our wide experience and understanding of the market our unique business structure aims to be a disrupter with a lean commercial approach to drive value for clients.



THE SECTORS WE OPERATE IN

HEALTHCARE

RESIDENTIAL

COMMERCIAL

HOTELS & LEISURE

**BSN GROUP
CONSTRUCTION**

HEFE & STUDENT ACCOMMODATION

EDUCATION

PUBLIC SECTOR/CIVIC BUILDINGS

REFURBISHMENT/RE-PURPOSING

CAT A/B FIT-OUT

MECHANICAL & ELECTRICAL WORKS

FRAMEWORKS

Our business growth strategy is supported by **specialised public and private sector frameworks**, providing tested and robust processes that enable early contractor engagement for our clients. These include:

PAGABO

Pagabo Minor Works, Medium Works & Decarbonisation | Access to all public sector clients - national

BSOL

Birmingham and Solihull Procurement Collaborative (BSOL) | Access to all public sector clients, regional – Birmingham and Solihull

NEUPC

North Eastern Universities Purchasing Consortium | A regional model used by a wide array of public sector clients – Midlands and the North

GEM FRAMEWORK

Good Estate Management | With, access to all public sector clients in all value bands - national

OUR EXPERIENCE

A trusted and leading SME in the Midlands, with a national presence across multiple sectors. We excel at delivering high quality projects across a diverse range of construction services, from fast-track projects to specialised electrical solutions, all designed to meet the unique requirements of our clients.

As a modern construction company, our BSN CV benefits from the collective experiences of our people, covering a wide array of projects, sectors and values. For every project, we select the right people with direct previous experiences that bring this knowledge and learning for the benefit of our clients.

- **£70m+** delivered across the healthcare sector over the last five years
- **Partnered with 7 NHS Trusts** across the Midlands
- **2 focus projects** - Birmingham Children's Hospital Emergency Department & Queens Hospital Burton Accident and Emergency Department

BSNGROUP
CONSTRUCTION

Our offices are based in the heart of the UK enabling us to easily access sites throughout the Midlands and surrounding counties.



HEAD OFFICE

Quay House | Waterfront Way
| Brierley Hill | West Midlands |
DY5 1XD

STOKE-ON-TRENT OFFICE

Phoenix Works | 500 King
Street | Longton, Stoke |
ST3 1EZ

“I am proud to have worked with BSN Group and continue to enjoy a working relationship with them. Over four years, they have successfully executed several projects for us at the Trust. Initially working on smaller schemes for us, their high-quality workmanship and collaborative approach meant that we awarded them £5.85m Parkview Clinic scheme; this was despite their annual turnover at the time being only £3m. This was indeed an excellent decision, with the final facility outcome meeting our expectations. Since then, we have employed their services on other projects within the Trust Estate. They are our preferred contractor for larger schemes... Over the years I have found BSN Group to show great professionalism when working... We find them proactive in planning stages to eliminate any potential problems commercially and operationally, leading to successful outcomes.”

Andy Rogers, Director
Birmingham Children’s Hospital

“There are a lot of things with mental health facilities that need to be considered that you wouldn’t normally in a build situation and its good to be able to work with somebody that understands and is able to take the time to listen and not stick to just what was on the specification”

Raj Jagpal, Senior Estates Project Manager
Birmingham Women’s and Children’s Hospital NHS Trust

“Weve worked with families for two years to develop the scope for this building and when we brought the families here before the official opening they were absolutely blown away the end product is absolutely perfect.”

Paul Scott, Senior Estates Capital Project Manager
Birmingham Women’s and Children’s Hospital NHS Trust

REFERENCES

Shaun Jackson, Director of Estates | Birmingham Women’s and Children’s NHS Foundation Trust | shaun.jackson1@nhs.net

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Helen Whinray, Director | Design Buro | helenwhinray@designburo-architects.co.uk

Paul Scott, Estates Capital Project Manager | Birmingham Women’s Hospital | paul.scott6@nhs.net

John Scott Capital Developments Manager | Birmingham and Solihull Mental Health Trust | john.scott6@nhs.net

Kieron Murphy Capital Project Manager | University Hospitals of Derby and Burton NHS Foundation Trust
kieron.murphy@nhs.net



WOODLAND HOUSE NEW BEREAVEMENT CENTRE



SANDWELL AND WEST BIRMINGHAM HOSPITALS NHS FOUNDATION TRUST

A&E REFURBISHMENT CITY HOSPITAL BIRMINGHAM | 2020 | £0.5M

A full renovation project to reconfigure and upgrade the A&E reception, with works instructed early to accommodate Covid-19 requirements including formation of a one way system for incoming patients. Additionally we installed a new reception counter with secure partition, a separate assessment room and a new entrance door with lobby.

ACHIEVEMENTS

The original A&E refurbishment to set the foundations for the transformation programme. The scope comprised extension to the existing A&E department to support future capacity, alongside formation of a new triage room, clinical training area with waiting space with a sliding partition. Additionally we undertook M&E reconfiguration with installation of new plant on the roof, alongside redecoration and new flooring in the reception area. We offered to support the City Hospital Fundraising Team with the repair and redecoration (internal and external) including replacement flooring, new lighting, sockets and fitted features. The building was gifted to the City Hospital and local community.

RELEVANCE

- ✔ A&E Refurbishment
- ✔ Live hospital environment
- ✔ Close liaison and coordination



BIRMINGHAM WOMEN'S AND CHILDREN'S HOSPITALS NHS FOUNDATION TRUST

A&E EXTENSION | 2022 | £0.5M

The original A&E refurbishment to set the foundations for the transformation programme. The scope comprised extension to the existing A&E department to support future capacity, alongside formation of a new triage room, clinical training area with waiting space with a sliding partition. Additionally we undertook M&E reconfiguration with installation of new plant on the roof, alongside redecoration and new flooring in the reception area.

ACHIEVEMENTS

Liaised closely with the Estates Team to coordinate works in a live A&E department. Through daily briefings we reviewed and produced short term programmes to minimise disruption, including close coordination of structural works to avoid disruption (noise and vibration) to the operation theatres above. All works were successfully completed in a live environment leading to a long-term relationship with the Trust with completion of £22.5m projects across the Estate.

RELEVANCE

- ✔ A&E Refurbishment
- ✔ Live hospital environment
- ✔ Close liaison and coordination



BIRMINGHAM WOMEN'S AND CHILDREN'S HOSPITALS NHS FOUNDATION TRUST

A&E EXTENSION & REFURBT, PHASE 1 & 2 | £5M | AUTUMN 2026

A phased new build extension and refurbishment to expand the existing A&E provision, including provision of a new triage and resus area, increased mental health facilities and incorporation of changing places. The complex scope included breaking up and laying new concrete slab, installation of new external wall formed in SFA panelled walling system and steel frame and M&E reconfiguration to accommodate a new AC unit with ventilation systems connected to existing, with new power and lighting installed to the reception area, complemented with full decoration and new flooring. Post completion of phase 1&2 (Autumn 2026) we will continue to work with the client to deliver phases 3-7, supporting the transformation of the hospital, offering world-leading facilities.

ACHIEVEMENTS

BSN is a proud to partner as a Change Maker with Birmingham Children's Hospital, raising £118,500+ over the last four years through a range of fundraising and sponsorship events including a Kilimanjaro climb, and Commercial Director Jennifer Reynolds, will participate in the 2026 London Marathon.

RELEVANCE

- ✔ A&E Refurbishment
- ✔ Live hospital environment
- ✔ Close liaison and coordination





UNIVERSITY HOSPITALS DERBY AND BURTON NHS FOUNDATION TRUST

EMERGENCY DEPARTMENT | £1.4M | APRIL 2025

Extension and refurbishment project to provide a new Emergency Department within a live hospital environment. The works will offer a purpose-built A&E waiting room, designed to meet the growing demand, with a dedicated minor injuries pathway to assess and triage patients. Works included new steel frame extension & fit out of adjacent ward. Upgrades to M&E services and refurbishment. Efficiency was critical to project success – We adopted a ‘build and design’ approach – upon contract award, a groundworker and steelworks were immediately appointed at agreed rates, allowing time for the design team to develop RIBA2 designs.

ACHIEVEMENTS

- A permanent onsite presence has fostered a strong, proven client relationship. Daily coordination enabled short-term programmes to sequence works with minimal disruption in a live hospital, including temporary relocation of the adult’s and children’s A&E waiting rooms, with signage guiding patients to alternative areas. All works were delivered with zero complaints, and we are now negotiating phase two.
- Through close communication and robust change control, we incorporated design changes to meet client, stakeholder and end-user expectations within cost and programme limits.

RELEVANCE

- ✓ A&E new build and refurbishment
- ✓ Healthcare sector
- ✓ Live hospital environment



BIRMINGHAM WOMEN’S AND CHILDREN’S HOSPITALS NHS FOUNDATION TRUST

NEW ENTRANCE | £7M | SUMMER 2026

A transformation programme across the whole front entrance of Birmingham Children’s Hospital to reflect the world-class experience the patients receive. The entrance will become a new child-friendly, open and bright community space including a 2,200 litre aquarium, to provide a calming and tranquil experience. Additional facilities include a café and quiet area. The scope includes part demolition complimented by new build, with integration to existing facilities, followed by full fitout including MEP services and full decoration.

ACHIEVEMENTS

Achieved £11,820 social value delivered to date, targeting £244,000 by project completion

RELEVANCE

- ✓ Healthcare sector
- ✓ Live hospital environment
- ✓ Front of house health services



BIRMINGHAM WOMEN’S AND CHILDREN’S HOSPITALS NHS FOUNDATION TRUST

PARKVIEW CLINIC | MARCH 2023 | £5.85M

The construction of a new extension within an operating young persons mental health facility. The works comprised a large extension to double the number of ensuite bedrooms, with complementary communal area and link (phase 1). Followed by decant and refurbishment of existing building (phase 2). Our role encompassed design elements, including M&E with specialist anti-ligature electrical fixtures, and a review of all acoustics and ventilation to ensure technical compliance aligned with end-user requirements. External works included extension to carpark, with formation of a new access road around the site including creation of a retaining wall and drainage, while maintaining full site access.

ACHIEVEMENTS

In collaboration with the design team and suppliers we led a comprehensive design review to identify £300,000 savings, aligning the project with client budget and programme requirements. A key element included surveying the existing Kingsway Fire Doors (16-months old) and close liaison with the design team and suppliers to remove and reinstall the doors with full specification compliance. Additionally, we rationalised the steelwork and reused existing MEP equipment.

RELEVANCE

- ✓ Healthcare sector
- ✓ Live hospital environment
- ✓ Accelerated construction programme





BLACK COUNTRY HEALTHCARE NHS FOUNDATION TRUST

BUSHEY FIELDS PSYCHIATRIC HOSPITAL | MAY 2025 | £4M

The hospital had cleared an existing space with the intention to create a new psychiatric mental health facility to increase capacity across the region. The renovation and refurbishment formed 17 bedrooms, 4 ensuite (S.126 suites), staff kitchens and surgery, S.136 courtyard and external refresh. The scope included fire safety works, with installation of Kingsway doors which were anti-ligature, anti-barricade, fully alarmed and double swing, all installed to IFC standard. Additionally, we installed new fire compartmentation including fire rated plenums. A complete new M&E installation was undertaken throughout, integrated with existing services, with a new AC unit installed within roof space to provide air conditioning throughout.

ACHIEVEMENTS

All works were undertaken in a live environment, which required careful coordination around vulnerable patients. We led daily discussions with staff who advised on general patient wellbeing, particularly those susceptible to noise or disturbance. We amended working practices and operations to minimise disruption, including sequence of works around food and medication scheduled to mitigate disturbance to patient schedules and wellbeing.

RELEVANCE

- ✔ Healthcare sector
- ✔ Live hospital environment
- ✔ Close liaison and coordination



BIRMINGHAM WOMEN'S AND CHILDREN'S HOSPITALS NHS FOUNDATION TRUST

WOODLANDS NEW BEREAVEMENT CENTRE | DECEMBER 2023

A new build single storey infant bereavement centre linked to the main Women's Intensive Care Ward. The unique facility, the first of its kind in the UK, offers two counselling suites, two family lounges, kitchen facilities, shower/toilet facilities and ancillary space including offices. The facility was built on a brownfield site, previously a 1940's nurses residential block, which had been cleared, and was land locked on three sides with access via a narrow feeder road to the Women's Hospital and QE Hospital.

ACHIEVEMENTS

In partnership with the design team, we led a collaborative design review to offer £300,000 savings, aligned with client requirements e.g. functionality and aesthetics, to meet budget and programme requirements. We supported the re-design of the steel frame with a 70% reduction of steel in favour of SFS frame to support affordability, structural integrity and programme. We also redesigned the retaining wall to the adjacent carpark including forming additional carpark as a project variation.

RELEVANCE

- ✔ Healthcare sector
- ✔ Live hospital environment
- ✔ Value management



BIRMINGHAM AND SOLIHULL MENTAL HEALTH TRUST

ARDENLEIGH SECLUSION SUITES EXTENSION | APRIL 2024 | £1.4M

Construct new extension to the existing Child and Adolescent Mental Health Services (CAMHS) unit with creation of a seclusion suite including two seclusion bedrooms, de-escalation support space and external works. All finishes were to high secure dependency levels, including Kingsway specialist doors and Britplas windows with full ensuite facilities and 24/7 monitoring.

ACHIEVEMENTS

At site inception we undertook pre-digging surveys and identified gas mains which required diversion around the proposed extension. We liaised closely with Cadent to negotiate an accelerated turnaround of nine-weeks delay, minimising programme impact.

We worked with their charity to stage a 5 a side football tournament, and together with our supply chain raised nearly £20k. This money enabled us to provide a new astroturf sports pitch so that facility users have access to a safe outdoor space.

RELEVANCE

- ✔ Healthcare sector
- ✔ Live hospital environment
- ✔ Logistical challenges





BIRMINGHAM WOMEN'S AND CHILDREN'S HOSPITAL NHS FOUNDATION TRUST

BCH STAFF KITCHENS | SEPTEMBER 2023 | £470,000

A renovation project undertaken across BCH's Estate to upgrade 46 staff areas. The works were delivered in six phases with each phase comprising 4-8 kitchens all whilst mitigating disruption. Works comprised the strip out of existing facilities, with installation of new kitchen decoration and flooring and FFE items. Minor electrical works were undertaken including installation of low temperature radiators. Following the success of this phase we were appointed for a further six phases, based on same rates/sums and reduced preliminaries leading to a cost effective solution for the client.

ACHIEVEMENTS

We worked closely with the Estates Team to establish robust 'silent builder' procedures, ensuring **zero disruption to patients, staff and visitors**. These procedures act as our baseline and are adapted to suit each live hospital environment. Our approach included clear procedural documentation via Procure, with regular touchpoints to review forecasts and progress in line with hospital needs. We continually reviewed site logistics, installing temporary signage to communicate key information such as alternative service directions and segregation measures to support infection control, including zip-lock air-pressured access points and dust mats.

RELEVANCE

- ✔ Healthcare sector
- ✔ Live hospital environment
- ✔ Logistical challenges



OTHER HEALTHCARE PROJECTS

Hallam Street Hospital West Bromwich	£420,000 working in a mental health unit. Replaced all sanitaryware goods associated finishes and supporting fixtures. We have worked over a number of buildings within the hospital, all requiring sequencing to ensure elements were still available for use.
Russell Hall Hospital Dudley	£110,000 working through Mitie, assisting the installation of three new XPREE Radiography units within operating rooms on phased basis.
Hallam Street Hospital West Bromwich	£180,000 replacement of 13 sets of fire doors and frames, including associated fire stopping and refurbishment of surrounding finishes.
Dudley Group NHS Foundation Trust at Russell's Hall Hospital Dudley:	£190,000 Various works to recover lags in small works programme.
Birmingham & Midland Eye Centre City Hospital Birmingham	£265,000 refurbishment to upgrade to form more treatment areas and improve the patient experience.
Birmingham Treatment Centre Birmingham	£520,000 Oral Surgery Dept. Undertaking full refurbishment within operating hospital to provide upgraded eye treatment and surgery facilities. Working below operating facilities above.
Midlands Partnership NHS Foundation Trust, Cherry Orchard House Medical Centre Tamworth	£1.2m Construct an extension for mental health drop-in centre creating nine additional consulting rooms, a meeting room and cleaning facilities room.
Sandwell and West Birmingham NHS Trust Halcyon Centre	£540,000 An off-site water birthing facility; works involved the complete stripping out and remodelling of the space to form new maternity consultant/exam rooms, training base and reception area.
University Hospitals Birmingham (UHB) NHS Trust Radiopharmacy Dept	£320,000 Refurbishment of the Radiopharmacy Office and Support Area was made challenging by the need for staff to operate in the surrounding active areas within the centre of the Heritage Building at QE Hospital.
Birmingham Women's Hospital Simulation Laboratory	£560,000 Refurbishment and extension to create space for a new diagnostics and training facility within Birmingham Women's Hospital, suitable for new technologies to be used.
Birmingham and Solihull Mental Health NHS Foundation Trust Lyndon Resource Centre	Internal refurbishment to provide changes in use of eight rooms within operating mental health facility. Highly challenging multi location refurbishment, a testament to Kevon's ability to keep various areas and trades co-ordinated.

OUR SOCIAL VALUE

At BSN Group inception in 2019, the business made a commitment to support the communities in which we serve – since 2020 we have successfully delivered three quarters of a million pounds social return on investment across our local communities with a blend of economic, environmental and social activities. Through our passion we continue to collaborate with clients, partners and consultants to identify opportunities with projects to leverage maximum impact for the local community through construction and beyond.

In 2025 BSN Group is proud to launch a new charity foundation, enabling us to raise and direct funds to a variety of charities across the UK. Our in-house Charity Team, led by Sam Shaw, have a full programme of activities for 2025, including golf days and football tournaments. We are openly seeking new opportunities for 2026 and beyond, with a focus on skills and local engagement, including events and charity partners, to directly support the priorities of the local communities we serve through the projects we deliver, maximising social return through project delivery and beyond.



SAM SHAW
SOCIAL VALUE MANAGER

Employment and training initiatives | As an industry we face a significant skills gap, with an estimated 25,000 skilled workers required by 2028. Investment in the next generation is critical to the industry and is key to our growth. We seek to create and support meaningful opportunities across our business and our supply chain in collaboration with local training providers to help the future generation develop the skills and confidence needed to thrive in the industry.



BSN is a proud member of the 5% club – a recognition for companies which employ over 5% of the workforce as apprentices. As a dedicated member we are proud that our apprentices represent 25% of our workforce across multiple trades / divisions.

SINCE 2023 WE HAVE ACHIEVED:

Careers advice & guidance | 243 hours, equating to £24,182.65 investment

Jobs | Eight created, equating to £131,998.35 investment

Apprentices – Level 3 | 8 employed, equating to £305,602.18 investment

Apprentices – Level 4+ | 3 employed, equating to £16,216.07 investment



“It has been a privilege to work closely with BSN Group on their apprenticeship recruitment. Their unwavering commitment to nurturing young talent through apprenticeships, is truly commendable. BSN Group’s dedication to providing meaningful opportunities for growth and development is inspiring. I am looking forward to continuing our partnership and contributing to the success of their future apprentices.”

DEBORAH MALEY
Business Development Officer
Halesowen College



Community engagement or volunteering programmes | Our network of social value partners enables our business to identify opportunities and support the communities we serve through targeted and meaningful activities.

In 2024 we successfully achieved 308 hours of volunteering.

In 2024 we provided £18,000 cash donations with an additional £1,400 of in-kind donations



ALL SAINTS COMMUNITY CENTRE

Engaged with All Saints Employability Group to identify opportunities to support young adults who faced significant barriers to employment. Our team volunteered to lead a series of tailored workshops encompassing communication skills, CV writing and application techniques to upskill service users. The highlight of the programme was organising two mock interview days where participants were interviewed by local, real employers, offering an opportunity for constructive feedback and insights from hiring professionals, while also sign-posting new or future employment opportunities.



A CHANGEMAKER PARTNER FOR BIRMINGHAM CHILDREN'S HOSPITAL

We have successfully organised, sponsored and participated in multiple events over the last four years to raise **£118,000+** for **Birmingham Womens and Childrens Hospital Trust Charity Foundation** to support the incredible care and services the hospital provides to children and families across the region. A significant event undertaken during 2025 includes four colleagues flying to Tanzania to complete a Kilimanjaro climb. Our future focus is to support fundraising initiatives for the new MediCinema, an innovative project to build a specialist, **fully accessible cinema inside Birmingham Children's Hospital** to accommodate the medical requirements of in-patients and their families.



Local supply chains and SMEs | A significant part of our project success is based on our supply chain – we remain committed to building local, resilient supply chains to support continued social and economic investment in the communities we serve. Our approach is underpinned by regular meet-the-buyer events in partnerships with local chamber of commerce, robust procurement strategies targeting a **minimum of 75% local spend and local labour within a 30-mile radius**, and actively supporting fellow SMEs e.g. business mentoring to achieve accreditations/certifications to access future work opportunities.

SINCE 2023 WE HAVE DIRECTED OVER 90% OF ALL PROJECT SUPPLY CHAIN SPEND TO SME'S

Birmingham City University (BCU) Refresh Network project we achieved **90-95% local spend within a 15-mile radius, with 100% project spend with a Birmingham post code.**



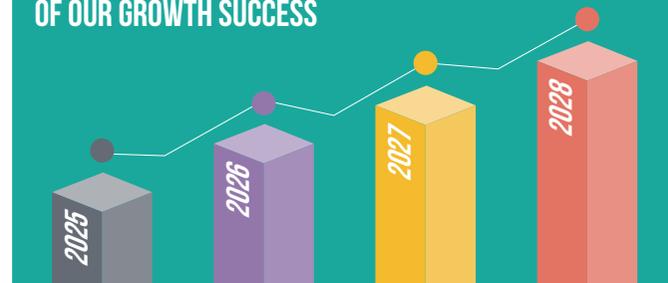
“The support we’ve received from BSN Group has been transformational. They didn’t just ask what we needed – they listened. From improving our facilities with vital equipment to giving our young people a chance to be seen and heard by real employers. BSN has brought genuine, lasting value to our community.”

IAN BARBER

Family Support, Counselling and Inclusion
+Coordinator



LAUNCHING OUR PROFIT SHARE SCHEME IN 2025, OUR STAFF HAVE WELCOMED BEING PART OF OUR GROWTH SUCCESS





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