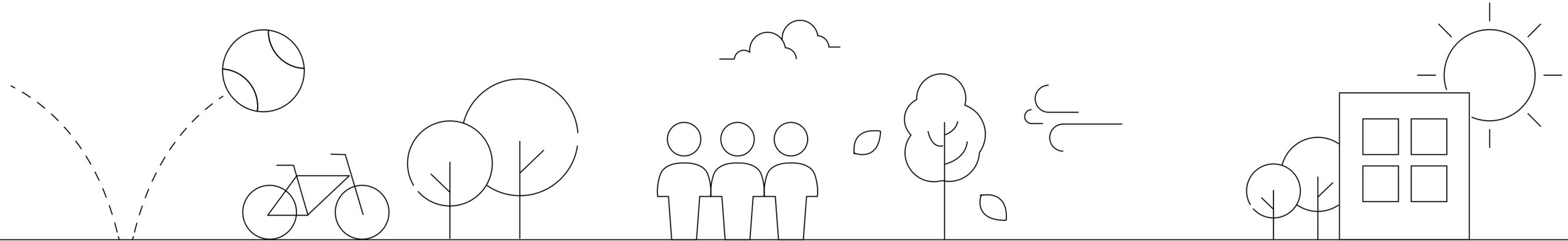




# Impact Report 2024





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# Executive Summary

**At ADP, we believe that good design has the power to transform lives – not just through the spaces we create, but through the long-lasting impact those spaces have on people, communities, and the environment. As an employee-owned architecture practice with studios across the UK and India, we are united by a shared purpose: to design places that are joyful, inclusive, and sustainable. For over 50 years, we’ve placed people at the heart of our work – listening deeply, collaborating openly, and designing with empathy and intent.**

Our projects go beyond buildings. They shape the experiences of the communities who use them – from students in a new university campus to patients in a hospital, families in their homes, or local residents in a regenerated town centre. We recognise the role of architecture in fostering connection, wellbeing, identity, and belonging. We see every project as an opportunity to create social value, empower underrepresented voices, and strengthen the fabric of society.

In a time of environmental crisis and social inequality, the built environment must respond with urgency, responsibility, and creativity. We design with future generations in mind – minimising carbon, embracing circularity, and promoting regenerative approaches that restore as much as they take. Our Net-Zero and SBE frameworks ensure that sustainability and social impact are embedded from the earliest design stages through to delivery and beyond.

Architectural design is our medium for change. Whether we’re adapting existing structures or designing entirely new places, we strive to create architecture that is beautiful, high-performing, and meaningful – rooted in context and purpose. Every loop space we design is a chance to leave a positive legacy: one that reflects the needs of today while building hope and resilience for tomorrow.

# Our vision

Our vision is to shape a better built environment – one that responds to the urgent needs of our planet, supports communities to thrive, and celebrates the diverse people who use the spaces we design. This means constantly evolving: embedding sustainability deeper into our culture, challenging inequity in the built environment, and creating value that lasts.



# Why B-Corp

In 2022, we achieved B Corp certification – a proud milestone that formalised our commitment to balancing profit with people and planet. For us, B Corp is more than a badge. It’s a framework for accountability and a catalyst for positive change, aligning our decisions with the long-term wellbeing of our teams, clients, communities, and the environment.



# What we said we would do

## Sustainability

### Practice Goals

- + Implement Net-Zero Roadmap to inform practice decisions and report annually
- + Undertake our first review of ADP's carbon footprint, evaluating data from across our studios to begin the process of quantifying our non-project impacts and providing context for improvements and decision making into the future
- + Focus in on the accuracy and completeness of the data we capture to provide a more accurate picture and inform ADP's Net-Zero roadmap

### Project Goals

- + Focus upfront on operational energy delivery working to Passivhaus or other exemplary levels of performance Improve monitoring and feedback process to evidence buildings performing as designed
- + Improve knowledge and implementation of whole life carbon and circular economy on projects and demonstrate projects are working towards best practice
- + Focus and build knowledge around regenerative design

## Belonging

### Practice Goals

- + Training strategy for upskilling and broadening our knowledge and offering
- + Investing in individuals' development through coaching, training and mentoring
- + Improve communication, and collaboration throughout the practice internal tools & lessons learnt with dedicated groups such as EDI & Mental Health & Wellbeing group and Internal knowledge share

### Project Goals

- + Commit to undertake POE across all projects, with focus around understanding SBE outcomes and target 2 detailed POEs: in all sectors
- + Implement the Sustainability, Belonging and Engagement (SBE) approach on all new projects to benchmark and monitor performance throughout the project life – SBE reviews for all new projects – Evidence the impact of the toolkit
- + Identify exemplar SBE projects across the practice to share best practice and use for knowledge share

## Engagement

### Practice Goals

- + Raise Awareness – External facing presentations, and more engagement in industry groups and lobbying with the aim to amplify our voice and opinions externally on the topics that matter most to us
- + Quantify and demonstrate impact of SBE approach across our practice projects
- + Spend time volunteering, taking part in charity events and engaging with students in workshops all play a part in our advancement to inspire and bring a sense of joy to the people in our communities

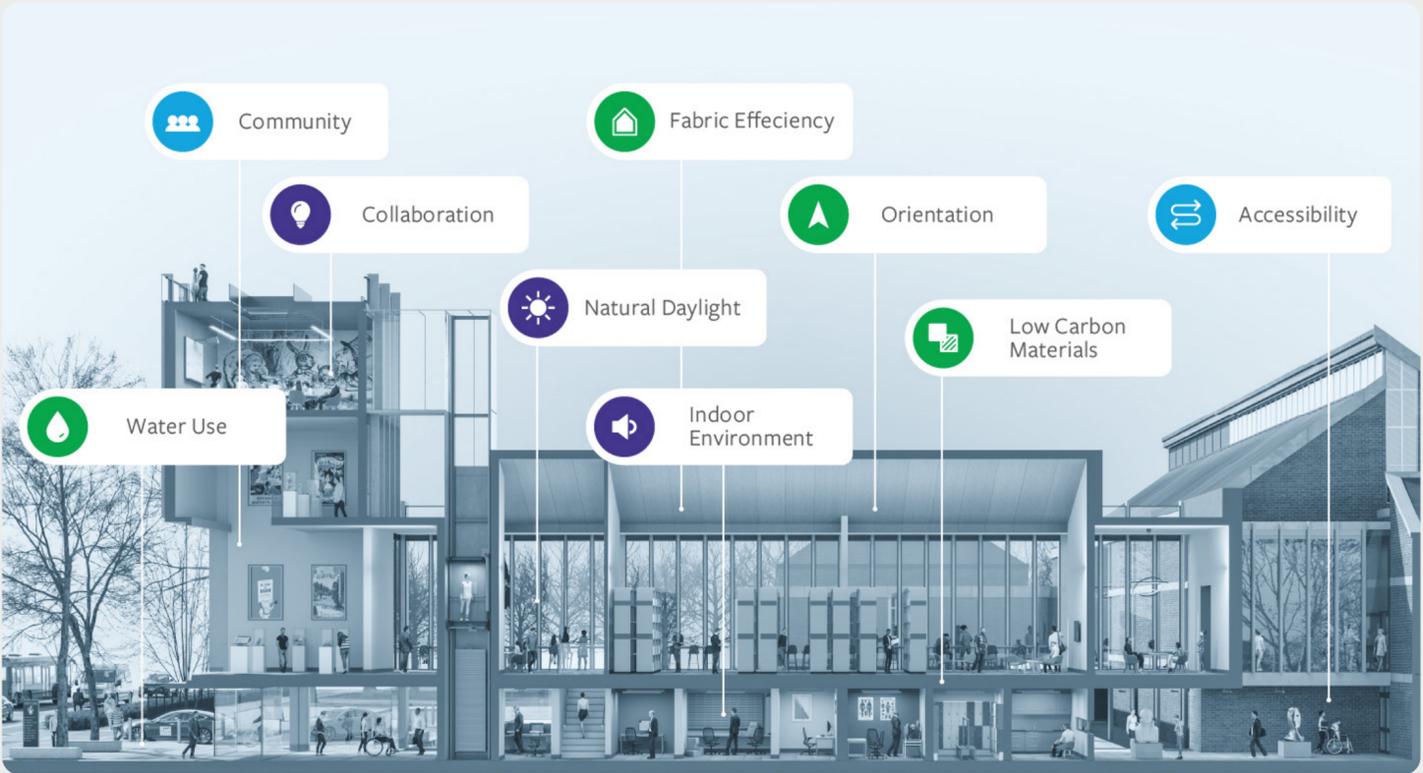
### Project Goals

- + Research pieces including the safety, health outcomes, indoor environment, emotional value and lifestyle.
- + Developing the ADP interiors offer to provide an increased service to our clients.
- + Develop understanding in designing for Neurodiversity and Fitlab



## Measuring What Matters

| Sustainability          | Belonging                      | Engagement           |
|-------------------------|--------------------------------|----------------------|
| Operational energy ✓    | Placemaking and Value ✓        | Safety ✓             |
| Material impact ✓       | Productivity and economy ✓     | Health outcomes ✓    |
| Biodiversity value ✓    | Community ✓                    | Indoor environment ✓ |
| Sustainable transport ✓ | Connectivity to nature ✓       | Emotional value ✓    |
| Water use ✓             | Connection and collaboration ✓ | Lifestyle ✓          |



# How we Measure Impact

Our projects impact the people who help bring them to life, those who use them, and the wider world. It's not always easy to measure that impact, especially when society has spent generations focusing on financial metrics at the expense of other kinds of value. With that in mind, we've created a bespoke tool – the SBE Toolkit – to measure the Sustainability, Belonging and Engagement our projects create. By using this tool throughout a project's development, and returning after construction to talk to those people using the building, we can maximise our positive impact and learn how to improve.

The Toolkit uses a series of checklists and scales aligned with the RIBA 2020 Plan of Work, the RIBA 2030 Climate Challenge, the RIBA Social Value Toolkit. It allows us to assess options against each other, to suggest improvements, and to understand how spaces perform in use. We are experimenting with other ways of measuring social impact, including SROI (social return on investment), user surveys and social value mapping.



**Portico GP Surgery**  
London Borough of Hackney

This is the University’s largest ever capital investment, representing a major step-change in laboratory design, with a new collaborative research and teaching building.

Working with student groups was incredibly important to the success of the project. Engagement was conducted through school workshops, option evaluation and benchmarking, activity workshops, a project website, social media, and ‘town hall’ presentations.

The building purposefully co-locates and physically links all the schools creating a new centre for collaborating and socialising. New landscaping creates a welcoming foreground and encourages wildlife and biodiversity with varied spaces for reflection and wellbeing. The public realm is further enhanced by new public art installations.

The building achieved BREEAM ‘Excellent’ adopting a low energy strategy and integrating passive design measures via thermal modelling, daylighting analysis, LZC technologies, the use of soft landings, and operational energy use strategies.

**The Sir William Henry Bragg Building**  
University of Leeds

The Portico project delivers a much needed, modern GP surgery within a Grade II listed structure. It is a bespoke response that embraces heritage-led placemaking, meets local needs of a growing and diverse population while ensuring modern clinical efficiency.

It also responds to the climate emergency through a low carbon long life design strategy and Its universal design strategy is rooted in a commitment to accessibility, inclusivity, and dignity for all users.

The Portico focuses on creating equitable access to healthcare facilities, while responding sensitively to the heritage context, revitalising the historic 1823 London Orphan Asylum through careful remodelling and the addition of a new two-storey extension.

The scheme includes 25 new clinical spaces and also serves as a teaching and research hub, supporting enhanced patient care and community health innovation.

**Bloxham Grove Academy**  
Banbury

Bloxham Grove Academy is a special Free school, for students aged 7 to 18 with cognitive and learning needs, Social, Emotional and Mental Health needs, and Autistic Spectrum Condition. It achieves the best outcomes for all students with high aspirations for every learner and to provide the most appropriate education which will have a real impact on their lives.

As a collaborative team, we designed a building that allows children to develop independence so that they feel confident and comfortable within their surroundings and create a peaceful calming and therapeutic environment Early engagement with all stakeholders were held to address concerns and incorporate feedback, demonstrating a proactive approach and the project’s commitment to inclusivity and responsiveness to diverse needs.

Quarterly Social Value reports were compiled and issued, detailing aspects such as Employment and Skills Plan targets. Over £38,000 was donated to local community projects, 108 volunteering hours delivered, and 60 Apprenticeship weeks completed. Overall, over £800,000 of Social and Local Economic Value (SLEV) was calculated.

**Shireland CBSO Academy**  
Smethwick

ADP successfully transformed an office building into the Shireland CBSO Academy, the first free, non-selective state school in Britain to be established in partnership with a professional orchestra.

The design process was driven by a vision to create a school that stood out among its counterparts. With limited finances, we had to find innovative solutions. We worked with the existing building design features to create a concept that echoed the original structure.

We had to ensure the school design fulfilled all the requirements of a modern educational institution. This included creating a sense of place, providing a safe and welcoming environment, establishing clear passive supervision lines, and integrating curriculum and music into all aspects.

From inception, stakeholders such as the school, local authority, partnering trust, and the funder (DfE) were actively involved. Their vision and input were pivotal in driving the project to success. The contractor and design teams also engaged with the school staff and students, offering site visits and presentations to foster collaboration and connection.

**Helios Building**  
Harwell Science and Innovation Campus

The project has played to our strengths in workplace design, with a flexible, future-focused vision blending traditional facilities with hot desks and group meeting spaces.

The incoming tenant, the Nuclear Decommissioning Authority, shared the Campus’ sustainability ambitions. We used our experience across a range of standards – including BREEAM and Passivhaus – to realise ambitions in every detail of the design, from the simple form and concrete structure through to smart services, on-site renewables, and future flexibility.

The collaboration on this project resulted in over £38k of social value and £4.7m of local economic value. This was achieved through various initiatives, including career days, charity support, apprentice schemes, Equality and Diversity monitoring, and a drive for local procurement.

The result is a building that benefits both users and its environment – while acting as a bold new addition to Harwell Campus’ historic community.

# Our *Key Projects*

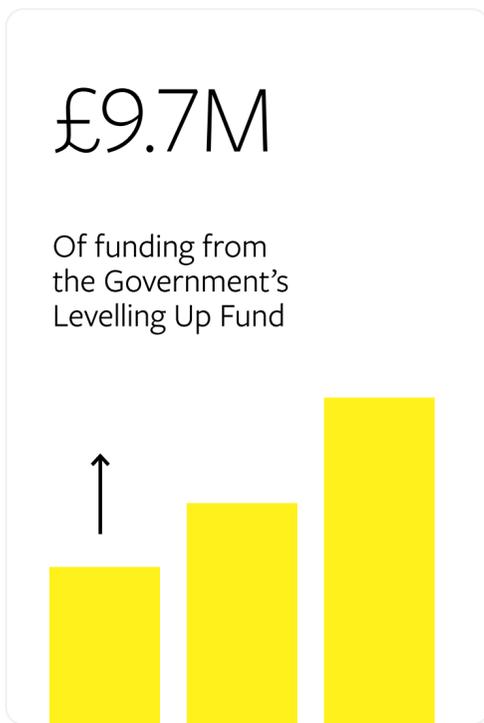
# *From: Department Store To: City Campus*

Case Study: *Gloucester*

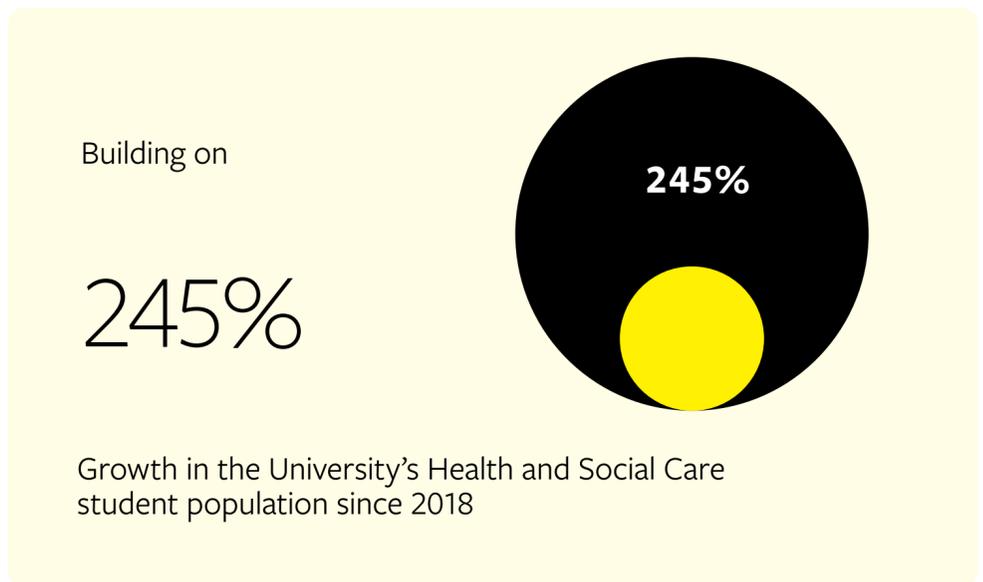


# An Engine of Growth + Prosperity

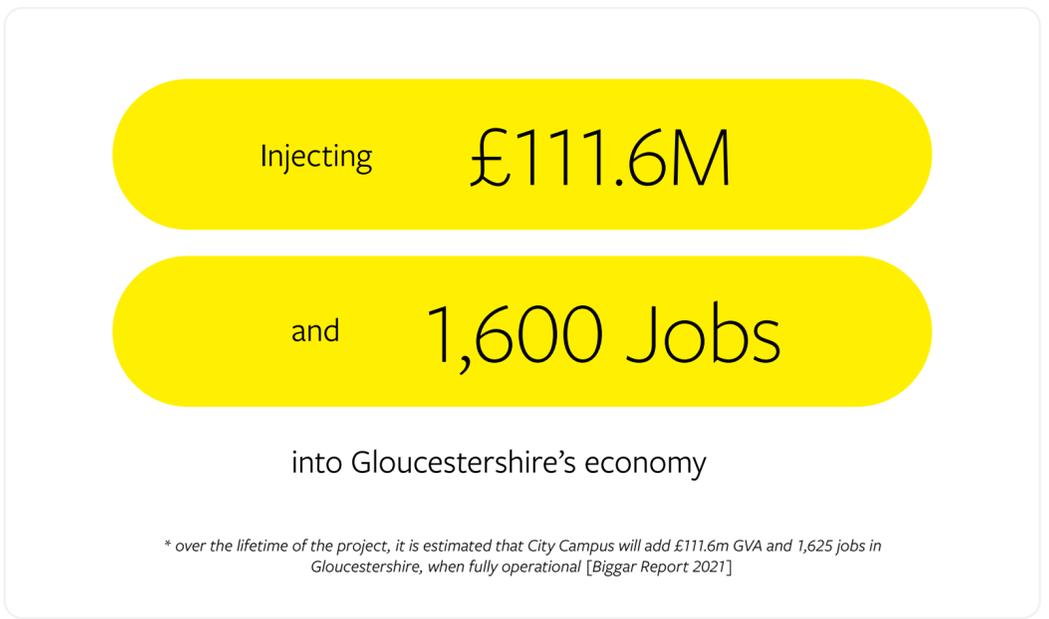
## Case Study: Gloucester



One of first UK universities to secure funding linked to ESG commitments



**New Arts, Health and Wellbeing Centre** piloting groundbreaking therapies and interventions



A home for 4000 students and 350 staff



Property Deal of the Year in the South West Insider Property Awards 2021

Art deco features restored to bring historic building back to life

A hub for health and wellbeing research and knowledge exchange



# Sustainability

## What we *said*:

### At practice level

- + Implement Net-Zero Roadmap to inform practice decisions
- + Undertook our first review of ADP's carbon footprint, evaluating data from across our studios to begin the process of quantifying our non-project impacts and providing context for improvements and decision making into the future
- + Focus in on the accuracy and completeness of the data we capture to provide a more accurate picture and inform ADP's Net-Zero roadmap

### At project level

- + Focus upfront on operational energy delivery working to Passivhaus or other exemplary levels of performance. Improve monitoring and feedback process to evidence buildings performing as designed
- + Improve knowledge and implementation of whole life carbon and circular economy on projects and demonstrate projects are working towards best practice.
- + Focus and build knowledge around regenerative design

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## What we *did*:

- + Kingsbrook POE – monitoring through soft landing
- + Internal knowledge share, which helps us securing four new schools on the net zero carbon in operation
- + Focus on new regeneration and social repurpose projects; using Gloucester and CBSO as a catalyst to talk with clients, and securing ALC, an existing M&S in Walsall, Westminster University Project and the Portico GP Surgery.



# Sustainability Debate: **DEMOLISH OR REFURBISH?**

17 Jan 2024

Oxford Brookes University,  
Oxford, Oxfordshire, OX3 0BP

Tickets through **Constructing Excellence Oxford**

**PANEL**

**Architect:** Simon Beaumont-Orr, Sustainability Lead at ADP Architecture

**Cost Consultant:** Simon Grundy, Associate Director at Atkins Réalis

**Sustainability Consultant:** William Naismith, Principal Sustainability Consultant at Hoare Lea

**MEP Consultant:** Nick Lawrence, Senior Associate at Hoare Lea

**Contractor:** Matt Howells, Technical Manager at Kier

**Chaired by:** Craig Cullimore, ADP Architecture



# Thought *Leadership*

We're attending

# LOUDER THAN **>>** WORDS

**The B Corp Festival**  
Sep 10 - 11. Oxford, UK

**GET IN TOUCH**

[claire.mantle@adp-architecture.com](mailto:claire.mantle@adp-architecture.com) | [craig.cullimore@adp-architecture.com](mailto:craig.cullimore@adp-architecture.com)



Our Chair (Craig Cullimore) and Sustainability Lead (Simon Beaumont-Orr) participated in a Constructing Excellence panel discussion exploring the challenges of sustainability, with a particular focus on the dilemma of demolition versus refurbishment. The conversation featured diverse perspectives

from contractors, engineers, project managers, as well as architects.

Craig Cullimore and our executive director Claire Mantle also spoke at the latest B Corp events in Oxford and in Manchester.



## What we *said*:

### At practice level

- + Training strategy for upskilling and broadening our knowledge and offering:
- + Investing in individuals' development through coaching, training and mentoring
- + Improve communication, and collaboration throughout the practice internal tools & lessons learnt with dedicated groups such as EDI & Mental Health & Wellbeing group and internal knowledge share

### At project level

- + Commit to undertake POE across all projects, with focus around understanding SBE outcomes. Target 2 detailed POEs: in all sectors
- + Implement the Sustainability, Belonging and Engagement (SBE) approach on all new projects to benchmark and monitor performance throughout the project life – SBE reviews for all new projects – Evidence the impact of the toolkit
- + Identify exemplar SBE projects across the practice to share best practice and use for knowledge share

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## What we *did*:

### At practice level

- + IFPL training on Leadership
- + RIBA training framework & RIBA round tables
- + First year of the ADP academy and mentoring buddies
- + Improved internal communications through internal web platform, quarterly updates, introduced the 'Design Collective'

### At project level

- + Monitor every project through ADP SBE engagement toolkit updated to be sector specific



# The Impact of *Employee Ownership*

**Knowledge share and communication has been a common theme across the past year in all parts of the business.**

Outcome of past EOC workshops showcases that we can always do more, do better and do differently.

**To "Do More,"** we should emphasise positivity, celebrate successes, and improve cross-studio interactions to foster creativity. Enhanced communication and a willingness to experiment will drive innovation and collaboration.

**In "Doing Better,"** clear and concise communication is key. We must align our actions with our words, reflect on our progress, prepare thoroughly, engage quieter team members, and build trust to create a supportive environment.

**For "Doing Different,"** we should prioritise co-owner involvement in the EOC agenda and ensure our conversations are well-rounded, inclusive, and representative of diverse perspectives.

In the last year we have started the process of reviewing all our family friendly policies, improved our internal communication and our internal training program.



# Mental health and Wellbeing



Mental health and wellbeing is a huge challenge in the architecture profession, where long hours and demanding deadlines are commonplace. Our mental health and wellbeing group meets each month to discuss ways to support coworkers, including annual events around Mental Health Awareness Week.

Each studio gets £5 per person per month as a “wellbeing fund”, which can be spent on anything co-owners choose to support their wellbeing. This has included weekly fruit baskets, life drawing classes, go-karting, studio lunches, pub quizzes and even massages!

This year again, the group has helped to review our benefits and suggested improvements .



# *Equality, Diversity and Inclusion*

**adp**

*You were invited to join us for an ADP*

## **WALK IN THE PARK**

*By Invitation only*

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*Meeting at the Serpentine Pavilion 2024*

**WEDNESDAY 24<sup>TH</sup> JULY 2024**  
8:30AM – 11AM

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We will meet at the Serpentine Pavilion at 8:30am, and have an opportunity to see the latest pavilion and walk in the park.

Then moving onto Brunch at 9:30 at the Magazine restaurant for an exclusive ADP Women's event to network and discuss over breakfast the challenges and initiatives we can adopt to ensure women thrive in our industry.

Please RSVP to Liz Jarrett: [liz.jarrett@adp-architecture.com](mailto:liz.jarrett@adp-architecture.com)

**Our EDI group formed in June 2022, and has since worked to develop our outreach and work experience programmes to better help future architects from disadvantaged backgrounds.**

We have committed to sharing our Gender Pay Gap annually.

We have celebrated everyone through EDI lunches and events.

Through design the EDI group have led the research into 'Designing For Inclusivity'. This has driven ADP to revisit their 'Third Space' concept, to ensure it is inclusive and considers neurodiversity.

We held a number of design events and CPDs to promote 'Designing For Inclusion'.

# Outreach



This is the third year ADP has run the volunteering and outreach support scheme. Giving eight hours' paid leave per year to co-owners to use for volunteering.

Outreach has been driven by our communities, our projects, our EDI agenda with a focus on teaching young people about Architecture and the Built Environment.

Our aim is to inspire young people into the industry. Outreach Events for the year include:

- + A workshop at Abingdon on the 'School of the Future'
- + A series of Young city maker workshops for London Open City charity
- + Design workshops and summer schools



# Engagement

## What we *said*:

- + Continue to ensure we are providing a quality service for customers
- + Continue to collect POE data using the SROI assessment tool, target cross-sector research themes focused on neurodiversity in design, talk internationally about B Corp and what it means to us a practice
- + Continue with our design reviews and using our internal SBE toolkit to challenge and develop briefs with our clients to ensure the most positive impact
- + Work with our communities to help them grow and thrive, using our volunteering time to raise money and support

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## What we *did*:

- + Engage within numerous volunteering projects and charity projects including our annual Roger FitzGerald Art Challenge
- + Created impact through our Research, Thought Leadership & Our Voice.

# Giving Back

Our co-owners have used their volunteering time for voluntary and charity projects such as:

- + Gardening and repainting work
- + Land Aid Sleep Out
- + Land Aid Charity Run
- + Maggie's, the charity that provides free expert care and support in centre across the UK for cancer patient
- + Open City
- + The ADP Art Auction, raising money for 'Pancreatic Cancer UK' and 'Marudyan UK'
- + and many others



# Our Voice

We aim to create impactful projects by understanding people and the environment. We do this through research, through POE, through round table discussions. We create insights and papers to present at key industry events. This allow us to amplify our voice and opinions externally on the topics that matter most to us.

This year we hosted and talked at a number events, that included:

- + Hosting a workshop as part of our FUTURES SERIES on how to add real value to project and new ways of thinking
- + Claire Mantle delivering a meaningful speech at BAA adaptive reuse for education event
- + Claire Mantle presenting a case study on why Music Matters and Jon Roylance and Amy Brazenall on new forms of engagement and third spaces for students at Education Estates
- + Scott Lawrie hosting conversations on how public private collaboration create real sense of space
- + Claire Mantle and Hannah Brewster delivering stellar speeches at Footprint+, the net-zero conference on "health and the high street" and "from department store to City Campus" topics
- + We produced a number of research pieces on various topics





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