



**OUR CORPORATE PURPOSE:
REPORT 2023**

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A BETTER FUTURE FOR OUR INDUSTRY AND FOR THE PLANET WE CALL HOME WILL ONLY BE ACHIEVED WHEN EVERY BUSINESS STEPS UP AND TAKES RESPONSIBILITY. RESPONSIBILITY TO THE NEXT GENERATION, TO THE ENVIRONMENT, AND TO THOSE WHO DON'T HAVE THE SAME ADVANTAGES.

Our purpose is to enrich lives through the built environment and to help create a better world. Research-led and powered by collaboration, we believe our team have the power to make a difference, to help shape an industry.

We believe that the greatest challenges facing the construction industry are ensuring that buildings are safe and sustainable, and the industry as a whole is accessible, equitable and diverse. We want to help address each of these challenges by leading by example, and using our position on projects as an

opportunity to positively influence other built environment professionals and the supply chain. We are one of nine RIBA Practice role models, defined by the RIBA as 'organisations that exercise a positive impact – on their people, their clients, the profession and wider society.' And the only UK architecture practice signed up to the UN Global Compact – demonstrating our commitment to take action on human rights, labour, environment and anti-corruption.





OUR PURPOSE

TO ENRICH LIVES THROUGH THE BUILT ENVIRONMENT

Every designer aspires to exceed client expectations. To create something fit for purpose but also beautiful, surprising, timeless. And of course to put people at the heart of their process. That is the point of a designer.

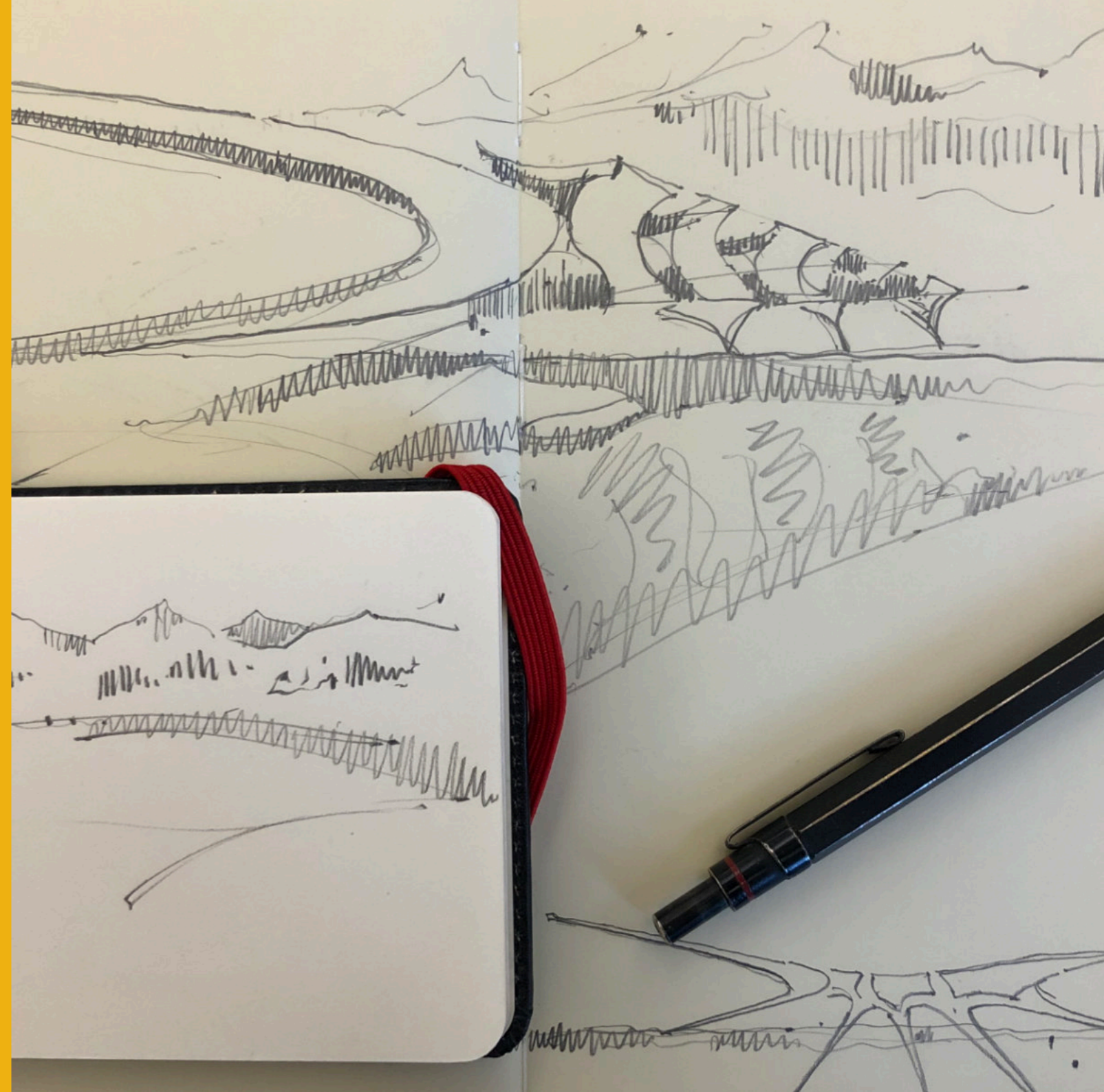
What makes us different is our sense of responsibility to the world and to our industry.

WE HOLD OURSELVES TO A HIGHER STANDARD

OUR VISION

A GLOBAL DESIGN
LEADER RECOGNISED
FOR TRANSFORMING
THE INDUSTRY

TO CREATE A
BETTER WORLD





OUR VALUES

WE ARE SOCIABLE

It's part of why we love what we do. it makes the creative journey enjoyable.

WE FIGHT FOR THE CREATIVE

We have a relentless desire to make things better.

WE LISTEN AND EXPLORE

We think about every angle and ensure we make the right decisions together.

WE LIVE FOR OPPORTUNITIES

To push ourselves, creatively, in business and as a team.

OUR STRUCTURE
PROVIDING EQUAL OPPORTUNITIES FOR ALL

1.0





1.1 OWNERSHIP & PARTICIPATION

As an Employee Ownership Trust, our vision is to maintain a progressive environment where all employees can experience true ownership. Our structure creates an enduring environment, where everyone can contribute towards shaping and securing the future of the practice, and a platform where we can continuously develop by:

- Embedding the culture of employee ownership and continuing to drive staff engagement.
- Providing strategic training for current and future leaders.
- Maintaining a culture that attracts and retains high quality UK and international talent.
- Building upon existing skills and increasing diversity and capability across all areas.
- Creating working environments that promote agility, collaboration, learning and flexibility.
- Implementing an evidence based process to inform ethical and sustainable decision making.
- Applying international standards demonstrated by external certification: ISO9001 (quality management), ISO14001 (environmental management) and ISO19650 (BIM management).

OUR PROJECTS:
CREATING SPACES THAT NURTURE

2020



2.1 DESIGN & RESEARCH

We design through research, and research through design. Design Research Unit is an integral part of Scott Brownrigg – raising the standard of our work with leading-edge thinking, research and collaboration. We strive to contribute to a more diverse, equitable and sustainable world by:

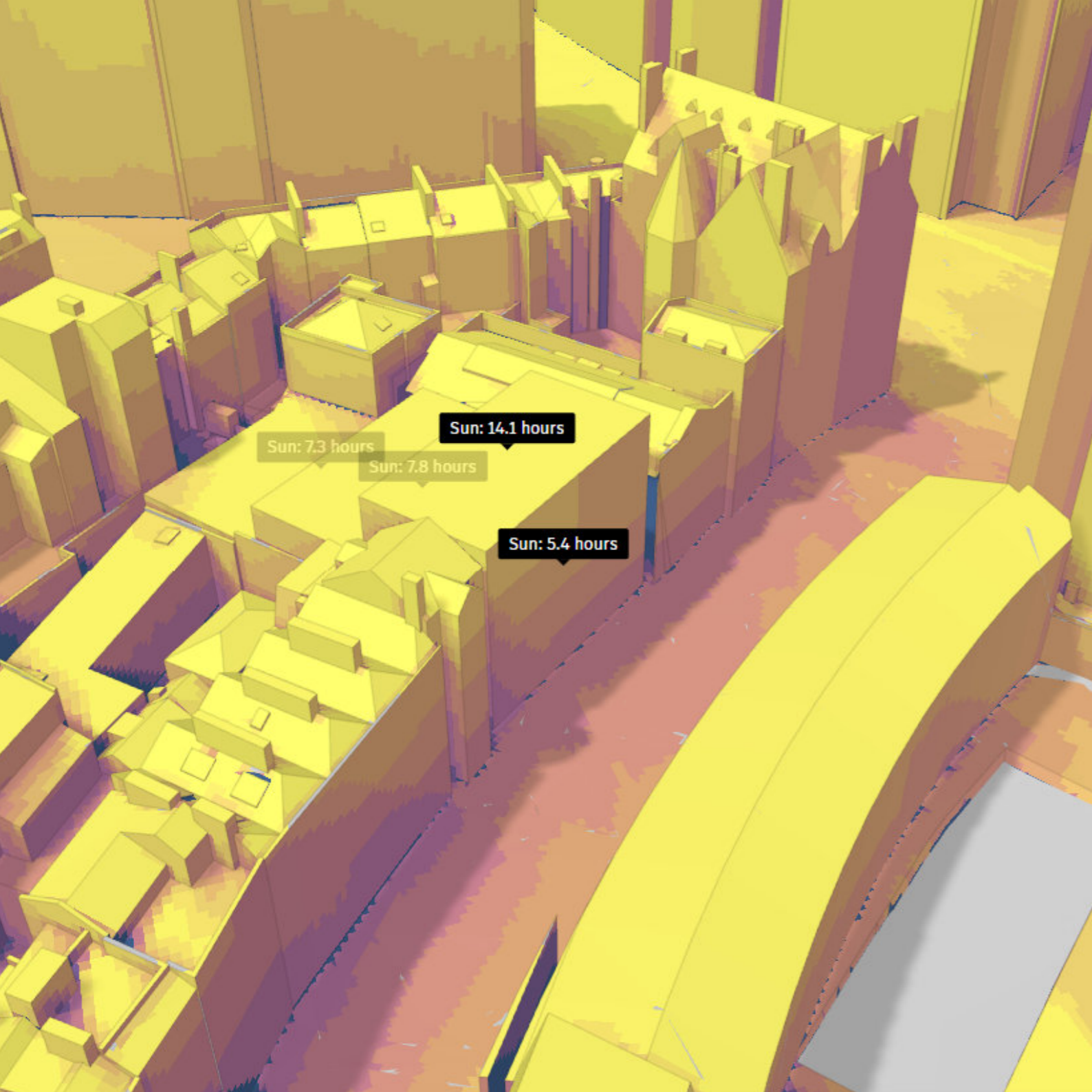
- Increasing in-house R&D skills.
- Creation of a new R&D Lead.
- Quantitative and qualitative investment into project specific and broader research topics.
- Stimulation of inquiry through cross-studio design reviews.
- Facilitating collaboration with academic institutions, industry organisations and governing bodies.
- Disseminating knowledge via a range of platforms, including our in-house R&D publication iA: Intelligent Architecture.
- Launching the RIBA Scott Brownrigg Award for Sustainable Development which funds research that addresses global issues.

32 DESIGN REVIEWS | **14** iA ARTICLES PUBLISHED | **£50000** FUNDING AWARDED TO RIBA SCOTT BROWNRIGG AWARD WINNERS



“ Our research is driven by specialist knowledge of the sectors, services and typologies that we work within. Exploring ways in which we can maximise our contribution to carbon reduction and assist in mitigating adverse effects on our worlds’ climate through our design of the built environment.

Neil MacOmish, Director



2.2 SUSTAINABLE DESIGN

Every project is an opportunity to have a positive and regenerative impact – to enhance lives and enrich the environment. We want to help address the climate and biodiversity emergency through our projects and activities by adopting evidence-led solutions and striving to meet our publicly declared goals:

- We are signatories to the Architects Declare movement, the RIBA 2030 Challenge, AJ's Retro First Campaign, and the UN Global Compact, and members of the UK Green Building Council, Passivhaus Trust and Association for Environmentally Conscious Building.
- We continue to invest in sustainability training for all staff, as well as gaining accredited specialist skills including BREEAM and Passivhaus Certified Designers.
- We have grown our in-house sustainability team to include sustainability leads for every sector and service in the company, and have created a full-time role of Sustainability Co-ordinator to bring all our initiatives together.
- We have updated our project process to include mandatory sustainability workshops at key stages.
- We are collating embodied and operation carbon data on our projects to inform our design process as we work towards net zero carbon in our projects.



4 IN-HOUSE
PASSIVHAUS
DESIGNERS



40 PROJECT
SUSTAINABILITY
WORKSHOPS



1063 HOURS
SUSTAINABILITY
TRAINING

2.3 INCLUSIVE DESIGN & WELLBEING

We strive to create inclusive, connected spaces that support good health, and allow occupants to thrive. We continue to listen, learn, and explore ways to ensure our designs champion wellbeing, inclusion and connectivity by:

- Growing our in-house WELL Accredited team of professionals.
- Regular participation in industry discussions about best practice in inclusive design.
- Adopting the RIBA Social Value Toolkit for Architecture.
- Seeking post occupancy evaluations for projects.
- Encouraging staff accreditation with the National Register of Access Consultants.
- Collaborating with specialist Access Consultants.



2 PUBLICATIONS:

iA ISSUE 15: 'ARCHITECTURE AND INCLUSION'

COMMUNITY SCHOOLS: DESIGNING FOR SUSTAINABILITY, WELLBEING AND INCLUSION

1 NRAC APPLICANT

1 WELL ACCREDITED PROFESSIONAL

4 SOCIAL VALUE CPD'S



“ How refreshing would it be if everyone might be allowed to flourish, nurtured and respected through carefully design and managed environments.

Jean Hewitt, Associate and Inclusive Environments specialist at Buro Happold



2.4 HEALTH & SAFETY

Our experience in designing for safety, as well as auditing, testing and reviewing helps drive higher standards across our industry, and in our own work. We prioritise the competency of our teams and integration of health and safety into our projects by:

- Ensuring that Health & Safety is a core part of our learning programme for all staff.
- Developing Safety Design Unit services for international markets to export UK best practice.
- Promoting best practice to colleagues and clients through our expert advisory Safety Design Unit and Technical Advisory Group.
- Growing our team of in-house CDM Health & Safety Leads.
- Maintaining Constructionline Gold Safety Schemes in Procurement (SSIP) Acclaim accreditation for Principal Designer and Designer services.
- Embedding Building a Safer Future (BSF) Charter signatory commitments.



**2 NEW CDM
LEADS TRAINED**



**CDM PRINCIPAL
DESIGNER
ON 43 PROJECTS**



**11 HEALTH & SAFETY
CPD'S DELIVERED**



**AUTHORED 'CDM 2015 –
A PRACTICAL GUIDE FOR
ARCHITECTS AND DESIGNERS'**

OUR STUDIOS:
OPEN, INCLUSIVE AND SOCIABLE WORKPLACES

3.0



3.1 EQUALITY, DIVERSITY & INCLUSION

Our culture is open, inclusive and sociable, and diversity is our strength. We want to mirror the diversity of the communities in which we operate, support a range of working styles and needs within the practice, and improve diversity across the wider industry by:

- Continuing to evaluate equality, diversity and inclusion initiatives, data and feedback and implement positive change through our Diversity Action Group.
- Striving to meet our commitments as a Disability Confident Employer.
- Ensuring our recruitment processes are transparent, fair and accessible.
- Partnering with key organisations, including Urban, Architecture Social and Blueprint for All.
- Prioritising work experience placements from those with underrepresented backgrounds.
- Running inclusion and workplace culture workshops and training sessions for all staff, across all studios.
- Offering Architecture Apprenticeships and assisting with the development of a new apprenticeship standard for Interior Design.

6 APPRENTICES

26 NATIONALITIES

27 LANGUAGES
SPOKEN





3.2 LEARNING & DEVELOPMENT

Our culture is one of continuous learning, where talent at all levels is recognised and nurtured. We make sure that our approach to managing the practice is transparent and that all employees have access to mentoring, wide-ranging training and development so they can progress on merit. We do this by:

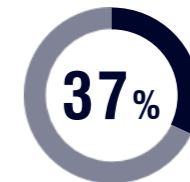
- Communicating key behavioural, leadership and technical competencies required for career progression.
- Creating additional roles in recognition of areas of expertise and support of business operations.
- Providing employees with complete control over goal setting through our ADVANCE platform.
- Offering sponsorship to RIBA Part 3 students.
- Funding training that increase our expertise in specialist and core technical subject areas.
- Making an in-house mentoring programme and access to external independent professional mentors available to all staff.
- Providing ongoing management workshops to ensure our leaders have continual training and are appropriately equipped to support, motivate, and recognise talent and dedication in their teams.



3 NEWLY QUALIFIED ARCHITECTS



14 PROMOTIONS

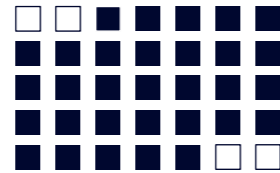


37% WOMEN IN MANAGEMENT

3.3 STAFF WELLBEING

Our people are the foundation of our culture: tightly knit and incredibly welcoming. We are committed to creating a healthy workplace where the mental and physical health of employees are valued equally; a place to find close friends, true passion, and the chance to make a difference by:

- A collaborative project team approach where staff are encouraged to ask for and offer help.
- Maintaining an annual programme of social, sporting, wellbeing and charity events across all of our studios.
- Offering flexible and remote working.
- Providing every employee with access to a range of benefits.
- Promoting a healthy work-life balance and closely monitoring overtime and sickness.
- Providing mental health support through our Employee Assistance Programme and in-house Mental Health First Aiders.
- Providing staff with confidential access to the EOT committee to raise issues and concerns.
- Measuring employee satisfaction through annual employee surveys and regular feedback and identifying areas for improvement.

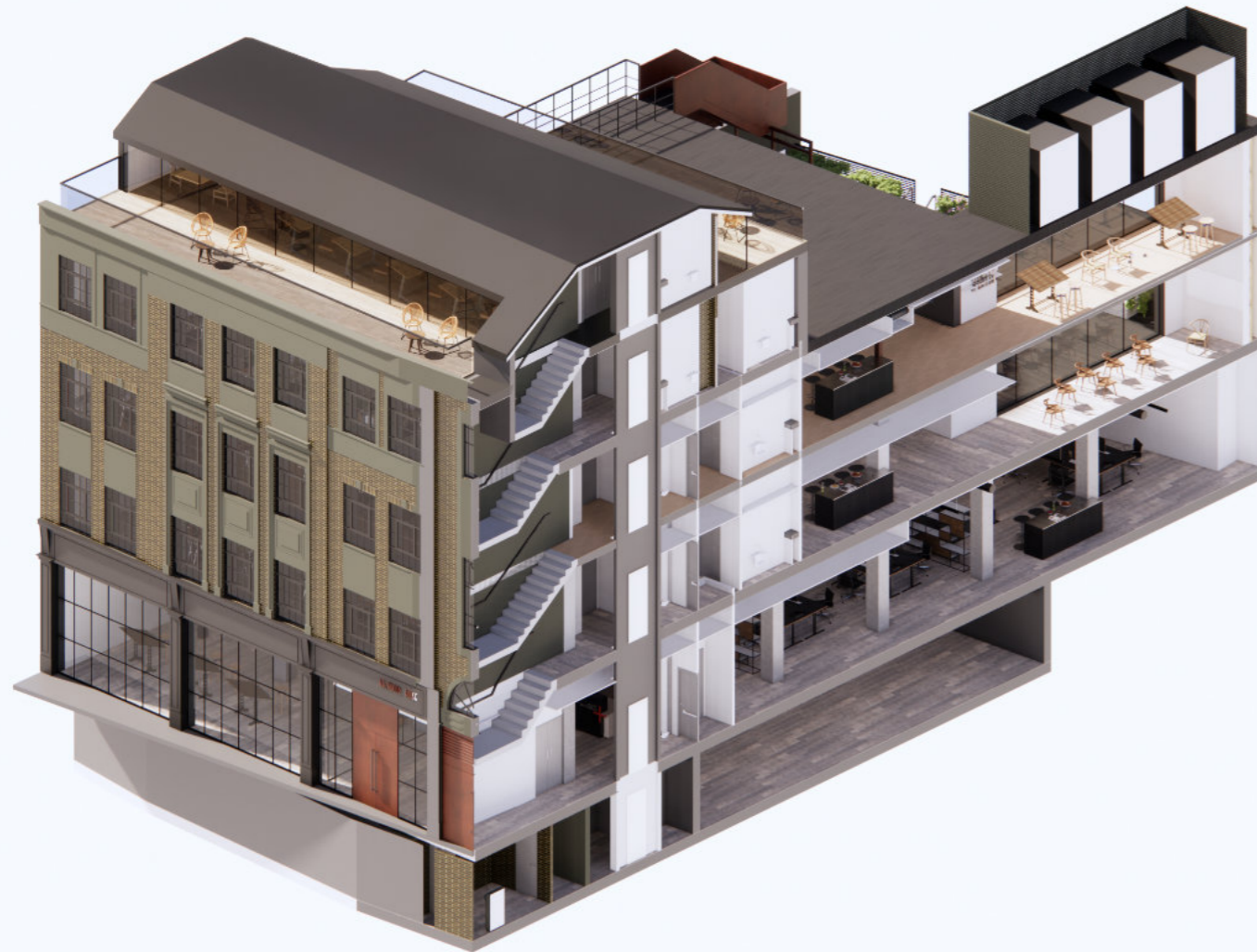


37
SOCIAL EVENTS
ORGANISED



4
MENTAL HEALTH
FIRST AIDERS





3.4 ENVIRONMENTAL IMPACT

It is our responsibility to ensure that the spaces we occupy as well as design, contribute positively to the environment. We are taking steps to measure and track the operational emissions of our studios, and integrate a culture of sustainable thinking across the practice. These include:

- Continually reviewing our studio operations and property strategy.
- Establishing a carbon reduction roadmap (benchmarked against pre-covid 2019 emissions).
- Sharing information with employees on environmental impact of personal and office choices, including energy and electricity use, recycling and printing.
- Updating our Business Travel Policy to encourage only essential travel and more sustainable modes of transport.
- Reduce paper printing and waste through introduction of NFC digital business cards.
- Integrating carbon reduction into our IT infrastructure strategy.
- Capturing the carbon reduction benefits of agile working and co-working spaces.
- We have built a digital twin of our London Studio as a tool to monitor air quality and temperature and planning to build one of our Guildford Studio next.



1 DIGITAL TWIN
MONITORING
STUDIO ENVIRONMENT



1/3 REDUCTION IN
BUSINESS TRAVEL
EMISSIONS SINCE 2019

COMMUNITY
SUPPORTING THOSE AROUND US

4.0





4.1 CHARITY SUPPORT

Every year we raise money, donate time and skills in support of charities whose initiatives closely align with our values. We plan to continue and further our support for the communities that we operate within by:

- Launching our "Community Involvement Programme" that provides every employee with a paid day of leave to give their time to a charitable or social community cause of their choice.
- Hosting charity fundraising events throughout the year, across each of our studios and matching funds raised by employees.
- Maintaining our long-term relationship with Blueprint for All and supporting charities local to our studios.
- Partnering with organisations that donate a percentage of their fees to charity.

11 FUNDRAISING INITIATIVES | **£3,023** RAISED FOR CHARITY | **7** CAUSES SUPPORTED

4.2 OUR CLIENTS

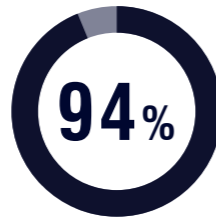
We listen and explore. We have a relentless desire to make things better and seek new and different perspectives to help achieve this. Gathering feedback from our clients allows us to improve our future service, delivery and product.

Our online method of gathering client feedback informs our overall Net Promoter Score. We seek feedback as our projects reach key milestones, to understand whether clients would recommend us to others, and their experience of working with us on particular projects covering areas including sustainability, design and deliverables. All feedback is received openly, reflected upon, and used constructively.

We also seek feedback on our customer service from those visiting our London and Guildford studios – 94% of ratings received were ‘very good’.



NET PROMOTER
SCORE



CLIENTS SCORED
FRONT OF HOUSE
SERVICE ‘VERY GOOD’





“ As well as immersing myself in the [Education] sector, I also had the opportunity to learn REVIT... I've found this really useful and it will be really beneficial in my future roles. You often don't get the opportunity to learn such things on placements.

Scott Brownrigg Future Talent Programme placement student

4.3 FUTURE TALENT

As a practice we have long been committed to helping people of all ages, with different skills and from a range of backgrounds build careers in the architecture and design industry. We encourage wider access to the profession, aim to recognise those who have helped shape the practice, and support the next generation of architects and designers by:

- Launching our Future Talent Programme which aims to reach a diverse range of young people, particularly those from disadvantaged backgrounds and under-represented in the profession.
- Working with schools, universities and charities, including the Speaker for Schools Charity, to promote architecture and design as a career to students.
- Offering virtual and in-person work experience and paid summer placements.
- Launching the Scott Brownrigg Alumni Network to stay engaged with and continue to support former employees.

3 STUDENT PLACEMENTS

11 UNIVERSITY ENGAGEMENTS

13 WORK EXPERIENCE STUDENTS

4.2 PLACEMAKING

Our purpose is to enrich lives through the environment. To create resilient places that can flex and adapt in the face of adversity for years to come. We look for opportunities to contribute to local communities, cultures and economies by:

- Working in key evolving sectors such as life sciences, film studios and workplace design, on projects that bring significant social and economic value to local areas.
- Providing economically viable programmes that are socially and environmentally responsive.
- Collaborating with other industry experts to provide well considered and informed solutions.



TELEVISION
PRODUCTIONS
SHOT



2.5m FT²
LIVE STUDIO
DEVELOPMENT AREA



14 LIVE
LIFE SCIENCE
PROJECTS





SCOTT BROWNRIGG⁺

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