



SOCIETY OF LAND REFERENCERS

Annual Report | 2021 - 2022

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Annual Report | 2021 - 2022



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CHAIR PERSON'S SUMMARY

When a group of us first discussed the idea of creating a society for land referencing, I would not have believed that I would be writing a note to 200+ members in our first year. The uptake of membership and the support to the Society has been beyond my expectations and I would firstly like to thank all of you for your contributions and I do hope that you will continue to be involved in the exciting next few years.

ESTABLISHMENT PATH



Although this report will focus on the first year’s official activity of the Society, it must be remembered that it has taken four years to reach this stage and throughout those years it has been a huge learning curve for myself and the fellow board members.

It was often a case of one step forward and two steps back, but we were always focussed on our aim to create an environment for land referencing and land referencers to succeed and grow. Our high-level objectives for the Society are framed by our three pillars; community, industry and careers.



Our first year has been focussed on establishing a community, through the brilliant community committee and to determine what the members want to collectively achieve.

Details of the community events are further explained later on in the report, but I think it has been a great achievement to host events throughout England, and not just London, and we look to host further events in other countries in the coming year.

We would like to thank the sponsors of all the social events; WSP, Mott MacDonald, Winckworth Sherwood, Carter Jonas, Jacobs for their contributions towards these and helping to make them such a success as well as Apogee for providing promotional materials.

We have also hosted a number of webinars throughout the year, including an informative lunchtime learning session on the requirements for producing a Book of Reference, hosted by Emma Rodican-Jones, Senior Associate, at Winckworth Sherwood, that was attended by 60+ people and is available on the SoLR website for those who were unable to attend.

The first year has also seen the successful intake of our first batch of apprentices onto the Land Referencing Apprenticeship Scheme. More information about this can be found within this report, but it was a very proud moment for the Board to have been involved in the success of this and that SoLR will play a huge part in the scheme.

As we move into our second year our focus is turning towards establishing and growing our Industry and Careers committees. After the [survey](#) in March 2022 on which we built the community events, we have recently launched a further survey to feed into the Careers and Industry committees, so that our committees can be shaped by what our members want.

But don't worry, although the focus of the board will be on Industry and Careers, the Community committee will continue to provide great events for the Society and I look forward to seeing you at one of these in the near future.

Finally, I would like to say thank you and good luck to Trevor Wilding, who as you may know, was a founding member of the Society and a driving force behind the Land Referencing Apprenticeship scheme. We wish you all the best in your retirement.

I hope you find this report informative and that it shows you how much the Society has achieved in its first year and I look forward to writing to you this time next year with even more to report!

All the best,

Mark Aanensen

SoLR chairperson

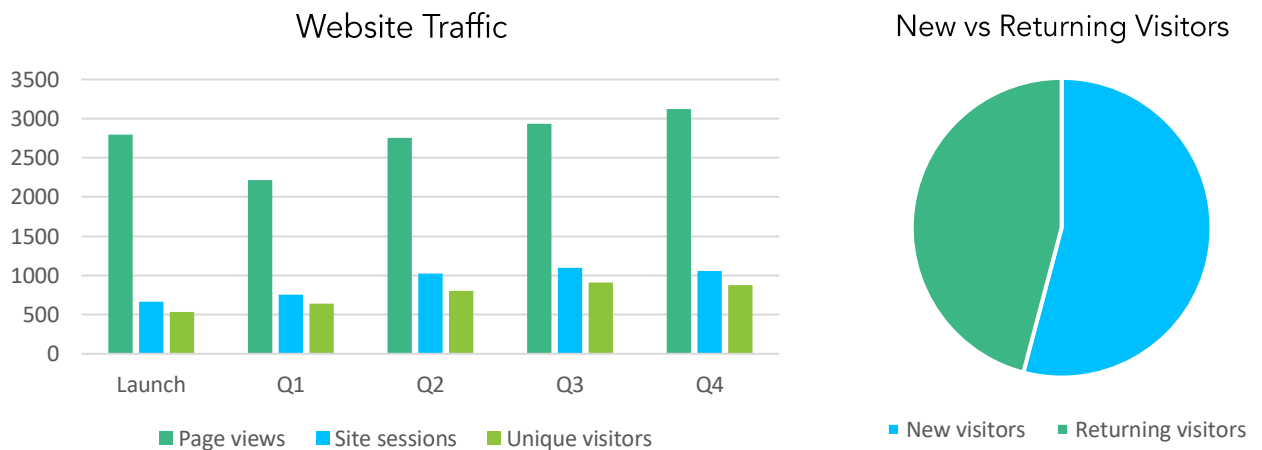


1. COMMS & ENGAGEMENT

Launched in October 2022, our main presence has been via our website SoLR.org.uk, which aims to:

- Independently represent and raise the profile of our practice and services
- Inform the public of what land referencing is
- Promote land referencing careers
- Provide a focal point for apprentice information
- Share industry news, views and achievements
- Publicise events and signpost external CPD
- Provide our members with user accounts to manage their subscriptions and access member-only resources

Our website will evolve throughout 2023 as we establish our industry and careers committees and work with representatives across our industry to uniformly define our services and the value they bring to projects.



We are keen to see an uplift in the use of social media through Twitter, [Instagram](#) and [LinkedIn](#). This will be the easiest way to target a wide audience of people, show what SoLR do and how people can get involved. To this end, we have proposed that representatives from the 3 committees have accessibility to the Social Media platforms to facilitate and launch an engagement campaign. We will track our engagement metrics to measure the success of these channels.

We believe marketing will be a key driving force for engaging not only with prospective new land referencers, but in promoting the career path for current land referencers in an informed and interesting light.





2. COMMUNITY

To date, we have focussed on growing our membership and forming a community who will collectively set, help deliver and benefit from the future objectives of the Society.

OUR MEMBERS

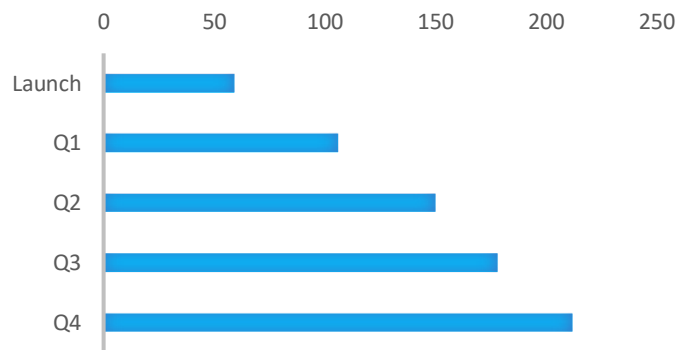
As of 12 December 2022, the Society has 220 members which has grown steadily since our launch in October 2021.

As we continue to grow and establish the Society, we have decided to keep our 2023 membership fees at the same discounted rate as our inaugural year:

- UK Resident membership: £50
- Non-resident membership: £25

The breakdown below, shows the varied locations and regions where our members are situated. Outside of the UK we have members from India, Australia, the Republic of Ireland and Poland

MEMBERSHIP GROWTH



Membership by Region



In January 2023, we will welcome our first Honorary Member, Trevor Wilding, in recognition of his conspicuous service in the interests of the Society. We are very grateful to Trevor for his commitment to our industry and he is greatly missed following his retirement from the board in July 2022.



COMMUNITY COMMITTEE

Chaired by Joshua Brown, our community committee was formed in January 2022 and consists of four committee members supported by eight SoLR representatives across the country. We are always looking to expand our committee and welcome feedback and new ideas. Those who are interested in becoming part of the committee as a representative, please email events@SoLR.org.uk.

Networking has been one of the key ambitions of the committee. Our initial aim throughout 2022 has been to bring people together with a common interest, meet new faces and spread industry knowledge further afield. We plan to continue networking into 2023, more in the form of lectures and talks from industry leads as requested by our members.

ACTIVITIES TO DATE

Date	Description	Location	Attendees	Sponsor Provider
14 Oct 2021	SoLR Launch Webinar	Online	300	SoLR
14 Oct 2021	SoLR Launch In-person networking	London	100	Mott MacDonald, Winckworth Sherwood, WSP
24 Mar 2022	SoLR Networking - Birmingham In-person networking	Birmingham	85	Carter Jonas, SoLR
24 Mar 2022	Meet the SoLR Community Committee Plans for 2022 Webinar	Online	50	SoLR
3 May 2022	SoLR World Food Week In-person events organised per office	Multiple		SoLR
25 May 2022	SoLR Networking - London In-person networking	London	100	Mott MacDonald, WSP, SoLR
23 Aug 2022	Company vs Company Quiz	Online	50	SoLR
25 Aug 2022	London Summer Sports Social - Lawn Bowls In-person networking	London	18	SoLR
13 Sep 2022	Birmingham Summer Sports Social - Flight Club In-person networking	Birmingham	22	SoLR
14 Sep 2022	Manchester Summer Sports Social - Ice Free Curling In-person networking	Manchester	8	SoLR
29 Sep 2022	SoLR Networking - Manchester In-person networking	Manchester	100	Jacobs, SoLR
15 Oct 2022	London - 5k and 10k Run Charity	London		
16 Oct 2022	Manchester - 5k, 10k and Half Marathon Run Charity	Manchester		
23 Nov 2022	Christmas Socials	Manchester, Birmingham, London		SoLR



2023 OBJECTIVES

As we approach 2023, we want to encourage further engagement with our Northern Ireland and Scotland members and to expand our events into these locations. In 2023 we will be supporting our industry and careers committees, helping them to expand and organise additional events across all member locations. We have outlined below events for 2023 based around our success in 2022 and feedback we have had:

- First half of 2023 we will host the regional networking events. With an intake of new members and recent apprentices and graduates, we feel this will be a great way to bring the industry together at the start of the year
- Regional arts and craft event. We have had suggestions of glass painting and pottery classes that we are currently looking into as a committee
- Coffee roulette mornings on a quarterly basis with all of the SoLR members. This will be a great way to meet fellow industry professionals, learn about people's careers and share ideas on how we can expand as both an industry and society
- World Food week. We had a huge success in 2022 with this event so we want to bring it back again for 2023. This time we will be doing in in line with the global food week on 16 October 2023
- Land Referencing City Dash. An event to test even the most experienced geographers out there

The community committee release a more detailed schedule of events Q1 of 2023, with an aim to hold at least one industry engagement event in each region. We would like to hold a formal dinner and awards night in Q4 to recognise the success the industry has had in 2023. We will also be setting up interactive Christmas quiz and raffle. First we need to gauge industry appetite first, please keep an eye out for further updates throughout 2023.

CHARITY

We recognise that our members place importance on social value. As such, we asked our members to vote for their preferred charity for 2022. The feedback from our members survey resulted in Shelter being chosen as the 2022 charity. Fundraising for our elected charity through sponsored events has raised £479.

We would like to thank everyone for their donations which will make a huge difference. In 2023, there will be a further opportunity for members to vote on the SoLR chosen charity of their choice.



Mark Thurston: why apprentices are critical to the success of HS2

11 February 2022

As someone who started his career as an apprentice, Mark Thurston, CEO of HS2, talks about how investing in future talent is integral to the legacy of one of the UK's biggest projects.



At peak construction, HS2 will need around 30,000 people to design and build the major railway, which includes a commitment to 2,000 apprentices. Image courtesy of HS2.

The role of apprentices at HS2

This week, we confirmed that we've now welcomed 825 new apprentice starts on the project, showing impressive progress against our 2,000 target.

Considering it's less than 18 months since main works construction started on phase one of the railway, and with work now also underway on the next two phases of the project, I'm confident that our ever-growing UK supply chain will support us in achieving our target.

We've come a long way in a short time, but we're not complacent.

The scale, geography and multi-phase delivery of HS2 means that we're able to offer a broad range of apprenticeships, with the opportunity to get involved in both the early planning and concept stages, right through to the highly skilled engineering and delivery activity.

Our apprenticeship roles on the project provide individuals with the opportunity to learn from the very best in the industry, gaining hands-on experience and working towards recognised qualifications.

Last year, we welcomed our very first tunnelling apprentices and this year, as a result of our partnership with the Society of Land Referencers, we've supported the creation of a brand-new apprentice standard in land referencing, which has led to 20 new apprentice vacancies in a field that is so vital to our industry.

08 FEB '22

HS2 NEWS HS2 LAUNCHES MAJOR RECRUITMENT CAMPAIGN TO MARK NATIONAL APPRENTICESHIP WEEK



HS2 is continuing its commitment to 'Build the Future' – the theme for this year's National Apprenticeship Week – by recruiting for more talented individuals to play a part in the construction of Britain's new high capacity, zero carbon railway.



HS2 launches major recruitment campaign to mark National Apprenticeship Week: BBV Kickstarters and apprentices with a model of TBM Dorothy

- HS2 Minister Andrew Stephenson confirms record 825 new apprenticeship starts on the project
- New landmark apprenticeship standard also launches today following HS2's partnership with the Society of Land Referencers
- Investment in future talent continues as HS2 and its construction partners search for more career movers and new starters to join the project

80 apprenticeship vacancies will go live this week, with more to follow in the weeks and months ahead, as HS2 and its construction partners seek to expand the 20,000 strong workforce already in place delivering the first two phases of the project from London, through the Midlands and on to Crewe.

HS2 Minister Andrew Stephenson said: "HS2 is a once-in-a-lifetime investment driven not only by the Government's commitment to boost transport across the nation and level up the North and the Midlands but to create long lasting, highly skilled jobs across the UK."

"We're doing just that - 825 apprentices less than 18 months into construction is an incredible achievement that will be invaluable in plugging the skills gap across the UK and helping the nation build back better."

HS2 Ltd is recruiting for 22 new apprentices, with opportunities based in Warwickshire, Birmingham, Milton Keynes and London. The Level 3 and 4 programmes are being offered across a broad range of subject areas from Surveying Technician to Cyber Security Technologist and Commercial Procurement and Supply.

Ballour Beatty VINCI, who are leading the construction of the West Midlands section of HS2, will be recruiting for 25 apprentices to join the business this year. The jobs will be based at construction sites and offices in Staffordshire, Birmingham, Coventry and North and South Warwickshire, with opportunities in Information Technology, Design, Civil Engineering, Business Support, Health and Safety and Quantity Surveying.

EKFB joint venture, HS2's construction partner for the central section of the route, will begin its search for 11 new apprentice roles with two of its parent companies, Eiffage and Ferrovial Construction. The jobs will be based in Buckinghamshire and Northamptonshire with opportunities in Civil Engineering, Business Administration, Project Controls, Commercial and Procurement.

Align joint venture is also expanding its investment in future talent by recruiting for two new apprentices to join its Hertfordshire-based teams. Align JV is tasked with constructing the Chiltern tunnel and the UK's longest railway bridge - the Colne Valley Viaduct - and is searching for a Level Three Health, Safety and Wellbeing Advisor and a Level Three HR and Resourcing Apprentice to support its vast programme of work.

HS2's partnership with the Society of Land Referencers (SoLR) and the National College for Advanced Transport and Infrastructure (NCATI), now part of the University of Birmingham group, has culminated in the creation of a brand-new Level 4 apprenticeship standard which also launches today. Designed to help tackle the shortage of land referencers within the UK to support major infrastructure projects, the new apprenticeship will see major employers within the West Midlands, including Mott MacDonald and WSP, team up with NCATI to provide 20 new recruits with the opportunity to earn and learn as they build a career in land referencing.





3. INDUSTRY

Our industry committee is currently being established by Thanasis Skentos. Thanasis is a Chartered Geographer with more than 10 years of experience in the delivery of land referencing and cadastral projects. He has recently engaged with industry leaders with the aim of holding an initial workshop in late 2022 to agree common themes and objectives for our industry. We strongly believe that collaboration at this level will bring significant benefit to the land referencing professionals. The main themes to be discussed are:

- Uniformly define land referencing services and the value they bring to projects
- Seek collaboration amongst organisations and individuals to achieve high professional standards
- Engage with relevant associations/ industries to promote the land referencing profession
- Capture interest from those industry leaders who can share their expertise and knowledge with our members

2023 OBJECTIVES

The final form of the industry committee is expected to be announced early 2023. Through facilitated workshop with industry leaders, engagement with relevant associations (e.g. RGS, NIPA, CPA, etc.) and holding surgeries with the SoLR members, the industry committee will focus on the below objectives:

- Uphold the reputation of land referencing as a practice and as a profession.
- Promote high professional standards
- Cultivate industry credibility
- Promote the benefits of land referencing with measurable examples
- Collaborate to develop industry wide technical standards
- Demonstrate UK capabilities to international markets
- Communicate relevant industry news
- Collectively lobby for improved process and drive innovation
- Communicate relevant industry news
- Annual opportunity to recognise and promote excellence

If you would like to be involved, please contact hello@SoLR.org.uk.

Professional recognition: Chartered Geographer for Land Referencers

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Royal
Geographical
Society
with IBG
CPD

SOLR BECOME A LAND REFERENCER

THE LAND REFERENCER APPRENTICESHIP

Vital role in developing exciting infrastructure projects

Geographical research. Connect people, places & environments

Engage communities

Occupation Level 4

Earn while you learn

Day release programme

Find out more at SolR.org.uk



Land Referencer Apprenticeship...

Society of Land Referencers

▶ Play Video

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- TW
- MA
- AC
- SL
- BJ
- HK
- KP
- LA
- NJ
- CW
- SH
- MC
- LP

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To connect people, places & environments

Land Referencer Apprenticeship

Level 4 Land Referencer Apprenticeship

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Nationally Significant Infrastructure Projects Forum 2022

Practical guidance to successfully gaining a DCO – changing policy, speeding up the process and latest advice

1-2 March 2022 | London

Land Assembly and Compulsory Purchase for Major Infrastructure 2022

Practical guide to navigating land assembly for national significant infrastructure projects

27 April 2022 | London

SOLR BECOME A LAND REFERENCER

THE LAND REFERENCER APPRENTICESHIP

Vital role in developing exciting infrastructure projects

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Day release programme

Find out more at SolR.org.uk

APPOISE

Who & what to include in a Book of Reference? How diligent must we be?

Expert Speaker

SOLR BECOME A LAND REFERENCER

THE LAND REFERENCER APPRENTICESHIP

Vital role in developing exciting infrastructure projects

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4. CAREERS

CAREERS COMMITTEE

Chaired by Victoria Sherwin with Aidan Wilkes as deputy chair, our careers committee was formed in September 2022 and currently consists of 9 members from across our industry who are currently developing and progressing objectives for 2023.

LAND REFERENCER APPRENTICESHIP

The establishment of a cross-organisation apprenticeship trailblazer in March 2019 represented an unprecedented collaboration between organisations in our niche area of practice. HS2 played a key role in bringing employers together and the group received consistent support from the Institute for Apprenticeships and Technical Education (IfATE), the National College for Advanced Transport and Infrastructure (NCATI) and Qualifications for Industry (QFI). The first cohort of 10 land referencing apprentices started with five employers in industry in September 2022.

Most of our careers related activities in 2022 have focussed on promoting the apprenticeship, supporting recruitment and bringing employers together in a monthly forum to share feedback on delivery of the apprenticeship, discuss upcoming curriculum and identify opportunities to support NCATI.

SoLR will retain an ongoing role in ensuring a sustainable future for this apprenticeship by supporting all stakeholders.

“Developing an apprenticeship demands significant time, hard work and commitment but the strong collaboration between those in the Land Referencer Trailblazer Group involving industry, HS2 and NCATI, supported by IfATE, and the spirit in which the work was completed, was truly a model for others. The drive and determination of all involved to deliver something so meaningful for the benefit of everyone in the industry, and the enthusiasm in which they did it, was inspirational. The Land Referencer apprenticeship is a significant achievement and the industry should be incredibly proud of those involved in bringing it to life.”

Employer organisations have indicated an ambition to recruit around 20 apprentices in 2023.



ACTIVITIES TO DATE

Date	Description	Location	Attendees	Sponsor Provider
12 Nov 2021	Land Referencer Apprenticeship Employer Engagement Webinar	Online	23	HS2, IfATE, ESFA, SoLR
9 Feb 2022	NCATI open evening careers event	Birmingham		NCATI
1 Mar 2022	Corporate agreement with Waterfront Conferences Discounted tickets for The Nationally Significant Infrastructure Projects Forum 2022	London		Waterfront
4 Mar 2022	NEC What Career event	Birmingham		NEC, SoLR
9 Mar 2022	Professional Recognition: Chartered Geographer for Land Referencers Webinar	Online	40	RGS with IBG
24 Mar 2022	Walsall Works Expo careers event	West Midlands		
27 April 2022	Corporate agreement with Waterfront Conferences Discounted tickets for the Land Assembly and Compulsory Purchase for Major Infrastructure 2022 conference	London		Waterfront
28 Apr 2022	NCATI open day careers event	Birmingham		NCATI
29 Jun 2022	Inspiring the Black Country careers event	West Midlands		
29 June 2022	Who & what to include in a Book of Reference? How diligent must we be? Webinar	Online	65	Winckworth Sherwood
Monthly from Sep 2022	Land Referencer Apprenticeship Monthly Forum Webinar	Online		SoLR
Various	6 events 6.5 hours CPD Signposted events hosted by the Royal Geographical Society	Online		RGS with IBG
Various	14 events 11.5 hours CPD Signposted chartership support by the Royal Geographical Society	Online		RGS with IBG
Various	Ongoing engagement with the National College for Advanced Transport and Infrastructure (NCATI). Supporting with development of the land referencer apprenticeship, recruitment of the apprenticeship lecturer and identifying opportunities for guest lecturing.			
Various	Ongoing engagement with the apprenticeship end-point assessment organisation QFI, to identify opportunities to collaborate and support with the end-point assessment process.			
Various	Ongoing engagement with the Institute for Apprenticeship and Technical Education (IfATE) to provide feedback on UK apprenticeships and an ongoing review of the land referencer apprenticeship standard.			



2023 OBJECTIVES

APPRENTICESHIP

Collecting comprehensive feedback from the current cohort is vital to assist SoLR and employers with providing a well-rounded programme and attracting further candidates. We don't see this as a onetime feedback session, moreover that we should be collecting feedback on a regular basis around:

- Course content and materials
- Mentoring and support
- Project visibility
- Career pathways

We will produce a comprehensive list of target schools/colleges/careers fairs for recruiting apprentices, identifying those who we can build relationships with and seek recruitment opportunities in 2023. We will evaluate the success of this, to learn lessons and further improve SoLR apprenticeship recruitment for 2024 onwards.

We have been invited to join the directory of professional and employer led bodies and act as a reviewer of the land referencer apprenticeship standard. This directory will put industry voices at the heart of protecting quality in apprenticeships, helping prepare learners for the real-life world of work. We will ensure that our apprentices have been assessed in the areas that are most important in our occupation and help will ensure apprenticeships remain connected to the changing world we live in. As a member of the directory, we will work closely with IfATE, Ofqual and the Office for Students giving them an employer perspective in the external quality assurance of apprenticeships ensuring that the most relevant and high-quality end point assessments are being delivered.

GRADUATES

On a similar vein to apprentice recruitment, we intend to produce a list of target universities to contact for careers fairs. This list will begin with the universities of those who sit on the Committee, particularly where some have good ties back to their universities. We will begin to contact universities in early 2023 to discuss ways we engage with them and their students e.g. at careers fairs.

CPD

To support and encourage professional development, we will share various tools and resources eg CPD templates and recording of webinars for current and future members.

We propose launching a series of CPD webinars presented by various industry experts on a range of topics and subjects throughout 2023.



5. FINANCIAL REPORT

Our financial year runs from 1 May to 31 May. Please see below copy of our micro company statutory accounts, made to 31 May 2022. We declare members' subscriptions on a pro-rata basis meaning the majority of our income represented services not yet rendered and therefore not reportable in our first year, resulting in an initial paper loss.

Society of Land Referencers Limited

Registered number: 13398081

Balance Sheet

as at 31 May 2022

	2022
	£
Current assets	4,887
Creditors: amounts falling due within one year	(5,667)
Net current liabilities	(780)
Total assets less current liabilities	(780)
Accruals and deferred income	(512)
Net liabilities	(1,292)
Capital and reserves	(1,292)
	Number
Average number of employees	0

The company is a private company limited by shares and incorporated in England. Its registered office is Minerva House, 5 Montague Cl, London, SE1 9BB.

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The member has not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the micro entity provisions of the Companies Act 2006 and FRS 105, The Financial Reporting Standard applicable to the Micro-entities Regime. The accounts have been delivered in accordance with the provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Simon Harth

Director

Approved by the board on 21 November 2022

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.