

**STRIDE TREGLOWN**

# **Positive Impact Report**

2021—22



# Contents

<b>About Stride Treglown</b>	<b>3</b>
<b>A message from our Head of Social Value</b>	<b>4</b>
<b>Where it all began</b>	<b>7</b>
<b>Themes and goals to guide better business</b>	<b>9</b>
<b>Becoming a B Corp</b>	<b>11</b>
What is a B Corp?	11
Why did we choose to certify?	13
A rigorous assessment process	13
<b>A framework for measuring our impact</b>	<b>14</b>
<b>Our positive impact</b>	<b>17</b>
Governance	18
Workers	20
Community	22
Environment	26
Customers	30
<b>Good things are happening here</b>	<b>33</b>
<b>Hopes for the future</b>	<b>45</b>

Cover image

Projects like The Redivider, Southwark, place us at the heart of the communities we inhabit. As architects, this is invaluable experience which brings us back to design fundamentals.



Stride Treglown is an employee-owned architectural practice and a Certified B Corporation®

# About Stride Treglown

We are all about creating long-term positive impact for our clients and the communities we help shape. We do this by designing better places, building resilient partnerships, and empowering people.

We're the largest UK architecture practice headquartered outside London. This gives us a different outlook. Our team of over 300 architects, designers and specialists

are spread across nine regionally embedded studios. Collectively, we offer our clients deep local knowledge and national specialist expertise.

We're great team players, who strive for excellence and care how we achieve it. We are proud of the service we give to our clients. That's why we promote a form of design that isn't driven by ego, but by purpose.

“We’re using business  
as a force for good.”

In February 2021, we proudly achieved B Corp certification. We were the first large UK architectural practice, and one of only a handful of firms in the built environment sector, to join this growing, purpose-driven community.

## A message from our Head of Social Value



Achieving B Corp certification was a proud moment for us all. The six-month assessment process was challenging, with every aspect of our business scrutinised and scored. And the hard work hasn't stopped there.

To maintain B Corp status, we are required to recertify every three years to demonstrate we continue to meet high standards of social and environmental impact. Prior to recertification, we are also required to publish an Impact Report to provide a transparent account of our progress and future plans.

Our B Corp journey so far has seen us take huge steps forward in formalising our strategy for measuring our impact and maximising positive outcomes for people, place and planet.

We're keen to keep moving forward and demonstrate growth. I hope this report sets out a clear, yet evolving, direction of travel for our practice.

Karyn Williams,  
Head of Social Value / Author



## Inhabitant

Inhabitant is our people-focussed take on post occupancy evaluation. Through photography and interviews, Inhabitant brings to life the people and stories that exist within, and emerge from, the architecture we create.

“For years, we’ve placed long-term human and environmental interests at the heart of our decision-making – from transitioning to employee ownership and becoming carbon neutral.

Pierre Wassenaar, Chair

## Where it all began

Social value has always been naturally embedded at every level of the business and intrinsic to our culture.

However, in 2020, we set about formalising how we respond to social, environmental and economic issues across all aspects of our work in order to generate even better and more meaningful outcomes.

## Better **places**



### Environment

Designing a low-carbon, low-waste, nature-rich future



### Social

Designing healthier, safer and more resilient places for people

## Empowering **people**



### Skills

Supporting 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 (voluntary, community, and social enterprises)



### Supply chains

Engaging ethically with supply chains

Guided by what drives us as a practice and our commitment to the United Nations Sustainable Development Goals, we focussed in on six goals across the themes of Better Places, Empowering People, and Resilient Partnerships.

# Themes and goals to guide better business

## A tool for measurement

With our guiding themes and goals in place, we then started to review how we record ESG data associated with our business, projects, voluntary work and charitable commitments.

We undertook an extensive piece of work to improve our internal data measurement and verification capability. This has resulted in a database which can accurately report on our activities at a regional and national level.

## Our commitments

- B Corp Certification
- RIBA Climate Challenge 2030
- SDG Goals Benchmarking
- UN Climate Neutral Now Pledge
- SME Climate Commitment
- B Corp Climate Collective: Net Zero 2030
- UK Architects & Landscape Architects Declare a Climate & Biodiversity Emergency

## A Cornish Ambassador

Working in our Truro studio has given Divisional Director, Carl Harding the best of both worlds. He gets to live by the sea (handy for a keen surfer) and work on diverse and large-scale projects which are helping to shape Cornwall's future. In 2021, Carl became a Cornish Ambassador.



In February 2021, we were delighted to join the B Corp community.

## Becoming a B Corp

### What is a B Corp?

Certified B Corporations are businesses that meet high standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.



“It’s not charity,  
it’s better business.”

We’ve always prided ourselves on being ethical and responsible as a practice, looking after our staff and designing in a responsible, human-centric way.



Since becoming an employee-owned organisation, we’d been seeking a tool that would help us to measure how we are doing socially and environmentally. The B Corp process forced us to take a deep breath on everything we do.

Pierre Wassenaar, Chair

## Why did we choose to certify?

### Culturally, it’s a good fit

As an employee-owned and carbon neutral practice, we have naturally placed people and the environment at the heart of our decision-making. B Corp legally requires us to balance purpose with profit.

### It serves our clients

B Corp certification has given our clients confidence that we share their values and will help them deliver their sustainable, social and economic goals.

### It’s relational, not transactional

We see design as a collaborative enterprise. Our social and environmental challenges need us all to work together.

Being a B Corp makes us part of a fast-growing network of like-minded companies that we can work with and learn from.

### It’s about constant improvement

We’re a learning organisation. B Corp certification helps us to measure what we’re doing well, what we could do better, and helps us plan how to improve. Recertification provides a timeline for demonstrable improvement.

“The incredibly detailed assessment did throw up a few surprises. However, the whole point of going through the accreditation process isn’t to pat ourselves on the back, but to highlight the areas where we can be doing better – then make a plan to address those.”

Pierre Wassenaar, Chair

## A rigorous assessment process

Certification wasn’t easy. It took us six months to achieve, going through a rigorous points-based assessment that looks in detail at the way we run the business across five distinct impact areas: Governance, Workers, Community, Environment and Customers.

Most businesses that pass the certification process tend to achieve a score between 80-90 on first assessment. We scored 101.5

out of 200. This shows us we’re doing very well, but there’s also room for growth and improvement.

Certification is an out-in-the-open process. Our B Impact Assessment Score is public information, and this will be re-assessed and re-published every three years.

It’s a real badge of honour, and a responsibility to continually improve.

“ We see B Corp as a framework that naturally aligns with our culture, operations and initiatives that matter to us. The framework is there to ensure we measure and track our impact across all areas of ESG.

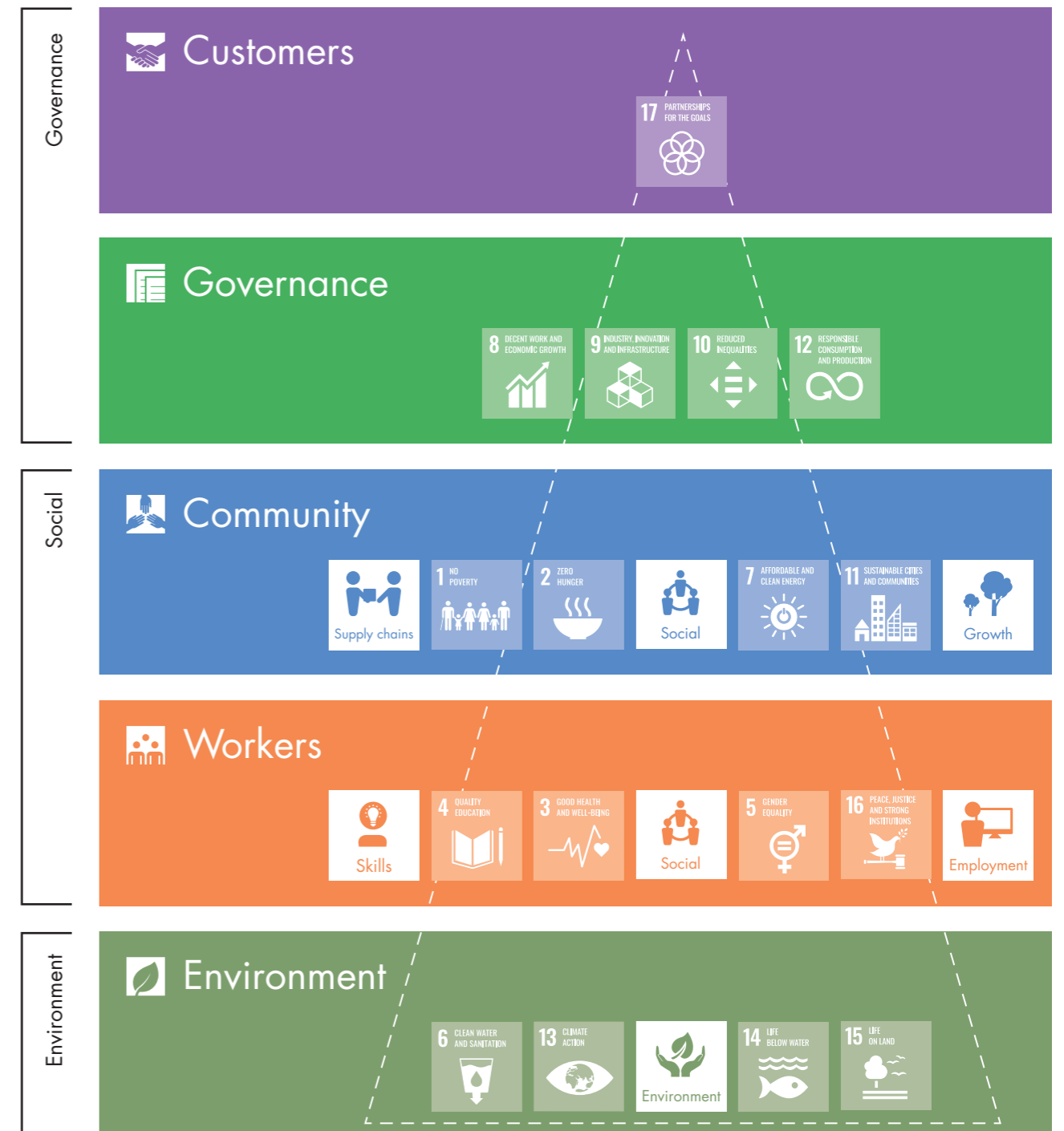
John Wright, Director for ESG

# A framework for measuring our impact

With our impact mapping framework and data management tools in place, we are now able to accurately measure our impact, gauge our performance, and maximise outcomes.

This will help us to achieve structured and quantifiable improvements in the future.

Our Social Value themes and goals support the five impact areas of B Corp - Governance, Workers, Community, Environment, and Customers - whilst also reinforcing our commitment to the United Nations Sustainable Development Goals.



## Sinking House, Bath

In October 2021, we teamed up with Format Engineers, artist Anna Gillespie, and Fifield Moss Carpentry to deliver an ambitious climate emergency art installation in Bath.



## Our positive impact

A lot can happen in a year. Here we celebrate and reflect on the positive impact we've made as individuals, teams and as a practice across the areas of Governance, Workers, Community, Environment, and Customers.

The most exciting bit? This is only the start of our journey to generate even better and more meaningful outcomes for people, place and planet.

# Governance

We are currently 19% employee-owned, with around 61% of our full-time employees owning shares.

We have achieved our original aim of having 25% share ownership outside the board of directors.

We have an active Employee Forum which acts as the voice of our employees. It is an important part of our corporate oversight.

We are developing an ESG Charter through our Social Value Task Group and Employee Forum.

We are evolving GROW, our employee learning and development programme, to include social and environmental concerns.

We are reviewing how we procure goods and services more ethically and responsibly.



Impact Lead for Governance

Steve Dolphin,  
Divisional Director for  
Organisational Change



Dave Banner, Chair of the Employee Forum,  
addressing employees at our Get Together.

# 19%

of shares  
owned by  
employees



# 61%

of full-time  
employees  
own shares



## Operations that focus on doing the right thing

Since becoming a B Corp in February 2021, we have initiated changes to our Articles of Association which will embed B Corp commitments into our legal structure.

We currently report our ESG progress alongside other important strategic KPIs and are developing ways to consider social and environmental impact within our decision-making.

We have begun an exciting strategy to measure social and environmental outcomes & KPIs.

We are continuing open discussions with our employees about our financial position and direction of travel.

We are committed to our research and innovation strategy and are ringfencing time and investment for new ideas and research.



B Corp score  
2021

# 101.5

# Workers

We take wellbeing seriously and are committed to being an inclusive organisation.

We are investing in wellbeing services and have doubled the number of mental health first aiders (MHFA) who are trained to support employees experiencing poor mental health.

Our employees have access to a health cash plan which provides support for everyday medical needs including eye and dental

care. It also includes an employee assistance programme which provides counselling, Cognitive Behavioural Therapy and GP services.

Our Inclusion & Diversity strategy is based around the Bristol Equality Charter which aims to bring businesses and communities together to encourage greater representation and improve our services. Our 'Stride Together' group ensures we remain focussed on inclusion and diversity issues.



Impact Lead for Workers

Sean Peacock,  
Divisional Director,  
Head of Human Resources



Our star bakers in London and their incredible entry to The Gingerbread City exhibition which aims to help the public better engage with architecture.

100%



of employees are paid above the voluntary Living Wage

Highest salary is 5.8x that of the lowest paid employee



5.8x

## Opportunities that allow our employees to thrive and GROW

We have developed GROW – our new employee learning and development programme. In support of this, our employees now have access to FUSE which is our new digital learning platform.

We are developing our Leadership & Management capability across our organisation through GROW.

We are improving our coaching and mentoring programme which supports those working towards professional qualifications and goals.

We have evolved our hybrid, agile, and flexible working practices.

100% of our employees are paid above the voluntary Living Wage. We also offer enhanced maternity and paternity leave.

64% Male

36% Female



Architectural employees in education 47

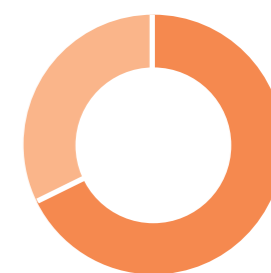
14 Apprenticeships

Mentoring colleagues 178 hours

Mentoring others 179 hours

Mental Health First Aiders 20

68% of employees used our health & wellbeing services



# Community

We have created a charitable and voluntary framework to maximise opportunities with local projects and communities.

Our employees are allocated a two-day voluntary contribution each year to help support local initiatives.

Having never set clear objectives before, we are pleased to have newly defined targets for our pro bono programme. We aim to provide £50,000 worth of skills and expertise to local projects every year.

The Stride Treglown Quartet Foundation is reviewing local arts-based community initiatives in need of grants.

We are reviewing our supply chain policy to encourage sustainable and ethical procurement.

We are improving the time it takes to pay our partners and suppliers. Our average payment time is currently 39 days.



Impact Lead for Community  
Karyn Williams,  
Senior Associate Technologist,  
Head of Social Value



Gympanzees is a charity on a mission to create a world of fun and fitness for all disabled children. We worked with them on a pro bono basis to create a building concept for a fully inclusive leisure centre.

## Investing in the communities we work within

We are now able to measure all charity and voluntary activity data using internal recording software.

We match fund charitable donations raised by our employees - equivalent to £2,000 this year.

We have donated 36 pieces of computer hardware to our employees this year.

Our social value strategy and progress is reported monthly to our board by John Wright, Director for ESG (Environmental, Social & Governance).

30 hours

Schools engagement

33 hours

Mock interviews

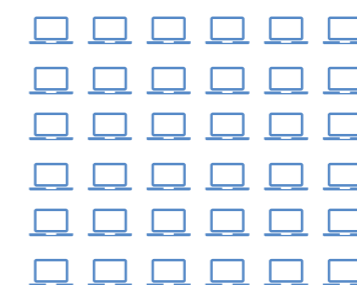
130 hours

Engagement in our local communities

39 days

Average payment time to suppliers

28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2
3	4	5	6	7	8	39
10	11	12	13	14	15	16



36  
Equipment donations

33 hours

taking part in  
community activities  
(litter picking,  
beach cleans)

“ Thank you so much for your  
kind donation of 40kg of  
food. You are helping us make  
a difference in the lives of  
people in real need and we  
couldn't do it without you.

Cardiff Foodbank



In October 2021, as part of our Climate Action Relay, our Bristol team scoured the streets and green spaces of Clifton to pick as much litter as possible in 90 minutes.

## Quartet Community Foundation

Stride Treglown supports the Quartet Community Foundation. Our fund is set up to support local arts-based community initiatives across Bristol, Bath & North East Somerset, North Somerset and South Gloucestershire.

We are proud of the impact this has made since it began in 2005. We have supported 11 projects in this time including The Strawberry Line Café Project, Vitality Bristol mini-festival, and the Grow a Grower initiative. Since 2019 the fund has increased to £4,735 which is enough to help two new applications.

£14,710

Donated by our  
Quartet Foundation since 2005



## LandAid: End Youth Homelessness

We support LandAid's Pro bono programme. This aims to bring the property industry together with charities that are delivering life-changing services for young people who are or have been homeless, or who are at risk of homelessness in the future.

In June 2021, Director Rob Sargent raised £3,587 for LandAid by cycling from Land's End to John O'Groats (1650km) in 15 days.

In March 2021, 6 volunteers from Stride Treglown joined property professionals across the country taking part in LandAid's 2021 Sleepout. Our team raised an enormous £6,274 which contributed to a record-breaking year for the national campaign.

£6,274

Raised by 6 volunteers in LandAid's 2021  
Sleepout to tackle homelessness

£4,735

Quartet Foundation fund  
available to support local arts  
based initiatives

# Environment

We impact the planet in the way we run our business and through the places and spaces we design.

We own, and aim to continuously reduce, our direct impact and we seek to influence our clients to minimise the impact of our projects.

Through our ISO14001 accreditation we measure and report our environmental impact annually. We have been Carbon Neutral since April 2021, independently verified by Future Leap, now including Scope 1, 2 & 3 emissions.

By signing up to the UN Climate Action Now, UN Race to Zero,

and SME Climate Hub Net Zero pledges, we are committed to halving our emissions by 2030 and cutting our emissions to zero before 2050.

Our residual carbon emissions are offset through Woodland Carbon Code, Gold Standard and Verified Carbon Standard projects. This includes rewilding, tree planting and restoring parts of the ancient Caledonian forest with Trees for Life.

Through our commitment to the RIBA Climate Challenge 2030, we are advocating for clients to meet the LETI targets for embodied carbon and energy in use.



Impact Lead for Environment

Rob Delius,  
Divisional Director,  
Head of Sustainability



Associate Town Planner & Sustainability Consultant, Pete Badger picking raspberries grown in our Bristol allotment.

## Owing our impact on the planet and continuously improving how we operate

Maximising the positive environmental impact of our operations is a process of gradual improvement.

We provide transparent reporting of our impact through our annual Environmental Impact Report.

We are expanding the scope of the carbon emissions that we measure. We started with Scope 1 & 2 emissions (power and heating), added in some Scope 3 (waste, business travel and commuting), before including full Scope 3 emissions (our purchases and working from home) in our latest report.

Our full Scope 1, 2 and 3 carbon emissions are now measured, reported and offset in line with the following standards: Woodland Carbon Code, Gold Standard or Verified Carbon Standard.

In 2019/20, we offset residual carbon emissions of 322 tonnes of CO2e through Trees for Life which is a Woodland Carbon Code (equivalent to Gold Standard) certified project to rewild, plant trees and restore parts of the ancient Caledonian forest.

In 2020/21, we offset 18 months residual carbon emissions of 509 tonnes of CO2e through Woodland Carbon Code, Gold Standard and Verified Carbon Standard projects.

We promote sustainable commuting and travel through salary sacrifice ‘cycle to work’ and electric car leasing schemes. We also provide high-quality end of journey facilities for walkers, runners and cyclists in our offices.

We are committed through ‘B Corp Climate Collective: Net Zero 2030’ and ‘SME Climate Commitment’ to 50% reduction in CO2e emissions by 2030 and net zero carbon (NZC) by 2050.

79%

Reduction in Scope 1 and 2 carbon emissions

(Market based reporting, 2018 baseline)



100%

Scope 1,2 and 3 emissions offset

80%

Reduction in water consumption per square metre

(2019 baseline)

69%

Reduction in business travel emissions

(per capita, 2019 baseline)

900

Student bedrooms.  
One of the largest  
Passivhaus  
developments  
in the world

“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.

Rob Delius, Head of Sustainability



Our 900-bed student residence for University of West of England, Bristol will be one of the largest certified Passivhaus developments in the world when completed in 2023.

## Maximising positive environmental outcomes through the spaces and places we design

Whilst we do not directly control decisions relating to the environmental impact of the projects we design, we are in a strong position to advocate for ‘better’ e.g. reduced embodied carbon, reduced energy in use, increased sustainable sourcing and circular economy, improved biodiversity, etc.

We are signed up to the RIBA Climate Challenge 2030. This requires us to report project data and encourage more clients to meet the LETI targets for embodied carbon and energy in use.

We are signatories of UK Architects and UK Landscape Architects Declare Climate and Biodiversity Emergency.

We advocate for a ‘nature positive’ future and maximum Biodiversity Net Gain (BNG) using ‘Building with Nature’ (BwN) standard.

We actively support organisations promoting regulatory reform e.g. UKGBC, LETI, RIBA.

We use LCA OneClick to assess embodied carbon. This helps us to deliver low-carbon new-build and refurbishment projects.

Many of our school projects use design for manufacture and assembly (DfMA) or Passivhaus to deliver net zero or low carbon buildings.

Electricity used  
from renewable  
sources

 100%

6

Certified  
Passivhaus  
Designers

Trees planted in the  
Allt Ruadh Woodland creation scheme  
will offset 322 tonnes of carbon by 2033

(Accredited by the Woodland Carbon Code, which for tree offsetting schemes is equivalent to gold standard)

2,095

# Customers

We have begun reviewing feedback on our performance through Engage, our client listening programme supported by Customer Experience Specialists Insight6.

We are improving the way we listen and respond to this feedback at different project stages.

We are supporting all studios with training to inform them on best practice and engage them on this journey.

Our Inhabitant interview series gathers end user insight from the people who occupy our buildings. We listen to their feedback and apply learnings to future projects.



Impact Lead for Customers

Rachel Bell,  
Director of Partnerships



In a series of Inhabitant interviews, students of RHUL's Department of Electronic Engineering told us their new home, The Beatrice Shilling Building, supported community, diversity, and creativity.

“Clients need advisors that can demonstrate they have attained certifiable levels of social and environmental performance. B Corp gives our clients confidence we'll help them to deliver their goals.

Rachel Bell, Director of Partnerships

## Understanding our clients, developing a listening culture, and celebrating feedback

We are keen to understand our clients better and develop a listening culture around shared values.

We are excited to work closely with like-minded clients to prioritise ethical and sustainable procurement.

We are driven to focus on more than profit in project delivery and to widen the positive impact experienced in communities. We are starting to evaluate what our projects bring to people and places in real terms.

We're pleased to expand Inhabitant, our Post Occupancy Evaluation series. Inhabitant is a series of interviews with the people who use our projects every day. They are the true judges of the spaces and places we create. Their feedback is invaluable to us.

We're passionate about improving our marketing and advertising to raise awareness of social and environmental issues.

30

In depth  
client reviews

“

The architects at Stride Treglown are currently working with us on a large-scale office development project. They have come up with some innovative and creative designs and are really enthusiastic, passionate and professional in what they do. We would definitely recommend them for their ideas and range of options they gave us.

David Whitcher, Boulbee Brooks

62

Inhabitant  
interviews across  
13 projects

“

Stride Treglown is in the top tier of architects we work with. They're fully in touch with what we as contractors are aiming for in achieving success. They add value to our projects with their proactive, pragmatic approach and offer ideal solutions for our customers. From the starting concept to the deliverability of schemes, our partnership with Stride Treglown is efficient and professional.

Nigel Gregory, Willmott Dixon

94%

of clients would  
recommend  
Stride Treglown

“

We had a positive experience working with the team at Stride Treglown on a recent schools project in Folkstone, part new build and part refurbishment. They were technically very capable, helpful and proactive in overcoming the challenges of the scheme. The end result was an excellent build which all parties were happy with.

Darren Stoker, Bowmer & Kirkland



## Life at Stride Treglown

"Our profession is about improving lives and providing that bit of joy." Architect, Marié Nevin is pictured on her favourite lunchtime stroll through Bute Park, Cardiff. Her quote was taken from our podcast series which explores the everyday lives of our employees.

# Good things are happening here

We are proud of our family of creative talent and are delighted to share some of the great initiatives and projects we have been involved with this year.

# Future Plymouth 2030



Smeaton's Tower, Plymouth Hoe's well-known landmark.

“Emergency is just that.  
It means now not later.”

## Empowering people to take positive climate action

We are a lead partner for Future Plymouth 2030. The initiative, which initially started out as a webinar series, brings together the best minds in the built environment and beyond to tackle regional and national carbon targets.

The series is a collaborative project supported by the RIBA Plymouth branch, University of Plymouth Sustainable Earth Institute (including Low Carbon Devon), and Plymouth City Council who made their support of the series a formal action within their Climate Emergency Action Plan at the start of 2021.

The programme explores topics which are relevant at a local and global level with national speakers and local experts advocating urgent action to reduce carbon within the built environment using projects and initiatives as 'good news' case studies.

“

Tackling important subjects from housing to transport to retrofit, Future Plymouth 2030 has brought the latest academic research and best industry practice on climate change to a wide audience, both locally and internationally.

An exciting and diverse community of academics, professionals and students has formed with a shared common purpose of reducing greenhouse gasses across Plymouth to reach Net Zero by 2030.

The innovative delivery of Future Plymouth 2030 and the resilience of the team behind the webinars has enabled us to keep the issue of climate change at the forefront of policy debates in the city. The City Council has been pleased to have supported this initiative over the last two years.

Paul Barnard, Plymouth City Council

90  
Speakers

YouTube and  
webinar views  
2116

FUTURE  
PLYMOUTH  
2030

614  
Subscribers

Webinars  
30

# Shape My City



A walking tour gave Shape My City students a chance to explore the Whitehouse Street Regeneration site, experience its current uses, character, massing, heritage, landscape and infrastructure, and then consider the constraints and future opportunities.

“Exploring the voices and criteria that shape places.”

## Celebrating diversity in design

In June 2021, we headed to Bedminster in Bristol with a group of students from Design West's Shape My City diverse talent accelerator programme.

Our team of Town Planners, Urban Designers, Architects and Landscape Architects led a workshop on the theme of Sustainable Planning which explored the voices and criteria that shape places, using our Whitehouse Street Regeneration Framework project as a live canvas.

Through Shape My City, Design West aims to give talented young people opportunities they might not otherwise have. Female students, those from BAME backgrounds and under-represented socio-economic groups are particularly encouraged to take part.

We are proud to support the work of Design West through our sponsorship of the new first floor of their Bristol venue which is set to be their cultural heart and home to regular talks, workshops and events programme including Shape My City.

“I've never been asked for my views on plans for new developments in my area. Information about them also tends to be hard to find. I think information about new developments should be made easy to access for local communities, and that would increase engagement.”

Owen, Shape My City Student

“To be more engaged in the future of my neighbourhood I think it would be good to have a place where all the new development ideas get uploaded to and then the community can state their views on those ideas. It would also help people be aware of what's happening in the neighbourhood.”

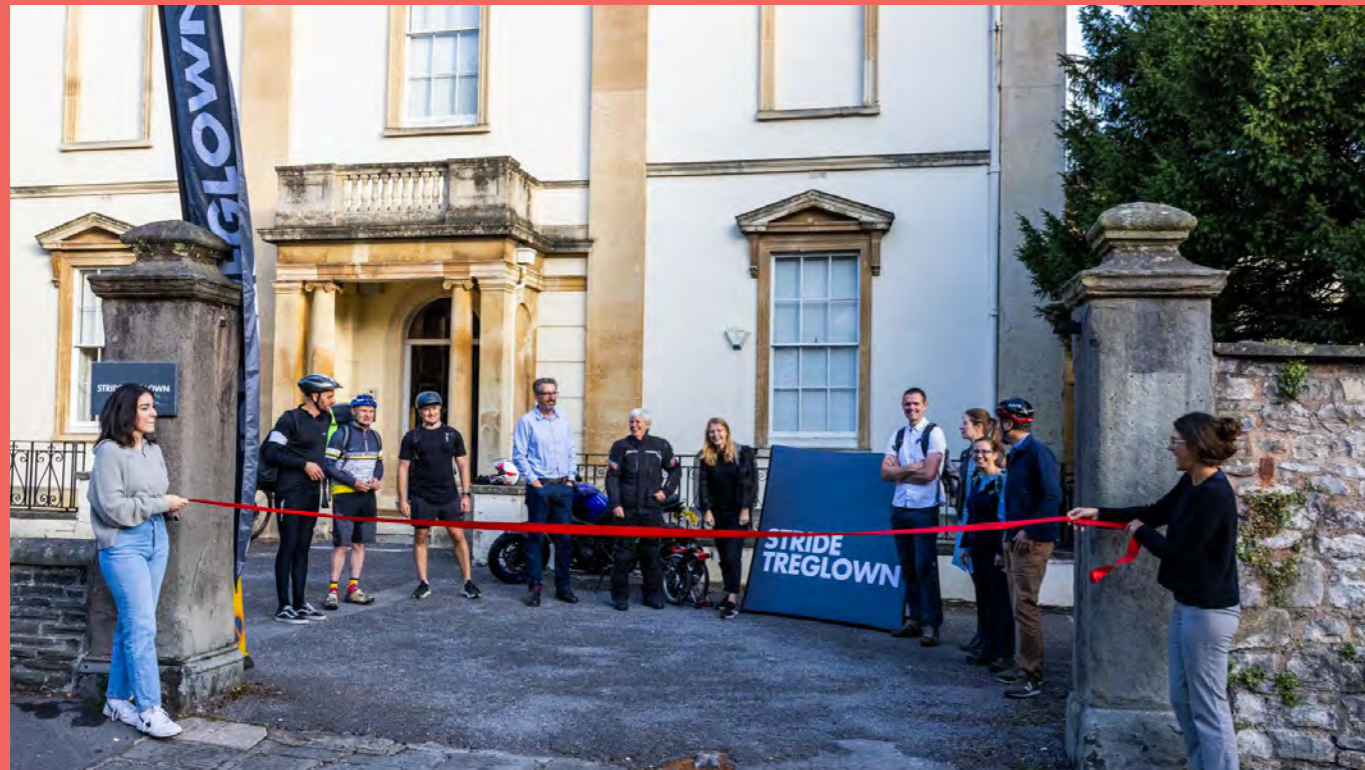
Noa, Shape My City student



“My community has to protest on site to get the message across. Maybe some sort of online survey would be a good place to start.”

Maham, Shape My City Student

# Climate Action Relay



The start line of our Carbon Commuter Challenge. As part of the Climate Action Relay, 10 commuters raced to find the quickest, most cost-effective, convenient, and carbon-efficient method of transport between our Bristol and Bath studios.

“The time to act on the climate emergency is now, before it's too late.”

## An eight-week programme of events counting down to COP26

The UN Climate Change Conference, COP26, was held in Glasgow at the beginning of November 2021. We saw this an opportunity for action. Not just for the countries and delegates attending. But for all of us to challenge what we, and what the construction industry, can do.

With that in mind, we teamed up with TODD Architects and Keppie to host the Climate Action Relay, an eight-week programme of events counting down to COP26.

Starting in Cornwall and ending in Glasgow, each of our offices across the UK hosted a week of provocation and inspiration in collaboration with local organisations.

The event programme sought to drive knowledge exchange, best practice and positive action on the climate emergency. We invited the public to join us, and our expert guest speakers, to explore how we all can make a difference, through discussion, debate and physical acts.

“The recent global floods and fires have brought home the devastating effects of climate change. We can either continue down this trajectory, with even worse consequences, or we can act, now.”

Rob Delius, Head of Sustainability

45  
Events

Hours of  
content  
26

56  
Speakers

/// CLIMATE  
/// ACTION  
/// RELAY

4  
Countries

Attendees  
1000+

8  
Weeks

830,205  
Steps for  
LandAid Steptober

2  
Beach  
cleans

# Sinking House



We're incredibly proud that, together with an entire community of people and organisations, we created an installation that captured local and global interest and inspired so many people.

“ Hope requires action.

A striking sculpture in an iconic location with a powerful message of warning and hope

In October 2021, Stride Treglown teamed up with Format Engineers, artist Anna Gillespie, Fifield Moss Carpentry and many local organisations in Bath to deliver Sinking House – an ambitious climate emergency art installation.

The striking sculpture was installed in the River Avon next to Bath's iconic Grade I Pulteney Bridge.

Inspired by Greta Thunberg's 'Our house is on fire' speech and the devastating European floods of 2021, Sinking House appeared semi-submerged and in a seemingly perilous location close to the turbulent Pulteney Weir. On the chimney, a human-like figure held a lifeline which read 'COP26'.

Sinking House delivered a powerful message of warning, and hope, to UN leaders and communities around the world: the time to act on the climate emergency is now, before it's too late.

For us, Sinking House represents a way of working - highly collaborative, engaging, boundary-pushing – that, if applied across the construction industry, could help to tackle the climate and biodiversity emergencies.

“ Thanks for this powerful installation. It must've taken hard work, ingenuity, self-sacrifice, and collaboration. Just what we need from our government and corporations right now to tackle the biggest crisis mankind has ever known.

Extinction Rebellion Bath

## SINKING HOUSE

STRIDE TREGLOWN



Anna Gillespie

format



Collaborators – Stride Treglown, Format Engineers and Fifield Moss Carpentry – preparing to launch Sinking House on to the River Avon.

# The Deaf Academy



To ensure our projects deliver meaningful impact, we engage with and understand the needs of our clients as well as the people that interact with the spaces we create. A thorough engagement process is as important as any project programme or budget metric.

“Engage. Understand. Deliver.”

## A world-leading bespoke new school for Deaf young people

We worked closely with The Deaf Academy to create a new school where students feel safe, can communicate freely, have visual connectivity with their peers and teachers, and strengthen their identity as Deaf People.

We engaged extensively with the staff, students and the local community. These engagements, which earned us valuable insights into Deaf people's experience of learning, communication, privacy, acoustics, and safety, allowed us to create spaces honed to their unique needs.

The Academy is thriving in their new home with students growing in confidence and integrating within their new community in Exmouth which is set to become the UK's first 'Deaf-friendly' town.

“Stride Treglown worked closely with us to understand the principles of 'Deaf Space' and emerging technologies in Deaf education. The result is a ground-breaking design.”

Arnet Donkin, Former Executive Principal,  
Exeter Royal Academy for Deaf Education

Winner  
Selwyn Goldsmith Award for Universal Design  
Civic Trust Awards 2022

Shortlisted  
Community Impact of the Year  
AJ100 Awards 2021

Winner  
Inclusive Learning Spaces for All  
Education Estates 2021

Shortlisted  
Social Infrastructure Project of the Year  
British Construction Industry 2021



Posters created by students to celebrate Deaf culture.

“The Deaf Academy will be an exemplar for how public spaces can be accessible for Deaf People and as such will have a far wider impact than just on the students who use it.”

The Rt Hon. Lord Bruce of Bennachie, DeafKidz

## The Deaf Academy

Winner of the Civic Trust's Selwyn Goldsmith Award for Universal Design 2021. It was selected as one of only two successful projects from 160 national entries.



## Hopes for the future

We are pushing for continual improvement. Some changes will be simple and quick. The more complex changes might take years to address but will help us generate long-term value.

B Corp is about generating long-term value. It's about being best in class and driving excellence through the company in the big areas that are really important in business right now.

It's pretty fundamental: it's affecting the type of projects we want to do; what type of clients we want to work with; and, at the end of the day, what sort of company we want to be.

Pierre Wassenaar, Chair

“It's about driving excellence



Our 'Little Impacts' wall. Chair, Pierre Wassenaar takes in messages from our employees which celebrate how someone or something at Stride Treglown has had a positive impact.

## Governance

- We will continue to increase employee-ownership where possible. This contributes to the longevity and independence of our organisation.
- We will include social and environmental performance principles in employee training programmes.
- We will think more broadly about corporate oversight and democracy.

## Workers

- We'd like to provide employees with a range of financial education opportunities e.g. pension and medical insurance.
- We're looking to increase the number of training hours employees receive through GROW (our L&D programme) and FUSE (our digital learning platform).
- We are reviewing and improving our current reward and talent management strategies to provide increasingly transparent processes over the next few years.
- We plan to update our system of internal conversations.

## Community

- We have made great progress with our pro bono programme this year but aim to make a bigger difference working towards £50,000 of contributions per year.
- We aim to utilise our two-day voluntary contribution more effectively in the future.
- We are developing our supply chain procurement policy, which looks at everything from stationery purchases to the partners we work with, to become more ethical and sustainable.
- We are excited to engage more within communities (from Quartet Foundation grants to charity events).

## Environment

- We will move from 'do less harm' to a 'net positive' way of working and designing.
- We aim to improve the energy efficiency of all of our offices, and move away from gas heating.
- We hope to provide EV charging points at our offices.
- We confirm Science Based Target (SBT) of 50% reduction in GHG by 2030 and net zero carbon (NZC) by 2050.
- We aim to deliver 5% year-on-year reduction in Scope 1, 2 & 3 carbon emissions.
- We aim to deliver more projects on brownfield, contaminated or infill sites, over greenfield.
- We aim to increase the percentage of our projects committed to RIBA 2030 Challenge targets for embodied carbon and energy in use.
- We aim to undertake Life Cycle Assessments on more projects in a drive to net zero carbon (NZC).

## Customers

- We will empower our people to better engage with clients and celebrate their feedback.
- We plan to embed client listening into our design process. Understanding our clients will ensure we continue to meet their needs.
- We plan to formalise our strategy for listening to our clients at more regular intervals.
- We will develop KPIs that will help us define, and measure our progress towards, customer satisfaction.

## STRIDE TREGLOWN



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