



Development of Hexagon Studio Theatre, Reading

Construction Employment and Skills Plan

On 27th March 2024 Reading Borough Council (RBC) were granted Planning Permission (Application No 240063 dated 24th April 2024) for the redevelopment of The Hexagon Theatre, Reading to extend and repurpose parts of the existing building which is the town centre's leading multi-purpose arts venue.

The planned development is for additional performance, rehearsal and community space to serve local residents, with end users identified as arts and creatives businesses. The work will be carried out by Feltham Construction Ltd and the expected construction period is 18 months starting from July 2025 at a cost of £9.3m. Peak on-site activity is expected around week 40.

RBC Developments, through its contractor Feltham Construction Ltd, is committed to deliver a specific training and employment programme that generates social and economic benefits for the local population, particularly in relation to recognised skills gaps in construction in the local area. As such, an Employment and Skills Plan (ESP) has been developed in line with the guidance contained in Reading Borough Council's Employment Skills and Training SPD (April 2013) and through initial discussions with Reading's Economy & Destination Agency (REDA), the Council's delivery partner.

The following Employment and Skills Plan sets out the commitment to maximise the opportunities for the local community.

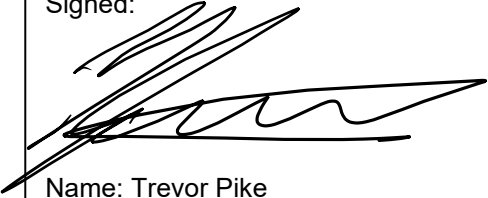
Target	Action	Comment
Apprenticeships (19-24 years) Target – 2	Feltham Construction Ltd will encourage their supply chain to consider apprentices from the Reading area. Feltham will log this request in their subcontract orders; we will liaise with the relevant contacts within Reading and communicate this with the relevant subcontractors.	It is more likely that apprenticeships will be offered to Reading residents by companies situated in the Reading area, and where possible Feltham Construction Ltd will promote the use of local sub-contractors. Feltham construction Ltd will advise of any apprentices working on site, in which trades, to support good practise in construction.

Progression into employment – (Unemployed people 18+) Sector based work academy (SBWA or swap) Target - 10	Develop an SBWA (or similar pre-employment training) for up to 10 local people – to include work experience and interview practise.	REDA to work with Feltham Construction Ltd to develop a programme for more skilled workers – work experience / work shadowing could be provided for roles such as document control / site foreman / QS and could be aimed at college or university students. Potential to support less skilled unemployed people with support for a DWP / New Directions led CSCS course. Owing to the enhanced risks associated with young workers on site, it will be challenging to provide broad insights to site activities for students below the age of 18. These workers should be assisted at all times as stipulated with our work guidelines.
Progression into employment for local people 18+ years. No target defined	Feltham Construction Ltd will support, where feasible, the employment of local sub-contractors and local unskilled labour. We will promote this by hiring from local agencies where possible. Feltham Construction Ltd will identify possible temp roles for forklift drivers, banksmen, general labourers and office/admin staff.	REDA to discuss with local DWP Job Centre the potential for any local unemployed to gain unskilled jobs on site. (subject to age and CSCS qualification) REDA to introduce DWP Job Centre in timely fashion for late September start. Feltham Construction Ltd to initiate contact with the Local Job Centre and give rough dates of who and when labour will be required.
Approximately <u>46 students</u> from local school/college/ university to visit construction site	Feltham Construction Ltd to host visits from a local Reading school and possible university – target of 46 pupils, this could identify a diverse range of careers in construction. With permission from the Hexagon, we could add a visit to explore specialist careers within the theatre projects.	REDA to introduce Feltham Construction Ltd to local schools and facilitate visits with the aim of introducing young residents to the world of construction and future career possibilities. Potentially facilitating Education Business Partnership school visits

Target	Action	Comment
Work Experience 16+ years.	Having minors (under 18 years old) is problematic on site for H&S reasons as minors require supervision at all times. This will mean that work experience will primarily be site office bound. Feltham Construction will endeavour to offer work experience placement in conjunction with the theatre in order to make the experience worthwhile and interesting	REDA to work with Feltham Construction Ltd to develop a programme for more skilled workers – work experience / work shadowing could be provided for roles such as document control / site foreman office duties / QS / and could be aimed at college or university students for broader experience. We also promote gap year students within our team to enable a broader experience of their construction Journey. REDA to work with partners within the construction industry and join up young people seeking work experience with Feltham Construction Ltd if opportunity is provided.
Low Carbon Training	FCL will deliver training to our workforce elevating standards / qualifications for trainees and apprentices through recognised Health and Safety training alongside recognised Apprenticeship trainings schemes. These will be recorded and focus on developing and improving standards for growth. Typical Activities: • Work at height • Abrasive wheels • Scaffold awareness • Asbestos Awareness • Slips Trips and Falls • Confined Spaces • PPE • HAVs Hand Arm Vibration	Feltham Construction Ltd carries out regular inspections and tracks all workers certificates, which allows for planned training for the whole work force as and when needed. This keeps us focused at all times on the works or safety issues prevalent at the time. These training sessions will be either on-line or given on site.

Contractor (Feltham Construction Ltd)

Signed:



Name: Trevor Pike
On behalf of: Feltham Construction Ltd

Date: 22nd June 2026

Economic Development Agency (REDA)

Signed:



Name: Nigel Horton-Baker
On behalf of: REDA

Date: 25th November 2025

Reading Borough Council

Signed:



Name: Andy Lockwood
On behalf of: Reading Borough Council

Date: 3rd November 2025