

# M&Y Maintenance and Construction



## Winner of SME of the Year Award



### Project Details

<b>Organisation type</b>	Construction Maintenance
<b>Location</b>	North West
<b>No. of staff</b>	232
<b>Company turnover</b>	£29.3 million

### Benefits

- committed to supporting mental health through partnership with mental health charity 'Chasing the Stigma'
- engaged workforce, supported by the Investors in People Gold Standard
- safe working environment through use of SHE software and accident frequency significantly below industry average

### Outcomes

bettering the lives of staff through hybrid working to improve work/life balance, cost of living payraises and access to mental health support

opening up the world of work for children and young people through partnership with 'Positive Footprints'

training and upskilling opportunities for all employees

working towards Net Zero by 2050, with the use of AD Blue solution in the current fleet to reduce nitrous oxide and new electric vans rolling out in 2022

supporting charities and initiatives to deliver a positive impact for the local community

investing in the future through projects aiming to make homes more energy efficient and cost effective



### Company Overview

M&Y Maintenance & Construction started as a small, family-run business in 1980 and has since grown into a multi-million pound company, delivering repairs, maintenance and construction services across the North West. Their initial work was to build extensions and fit hard wood windows for private households but after several years they moved into responsive repairs in the social housing sector.

In 2009, M&Y were acquired by The Regenda Group, a forward-thinking regeneration business that works in places where they can make a difference. The Regenda Group operates across the housing and construction sector, in care and support and in education, training and careers. The following year M&Y were joined by Lancashire Building Maintenance and began delivering responsive repairs and gas servicing in Lancashire and electrical works and gas servicing in Merseyside. These services eventually grew to encompass Manchester and turnover increased to £17 million.

Over the next few years, M&Y Maintenance and Construction built their turnover by several million pounds more by securing additional works in construction, retrofitting and refurbishment. Their portfolio continued to grow to include a number of multi-million pound projects including regeneration and conversion projects, such as, turning a historical building in Wirral into apartments for social rent.

### Company Achievements

M&Y Maintenance and Construction are proud to have delivered £225k of social value, positively impacting over 1000 people, in financial year 21/22. For every contract delivered, they pledge to work alongside their supply chain to enhance communities via social value initiatives that leave long-lasting positive impacts.

Their recent highlights include:

- Working with SMI Workwear to donate £250 worth of work boots and a further £500 to Rochdale Boroughwide Housing's 'Workwear Workshop' helping people get the clothes, confidence, and job.
- Supporting the Brick's 'Wrap up Wigan' campaign with a donation of £1,000 and 10 bundles of winter clothing, as well as their Christmas Hamper campaign, helping them sort and deliver food hampers to 200 families last Christmas with commitment to do so again this year.
- Sponsoring and providing logistical support to local homelessness charity Petrus to take a garden designed by service users to the RHS Flower Show and seeing them win a Silver Gilt medal from judges and the People's Choice Award.
- Funding 3 primary schools through the Positive Footprints 'Raising Aspirations' programme, inspiring almost 100 children.

M&Y achieved a 2-star rating (outstanding) in the Best Companies survey in November 2022 and have continued to invest in staff despite rising costs. This includes access to mental health support whenever needed via the 'Hub of Hope' app. Staff retention has remained high despite Covid-19 and Brexit, (only 3% average voluntary turnover and sickness rate <2%), allowing them to continue to provide consistent, high-quality services.

M&Y are proud to invest in the future of the industry by supporting young people entering the trade. 8% of staff are apprentices which exceeded the company's target of 6% and they are now working towards raising this to 10%.