



SOCIAL VALUE POLICY 2020

STRIDE TREGLOWN

better **places**



environment

A low carbon, low waste future



social

Healthier, safer and more resilient places

empowering **people**



skills

Improved skills and personal development



employment

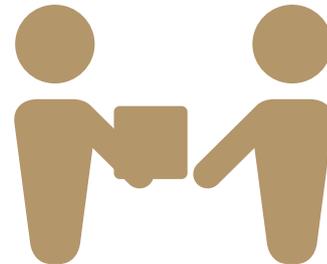
Supporting and developing positive employment outcomes

resilient **partnerships**



growth

Promoting an excellent local and regional ecosystem of businesses, organisations and VCSEs



supply chains

Ethical sourcing and investment

Social Value

At Stride Treglown we are committed to sustainability and responding to social, environmental and economic issues across all aspects of our work. As designers, we recognise that we have a responsibility and an opportunity to make a positive contribution through the buildings and places that we create.

The purpose of our work is to provide new build and refurbished facilities which fulfil our clients' aims and objectives, whilst making a positive contribution to the communities in which these buildings are situated. Social Value is embedded across our Health & Wellbeing, Sustainability, Environmental and Corporate Social Responsibility Policies.

How we deliver Social Value

We include social value within every aspect of our work from design and planning through to construction and operation. At the heart of our social value, is our people.

'Our people at Stride Treglown are full of ideas. Ideas to challenge conventions. To unite communities. To give the unheard a voice'

Our Board is responsible for the social value we generate, and set up the Social Value task force to help us deliver against our 3 social value themes each with 2 underpinning goals:

PLACES

(Environment, Social)

PEOPLE

(Skills, Employment)

PARTNERSHIPS

(Growth, Supply Chains)

The group meets regularly and communicates the strategy to our employees through staff inductions, team meetings, the Charity Committee, Employer Ownership Forum and Buddy Up system, offering support and guidance where it's needed on a project by project basis.

It is embedded in our positive appraisal system; the "Strength Conversation".

Our staff-led approach has seen the development and delivery of Stride Treglown Social Value policy, its 3 themes and supporting initiatives throughout the UK that continue to inspire change and tackle the social, environmental and economic challenges faced by our industry and communities.

Social Value through collaboration

Social Value is embedded within our internal project, external supply chain and client teams through the delivery of the innovative Behaviours4Collaboration BIM4 (Building Information Modelling Level 4) research. This research has resulted in a draft Profession Map which specifies the behaviours of collaboration according to the ten identified areas of competency according to 4 levels of operation. This Profession Map will ultimately be developed into a British Standard hosted by BSI and tied in with the collaboration standard (BS11000) for collaborative relationships.

We will use the map with the design team and client group to clarify the sets of behaviours that are most likely to contribute to the success of framework

projects. This will work across roles and address the four levels of: Leadership/interpersonal impact factors; Openness/Communications; Interdependent goals/new ways of working; Trust/Respect.

To ensure that our supply chain partners can engage with this collaborative process we provide dedicated in-house support for partners on all social, environmental and economic objectives, no forced discounting and fair payment terms that enable Living Wage for all directly and indirectly employed staff.

Increased employment

As major employers in the UK and an employee owned company; we invest in directly employing new colleagues based at our regional offices throughout the UK. This generates permanent, well-paid and valued employment at all levels and disciplines within the industry.

Employment and apprenticeship/trainee opportunities with Stride Treglown are accessible and inclusive. They are proactively promoted to underrepresented groups and those currently furthest from the labour market; meeting our clients' social aspirations, the community's needs and increasing our positive impact on the local inclusive economy.

To increase our social impact and support local industry partners, clients and stakeholders we sponsor and support local employment and skills initiatives; such as Building Plymouth, connecting local people to careers within the construction industry.

Social Value

Increased skills

We employ the best to deliver the best and provide an environment which encourages creativity and innovation. We do that by constantly honing our skills and leveraging our strengths.

Upskilling and enabling Continuous Professional Development of industries workforce

Our Health & Wellbeing Policy embeds the Five Ways to Wellbeing model developed by NEF (The New Economics Foundation). One of the key ways is "Keep Learning". We achieve this support for our colleagues by:

- Designorama – 15 minute talks on specific subject areas such as social value, sustainability, innovation and technology, wellbeing and smart cities.
- Champions – colleagues and partners with specific expertise, such as sustainability and social value, who support project teams to learn from and implement this within their teams, projects and sectors.
- The Professional Support Training Programme – ensuring students achieve the broadest experience possible in order to ultimately pass their Part 3. Recently qualified architects act as mentors to help students gain and develop from a range of professional opportunities and experiences.
- Online training – Customised training courses are offered to colleagues seeking to improve their skills.

All of this activity is open to our supply partners, stakeholders, clients and educational communities to fully realise the benefits of collaborative working; sharing knowledge, expertise and learning.

Educational Engagement, Employability Support and Work Experience will enthuse our industries future workforce

We support training and employment in our profession, particularly for young people. We engage using our innovative use of technology and provide meaningful, managed work placements for pupils and students and organise mentors within the practice to help them throughout their studies. We organise open programmes of continual professional development to enable them to achieve their full potential moving onto or through their professional qualifications.

- STEM and STEAM Careers Events – We use our innovative use of technology to inspire our industries future workforce. Working with local clients and educational organisations to support secondary school and third sector careers events to engage and enthuse those choosing their future careers.
- STEM and STEAM Careers Education – We organise and manage STE(A)M educational workshops that involve pupils and students in the decision-making process for developments in their area. Previous workshops have included:

1. Inspirational environment and collaboration spaces; working with student/pupil led focus groups supported by our award winning education specialists and interior designers, looking at cutting edge learning environments and connection to the industry and other research facilities.
2. Logistics; students became involved in the groups that agree the final strategies to address logistical issues during the course of framework projects.

3. Communications and Events; engaging with the local business, marketing and design student/pupil population to help influence, design and manage the distribution of information to the student population.

- Managed Work Experience for pupils and students and unemployed and underemployed residents – We have an extensive and popular trainee placement system delivering 15-20 placements per year. The flexible trainee placements include working with architects, interior designers and landscape architects to gain a better awareness of careers within the industry. Trainees are provided with mentors to tutor them and given real life in-house design projects, training in visual media software and inputting into project meetings, design workshops and live project work.
- Mentoring – We are part of the RIBA and Chartered Institute of Architectural Technology mentoring scheme where our staff mentor students from universities providing in-house mentors and tutors and running technical workshops as they work through their design coursework.

For many students, pupils and trainees who have been supported and undertaken placements with us, this has led to them securing a position at university, sustainable employment and a career within our industry.

Educational STEAM support, managed work experience and mentoring activity will be expanded to engage with the long term unemployed and underemployed local residents looking for their first steps into a new career.

Social Value

Increased Community Benefit

The purpose of our work is to provide new build and refurbished facilities which will fulfil our clients' and communities aims and objectives. We engage with the local community on issues such as planning, and endeavour to address any concerns on the impact our projects might have on those living and working around them.

We encourage our staff to participate in activities of benefit to the local and wider community; donating time and expertise to provide expert mentoring and pro-bono advice for local third sector organisations, arrange corporate donations and organising/supporting charitable fund-raising events.

We will continue to support community new-build and refurbishment project through the planning and delivery process.

Our Board and Charity Committee with staff representatives from across the business illustrate our commitment to our communities. We will work with the Community Foundations to identify and support local charities and third sector organisations, targeting those addressing and raising awareness of positive mental health, that align with the social objectives of our clients and projects.

Increased Positive Environmental Impact

Our Environmental and Sustainability Policies embed our commitment to sustainable design and operating as an environmentally-conscious company.

We make a positive contribution to the environment through the buildings and places that we create. We approach each project with a view to maximising the possibilities for environmentally-considered design, which essentially is just good design.

This approach need not necessarily make designs more expensive, and in fact often saves money in the long term, but has the power to inspire, inform and make genuine improvements to our environment and quality of life.

We are committed to making our business as socially and environmentally sustainable as possible and to protecting the environment as far as the scope of our activities and the instructions of our clients allow.

To achieve this commitment, we will always consider and measure:

- Reducing waste, resources and adapting to climate change in a real and tangible ways for our supply chain partners, clients and their communities.
- Carbon or equivalent outcomes such as Greenhouse Gas Emissions, Improved Air Quality and Sustainable Transport
- Responsible sourcing and efficient use of materials and utilities.

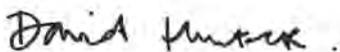
Social Value – Next Steps

To evidence and quantify our social impact we will undergo a Social Outcomes Mapping Exercise to

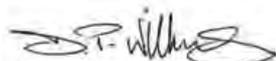
determine the outcomes generated through our interventions. This will include questionnaires within our inductions, training and Strength Conversations for all employed staff, trainees and beneficiaries of work placements/educational engagements. The questions will enable us to measure the "distanced travelled" by staff and beneficiaries and determine the duration, deadweight and attribution of the social outcomes generated through our interventions.

We have an ambition to calculate the financial value of these interventions through Social Return on Investment (SROI), Cost Benefit Analysis and Local Economic Benefit. We will work with partners to scope a potential project to take this forward.

The financial valuations will enable us to forecast the social outcomes generated through our projects, appraise different design and delivery options, monitor our progress and evaluate our approach to continually improve our social impact.



David Hunter (Chairman)
2nd January 2020



Darren Wilkins (Managing Director)
2nd January 2020

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