



# Social Value

## ANNUAL REPORT 2024



**morris &  
spottiswood**  
group





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# Introduction



# Foreword

**Social Value enables us to build impactful, lasting partnerships, driving positive change through key projects and with clients who share our commitment to local communities.**

Across the Morris & Spottiswood Group, we're focused on building long-term, meaningful partnerships that deliver positive impact tailored to the real needs of local people and places. Social Value gives us the opportunity to use our resources, relationships, and reach to invest in communities, support economic growth, and help tackle some of the most pressing challenges facing society today. It's not a bolt-on or a one-off initiative - it's embedded in our approach to planning, decision-making, and delivery.

For us, delivering social value goes beyond meeting contractual obligations. It's about doing the right thing, using our influence to create lasting legacies, and taking shared responsibility for the future of the places where we live and work.

In 2024, we generated over £79.3 million in social value across our group. This impact spans everything from unlocking inclusive employment opportunities and supporting local business growth, to helping launch vital services like a new mental health hub in a rural community.

This report brings together the outcomes of our work over the last year - both the numbers and the stories behind them. Organised across our three core themes - Sustainable Growth, Inclusive Opportunities, and Community Enrichment - the report reflects our group-wide ambition to deliver meaningful, measurable value in everything we do.



**Stephanie Braithwaite**  
Social Value Lead



# Our Social Value Charter

**The Morris & Spottiswood Group care about our impact – for our people, our clients and the communities we’re working in. With 100-years of history, we have always taken the responsibility we have for supporting, developing and empowering everyone we work with extremely seriously.**

Our Social Value Charter is a guiding framework designed to embed social value principles into the core operations and decision-making processes of our business. It is there to ensure that all activities, from procurement to project implementation, contribute positively to the social, economic, and environmental well-being of communities.

For us, social value is an opportunity to utilise and rethink how we use our power to create positive impact. It is not simply a tick-box exercise, or something to think about at the end of a project or process. This is about driving a systematic shift in our own culture and attitude towards creating impact. To put it simply: social value is about how we do things – all things, every day.

## Our Social Value Pillars

### SUSTAINABLE GROWTH

Working closely with our staff, suppliers, internal business partners and community stakeholders, we will identify key and sustainable opportunities to support the local economies of the places we are working within.

We will work with education providers to facilitate employment pathways and career insight for the next generation of young people, while also utilising our existing early careers programmes.



### INCLUSIVE OPPORTUNITIES

We will improve access to the sector by creating vital pathways and support programmes to deliver sustainable opportunities for marginalised groups.

We will embed EDI learning across the business to improve our own understanding of real-life experiences and barriers faced by members from these communities.



### COMMUNITY ENRICHMENT

We will partner with key community stakeholders to help us deliver our social value commitments.

We will work closely with communities and their services to identify and develop key assets and programmes that leave a lasting legacy for the community and people who live there.



# Alignment with Global Frameworks

The **TOMs™ Framework** (Themes, Outcomes, Measures) is an industry-leading social value reporting platform, endorsed by the Local Government Authority and co-created with both Private and Public Sector stakeholders. The framework is intrinsically aligned to the UN's Sustainable Development Goals and Central Government's own Social Value Model, allowing businesses to attach financial proxy values to the social, economic and environmental impact their actions generate. By aligning our own social value strategy with these globally-endorsed objectives, we are ensuring that our own actions are contributing to a worldwide agenda for the future.



The TOMs™ framework is comprised of over one hundred different measures for capturing and articulating social impact. These measures are separated into five core themes:

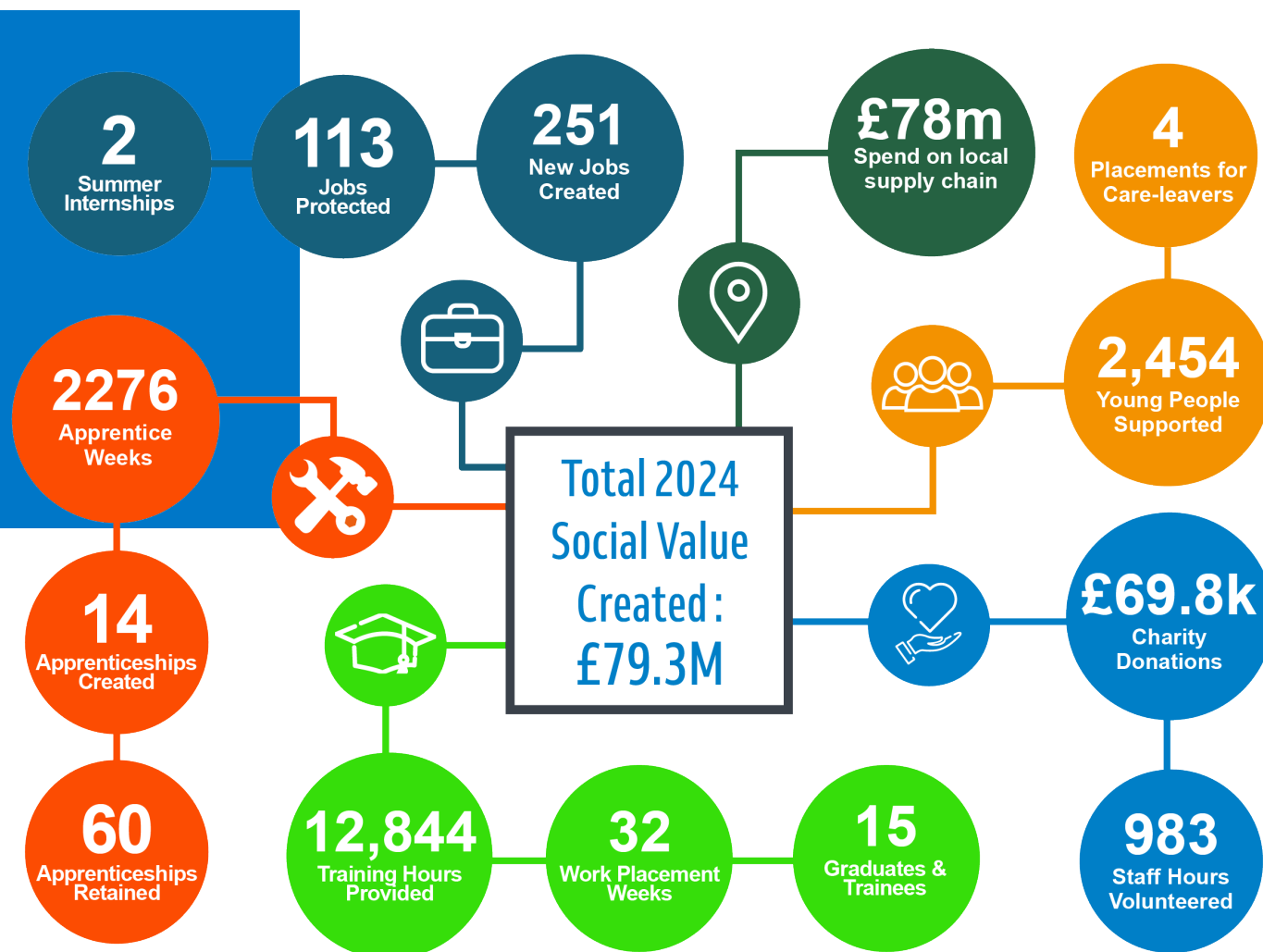


The measures which sit under these themes each have their own unique 'proxy value' – these are fixed values and have been developed from various economic data sources and cost benefit analyses and are reviewed annually to ensure transparency and accuracy. We have implemented these proxy values and formulas throughout this report in order to quantify our annual social value impact for 2024.



# The Key Figures: 2024 in Review

Throughout 2024, our teams have worked meticulously to deliver meaningful impact for the local communities and economies of the UK.

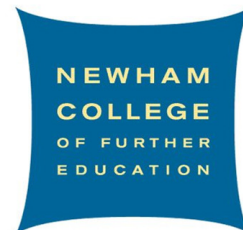


# Our Partners

Over the period of 2024, we collaborated with an extensive list of partners – from educational providers, employability services and arts institutions. All of these relationships enabled us to gain greater understandings of the local communities we were working within, and subsequently helped us to shape our support

offers and interventions against the particular strategic needs of these places. Taking a collaborative and co-designed approach to our social value delivery is extremely important to us, and we want to ensure that any community impact we deliver is going to be meaningful and capable of leaving a lasting legacy.

## SOME OF OUR 2024 PARTNERS:



**Believe in  
children  
Barnardo's**



**Project Challenge**  
"Believes in young people"



**Wirral Ark**  
Celebrating 30 years fighting  
homelessness in Wirral



**Whitechapel  
Mission**



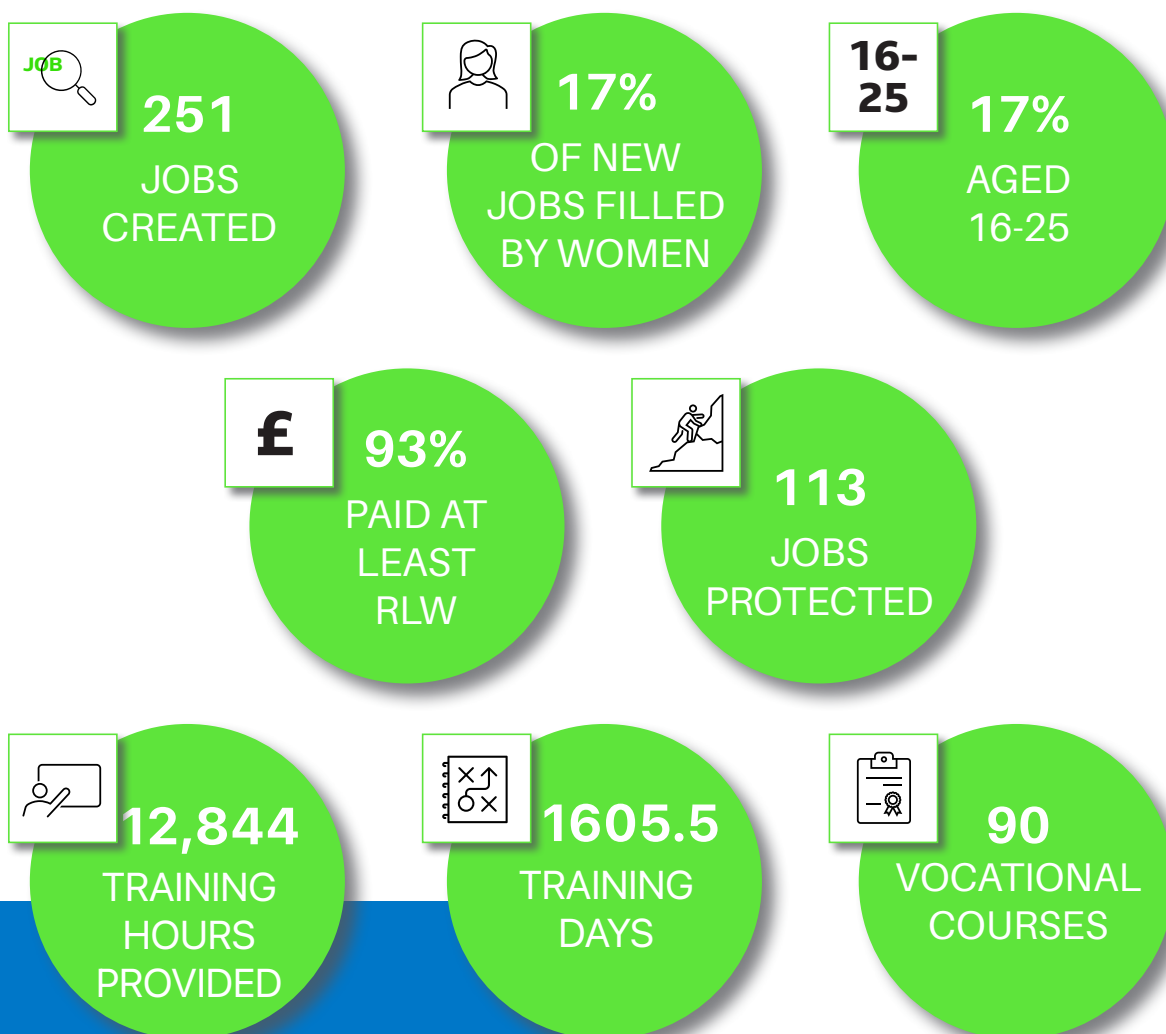
# Themes



# Sustainable Growth

Ensuring our growth as a business is achieved both sustainably and responsibly are key tenets to our company values. This means ensuring that wider considerations are embedded into our decision-making so that we can at once maximise our wider social and economic impact and continue to grow as a business. Over the year of 2024, we have continued to support our people through a variety of pathways – including leadership training programmes, apprenticeships and early careers opportunities and meaningful partnerships with our supply chain members.

## JOBS & TRAINING



\* The remaining 7% are apprentices, who are paid in accordance with NMW.



## SUPPORTING LOCAL BUSINESS

“ It is vital that we look to engage with local, smaller supply chain on our sites wherever possible. Not only will this result in lower costs on our projects as we are avoiding unnecessary travel and accommodation charges, we are also encouraging the widespread development of construction skills at a time when this is sadly lacking in the industry. By engaging with local contractors who are employing local operatives we are helping to support the economies closest to our projects and helping to drive vital capability improvements in the construction industry. ”

- Jenny Whittingham, Group Supply Chain Manager

### SCOTLAND

85%

TRAINING HOURS  
PROVIDED

91%

MSMEs

### ENGLAND

75%

LOCAL  
SUPPLIERS

59%

MSMEs

The definition of local\* in supply chain contexts has been set at a 40-mile radius from the project's location.<sup>6</sup>

### Maximising social value through supplier collaboration:

As part of our social value commitments for the Victoria Theatre renovation works in Halifax, we collaborated with our joinery subcontractor on the project - A&G Wainwright - to design and construct a fully foldable timber puppet theatre for a local primary school. The dimensions and flexibility of the puppet theatre were defined and agreed by the school to ensure it was suitable for the school's needs and could be stored safely when not in use. The Puppet theatre was presented to the school by our Social Value Lead during a day of arts-based workshops. The decision was purposefully made to leave the theatre white and primed so that a group of children at the school could decorate and paint the theatre themselves. The construction and gifting of the puppet theatre to the school now allows staff and teachers to incorporate performing arts into future lessons and curriculums for pupils, thereby improving accessibility and understanding of the arts and theatre.



“ The arts can be so crucial to children's development of their self-confidence. They learn to regulate and develop social skills through working in a team. ”

- Helen Rayner, Teacher @ Ash Green Primary School

## BECOMING A MEMBER OF THE ARMED FORCES COVENANT

As part of our commitment to support those who have served in the Armed Forces and their families, we were pleased to become an official member of the Armed Forces Covenant in 2024. Employers who join the Armed Forces Covenant make a commitment to support service personnel, reservists, veterans, the cadet movement and military families through a multitude of ways, including promotion, access to fair employment, engagement events, internal support networks and signposting.



ARMED FORCES  
COVENANT

EMPLOYER  
RECOGNITION  
SCHEME

BRONZE AWARD



“ I’m incredibly proud that we have signed up to the Armed Forces Covenant, demonstrating our commitment to supporting those who serve or have served in the armed forces, as well as their families. As a veteran myself, I understand the unique skills, values, and perspectives that members of the armed forces bring to civilian life and the workplace. Signing this covenant is not only a pledge of support but also a recognition of the diverse talents and experiences veterans can contribute to our business. Looking ahead to 2025, we aim to further embed this commitment into our practices by expanding opportunities for veterans and reservists, strengthening our support for the armed forces community, and developing new initiatives to foster their integration and success. This aligns with our broader social value ambitions, as we seek to make a tangible impact on both the communities we serve and the people who form the backbone of those communities. The Armed Forces Covenant is a significant step toward building a more inclusive, supportive environment for all, and I’m excited about the potential it holds for the future. ”

- Stewart Rutt, Defence Sector Lead





14  
APPENTICES  
CREATED



60  
APPENTICES  
RETAINED



100%  
APPENTICESHIPS  
COMPLETED



15  
GRADUATES &  
TRAINEES



2  
SUMMER  
INTERNSHIPS



4  
PLACEMENTS  
FOR CARE  
LEAVERS

## PLATINUM AWARD

**We are delighted to have been awarded Platinum accredited membership via The 5% Club's 2023-24 Employer Audit Scheme. This award recognises our significant contribution to the continued development of all our Employees through "earn & learn" schemes such as Apprenticeships, Trainee and Graduate Schemes.**

Platinum members are participants who have achieved Gold Membership in three consecutive years, and who in their third year have 10% or more staff members "earning and learning". We are one of only 30 employers who met the Platinum standard this year and we are delighted to win the award to recognise our efforts and ongoing commitment to training and development. 5% Club.

The 5% Club is a dynamic movement of employers committed to earn & learn as part of building and developing the workforce they need as part of a socially mobile, prosperous and cohesive nation. The Club exists to help its members and all employers increase further the number, quality and range of earn & learn opportunities across the UK.



# Inclusive Opportunities

Creating environments that promote inclusivity can be challenging to meaningfully deliver because every individual's needs and barriers are unique to them. Overcoming these challenges means placing particular emphasis on concepts like co-design to ensure that what is being proposed and delivered is going to be valuable to the individuals receiving the support. Over the year, we collaborated with a variety of community stakeholders and through these meaningful partnerships we were able to deliver some excellent initiatives that targeted numerous disadvantaged groups - from NEET cohorts (not in education, employment or training), homeless residents and care-leavers.





## Project Challenge: career advice for disadvantaged young people

Project Challenge in Halifax is an award-winning youth charity, which delivers a variety of programmes that support disadvantaged young people with employability, confidence and skills development. We attended the organisation during its 'World of Work' week and delivered a insight talk about accessing careers in construction. We met with a range of young people currently using their services and provided them bespoke advice and guidance on construction pathways and the kinds of roles available in the sector.



“ It was inspiring for our learners to hear how people who struggled or didn't enjoy school, have got good jobs. It was also good to know they have progressed within their careers and have secure jobs. ”

- Youth Worker @ Project Challenge

## Preparing for interview: supporting young people with employability skills



We took part in Gracemount High School's 'Meaningful May' programme – a week-long programme of educational and careers activities for pupils not sitting traditional exams. The aim of the programme, organised during study leave week, was to give pupils who struggle with traditional education and exams an opportunity to meet with employers and learn about different career opportunities available to them. We met with a number of different pupils and supported them with mock-interviews, CV advice and practical team-building workshops.

## Ask me my trade: showcasing careers in construction

Visibility is an extremely valuable tool when supporting young people. From an employability and careers pathway perspective, if young people cannot see or practically interact with the potential careers available to them, then they cannot learn about the skills required to subsequently be able to access those roles at a later point. It is for these reasons that we regularly commit to supporting educational providers and young people studying at them through careers fairs, site visits, trade showcases and keynote talks.



Throughout 2024, our teams attended and supported a number of schools, colleges and universities to engage with the next generation of young people and provide them with meaningful opportunities to learn about construction careers and pathways to access them. During these events, we also made a particular effort to engage with individuals and groups who would not typically consider construction as a viable career for them.



## Promoting safety: facilitating a youth-led information video



We visited Great Ouseburn Primary School during the final week of term to deliver a full day of activities for their Year 5 and 6 students. The day was divided into two parts - with the morning focused around construction sites and how to stay safe on them. We began with an interactive presentation around site safety. This was then followed by filming a unique health and safety video, in which the children were recorded each speaking a line about construction sites, while also being filmed showcasing the different types of PPE. We wanted to deliver something that was a bit different and could get the children meaningfully and creatively engaged with the message of health and safety.





## CELEBRATING THE ARTS AND IMPROVING ACCESS TO THE THEATRE

As part of our social value commitments for the Victoria Theatre renovation works, we wanted to deliver something meaningfully aligned with celebrating the arts in Halifax. We collaborated with Calderdale Council, the Victoria Theatre and Ash Green Community Primary School to co-design an innovative arts programme that focused on improving accessibility to the theatre.



We designed and delivered a full day of arts-based workshops at Ash Green School focused around performance and puppet theatres. A cohort of twenty pupils were divided into four groups and tasked with creating their own individual character with a range of arts materials provided. Pupils then collaborated with their groups to develop a full narrative script that all of their characters could exist within. They designed a range of backdrops and spent time thinking about world-building and environments for their stories. Once the groups had finalised their scripts, pupils were then given a list of key theatre roles to choose from and begin rehearsing their final pieces with their new group roles.

Roles included narrators, directors, performers and technicians – ensuring that every pupil had the opportunity to take on a role they felt comfortable with, while also practically learning about the collaboration required for working in theatre. During the rehearsal time, we presented pupils with a fully foldable timber puppet theatre – which our joinery contractor on the Victoria Theatre project had constructed. After rehearsing their pieces, groups then took it in turns to perform their scripts on the puppet theatre and in front of the camera. Along with the group's final performances, we also filmed the entire day in order to capture the full creative process in action – from devising, to rehearsing, to performing. We then collated all this footage, along with interviews and pupil vlogs, to produce a finished video that showcased the value and enjoyment of the arts. The finished video can be viewed below:



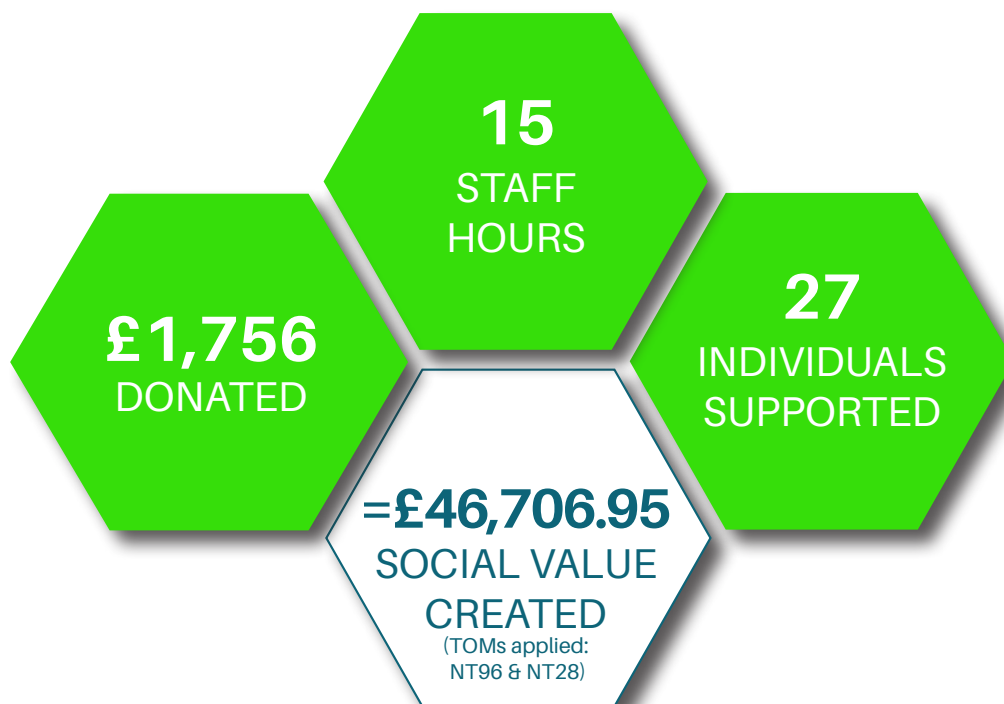


## PATHWAYS TO EMPLOYMENT

We understand that helping individuals with complex needs to access opportunities is something that requires time, commitment and personalised support. Facilitating pathways to meaningful employment means different things for different people – while one person might be ready for a job opportunity straight away, another may benefit from mentoring and employability support first. As a business, we are

constantly wanting to improve our understanding and knowledge of disadvantaged groups to ensure that we and our supply chains are equipped to support those individuals responsibly and sensitively. Over the year of 2024, we worked across and facilitated a number of different employability programmes that provided vital wraparound support for those further from the job market.

### Promoting digital inclusion for homeless residents



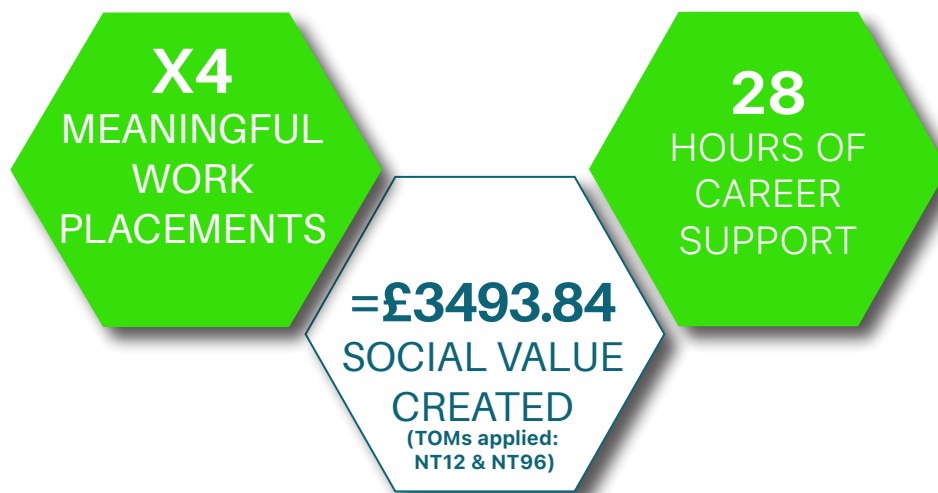
As part of our commitments for the Procure Partnerships framework, we purchased and donated a brand new laptop for Wirral Ark – a charity supporting homeless residents across Merseyside. The donation will enable local people to improve their digital and social inclusion by getting online and accessing vital services and support. Wirral Ark supports hundreds of individuals across the Merseyside region, a number of whom are permanent residents at the organisation's Mary Cole House accommodation. Homelessness is an extremely complex and challenging social issue that intersects many different forms of disadvantage – one of which is social isolation. The provision of digital equipment will now enable affected individuals to begin their journey out of homelessness and stay socially connected.



“ Thank you so much. Your generous donation of the laptop yesterday will make a massive difference for our residents and their ability to get online, improve their skills and continue their journey out of homelessness. We really appreciate all the effort and support you and your colleagues have shown to Wirral Ark. ”

**Mike Westcott, Fundraiser Manager@Wirral Ark**

## Improving employability for care-leavers



As part of our Barnardo's GAP Homes project in Stirling, we delivered a range of employability activities for several young people currently in the care system. These young people experienced a broad range of complex social and economic barriers which meant their environments were often extremely volatile. Our Social Value Lead worked extremely closely with the Barnardo's staff, including the Children's Services Manager, to co-design a programme that could meaningfully support the young people in their service. Through this collaboration we were able to facilitate a number of 'Try a Trade' placement opportunities for young people to provide them with a supported opportunity to access a live construction site and meet with various industry professionals and tradespeople to learn about the different roles and careers available. These placements were fully supported by our site manager and wider team to

ensure the young people gained a comprehensive insight in the different roles available on site and what is required to access and deliver them. Many of the young people who took up these placement opportunities had never been in employment before and so the chance to observe a live and complex work environment was extremely valuable to them. As well as having the opportunity to safely try out different trades and tasks affiliated with them, the young people on placement also had the chance to talk with employees and learn about their own pathways into the sector.



### Case Study:

"TS was referred to the Clacks Futures service due to conflict within his foster placement. This relationship broke down completely shortly after referral and TS was supported to secure emergency homeless accommodation in Falkirk. This was a particularly difficult period for TS, as he did not feel settled or able to relax at any time throughout his placement. This then resulted in an increase in his use of alcohol and other substances as a means to cope with the stress of his environment. TS was successful in securing his own tenancy in Clackmannanshire and has been living independently for 5 months now. TS had a brief few weeks of experience working with his brother on a building site. This sparked an interest in TS to continue to work in this type of environment. Therefore, when TS was offered the opportunity to partake in Try a Trade with Morris & Spottiswood, he was very excited. TS very much enjoyed his experience of working on Gap Homes with Try a Trade and advised that he felt very 'well supported' and 'all of the guys were nice'. TS is now

looking forward to applying for Joinery at Forth Valley College."

“ Thank you and you team for the opportunities that you have provided for our young people, it has very much been appreciated, not only with regards to your flexibility but also understanding the challenges that some of our young people face. You and your team have been so inspirational and for that we are very grateful. ”

**Jill Stephen, Children's Service Manager @ Barnardo's Stirling**

# Community Enrichment

Supporting the revitalisation and accessibility of community assets for all local residents is of vital importance for a place's growth. It enables individuals to thrive and ensures communities benefit from a rich and diverse environment that facilitates continued learning and meaningful connection. Over 2024, we collaborated with numerous community assets and delivered a broad range of support, utilising our staff and subcontractors to ensure what we delivered provided maximum impact for the local community.

**983**  
HOURS  
VOLUNTEERED

**£69.8K**  
COMMUNITY  
DONATIONS

**= £76,676**  
SOCIAL VALUE  
CREATED

(TOMs applied:  
NT28 & NT29)



## RUBEN'S VOICE WELLBEING HUB



As part of our social value commitments for our affordable housing development in Withernsea, we engaged with Ruben's Voice - a Hedon-based mental health and wellbeing organisation. Our Social Value Lead met with the organisation's founder, Katy Smith, to understand their needs and where we could add value. The organisation was set up in 2021 after the founder's son took his own life at the age of 18. Every year since, the project has organised a large-scale community music festival which attracts over 2000 local visitors and provides an opportunity for everyone to connect, celebrate, relax and understand more about mental health services should they need them. The festival enables local artists and young people with a passion for music and the arts to have a platform and perform on a professional festival stage.

When we met with the founder, Katy was looking to set up a permanent home in the form of a wellbeing hub for the whole community to access year-round. There is currently no existing space like Ruben's Voice available for the community to access due to the rural and isolated location of the area, meaning its service offer is especially vital to the local community. The organisation had already purchased a portacabin for the services to run from, but had no electricity or water supply connected to the cabin. We therefore made the decision to purchase and donate a brand new generator and Watermatic, which we also installed, enabling the hub to formally open to the community and run its wide range of services and activities effectively and sustainably.



In addition to this, we also purchased and donated a brand new ride-on lawnmower for the organisation - which subsequently enabled them to maintain their three acres of land, which is now used by various local groups and sports teams. The physical asset of the hub, along with its 'wrap-around/one-stop-shop' model, generates legacy in a variety of ways because it allows the community itself - in all its definitions - to own, deliver, maintain and benefit from the space. By providing electricity and water services, alongside outdoor grounds maintenance, we are increasing the capacity and resilience of the community space to support different groups and continue to widen its service offer against the local needs of the area.

“ Thank you so much for everything you have done for us. Your kindness is already having a wonderful positive impact on our community. The mower you bought for us is allowing us to keep the grass cut regularly and the grass quality has improved so much already. The field is used daily by dog walkers, families, kids and teens and several football teams have used the field for training. The generator you have provided means we can now use our building and having electricity means we can include so much more at our events to raise awareness of suicide and the help available to anyone struggling with their mental health. As you know, the Ruben's Voice Wellbeing Hub is intended to improve wellbeing by encouraging our community to come together and enjoy activities together. We can finally start to do this because your generosity and support has made all of this possible. ”

**Katy Smith, Ruben's Voice Founder**



## Enriching Local Community Assets

Our teams recently supported Drumchapel Family Learning Centre in Glasgow by arranging the free collection and delivery of a piano to the nursery. The piano is now being regularly enjoyed by the children, enabling them to learn more about music and sound. Recent studies have demonstrated the importance music plays in early childhood for the development of infant's intellectual and emotional skills, and it is also credited as improving early-learning for numeracy and literacy skills.



“ I wanted to extend my gratitude and thanks for recently helping with the relocation of a piano. The team transported this for us, saving a fortune in delivery costs and for that we are incredibly grateful. ”

**Kat Connelly, Head of Nursery**

We also organised the refurbishment of the kitchen area in St Francis' Church Hall – opening up the space to enable greater accessibility for local residents and community groups. We reconfigured the layout and installed a brand new tea-point, along with new shelving and furniture.



“ The kitchen has brightened up and is now in a bigger working environment for the children when cooking. The older members of our community have mentioned how more accessible it is for them and how much more storage we have. A big thank you to everyone involved because it has made our community hall a lot better and has really impacted all group. We would not have been able to have these works completed solely on our own. ”

**Kirsty Pridmore, Community Group Leader**

## REVITALISING A LOCAL NURSEY: STEPPING STONES FAMILY LEARNING CENTRE:

As part of the social value commitments in relation to the appointment to two North Lanarkshire based frameworks, we upgraded a large section of tarmac and small areas of mud and grass into a fully functioning play garden.

Along with new foundations and landscaping, the area has been totally transformed, with features including a sensory path of different materials and textures; a large sand pit; a working mud kitchen with tap and drainage; and a timber shelter to allow for all-weather use. All parts of the project were created by the Morris & Spottiswood team using natural materials, including bamboo shoot funnels in the sand pit, log seats, and a sensory path made from varying types of left over materials from other sites such as slabs, decorative stones and decking. As well as a superior build quality, the natural materials are environmentally friendly, non-toxic, and encourage creativity and imaginative play.





“ We are extremely grateful for the hard work and dedication that Morris & Spottiswood has provided to help achieve such a fantastic learning space for our children. It has created a foundation that will offer high quality learning experiences not only this year, but in years to come. There has been a spark ignited again for outdoor learning and curiosity in our children which has been amazing to witness. ”

**Nicole McGillivray, Head of Centre at Stepping Stones**

## LAMMERMUIR LARDER: SUPPORTING FAMILIES WITH FOOD POVERTY

As part of our community benefits commitments for the NHS Lothian health centre refurbishments, we purchased five microwaves and five air-fryers and donated these to Lammermuir Larder – a local community food initiative set up to support individuals and families living in food poverty. The charity offers a range of support for local residents, including – emergency food parcels, financial advice, housing support and help with benefits applications. They accept self-referrals, but also have strong relationships with various community stakeholders, including Citizens Advice, East Lothian Social Work Department and local GP practices.



“ Thank you so much for the fantastic donation, we are extremely grateful. These will help many families in this area by helping lower their electricity/gas bills as the weather changes. ”

**Pat Lemmon, Founder**

## KEEPING A VITAL COMMUNITY ASSET SAFE: CANVEY ISLAND YOUTH FOOTBALL CLUB

Canvey Island YFC supports hundreds of young children across Southeast England to access youth football opportunities from FA-registered coaches. With over 30 football teams at both young and adult level, they are a vital asset to the local community. Earlier in 2024, a health and safety risk was identified after their existing consumer unit caught fire. Our Livingston team attended the site and accessed the existing unit before replacing it with a new consumer unit and testing the system to ensure it was working safely.





“ We understand the importance of maintaining a safe environment for our youth, and your expertise and generosity have made it possible for us to continue our mission without hesitation. With your assistance, we can now confidently provide a secure space for our young athletes to thrive and develop their skills. Moreover, your support has enabled us to resume our food sales, which play a vital role in sustaining our non-profit organisation. Your kindness and goodwill have made a significant impact on our ability to serve the community and fulfil our mission. ”

**Ian Martin, Club Chairman**

## Supporting disadvantaged children at Christmas

**10**  
STAFF HOURS  
VOLUNTEERED

**=1,250**  
CHILDREN &  
FAMILIES  
SUPPORTED

**£4,910**  
IN  
DONATIONS

Cash for Kids is a national charity supporting children and young people affected by poverty, abuse and neglect across the UK. Over the festive months, they run their 'Mission Christmas' campaign, which we supported by asking staff across all of our offices to purchase and donate gifts for children's Christmas presents. In total, we collected 450 gifts and a further £860 in financial donations, which was used to purchase even more presents.



“ We work with families who have nothing to spare and even struggle for food. The gifts you provided were a lifeline. Thank you for bringing hope and happiness back into our lives. ”

**Beneficiary family, Cash for Kids**



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spottiswood  
group