



RIDGE

Social value
impact report
2025

Driving progress with purpose

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Head of Social Value

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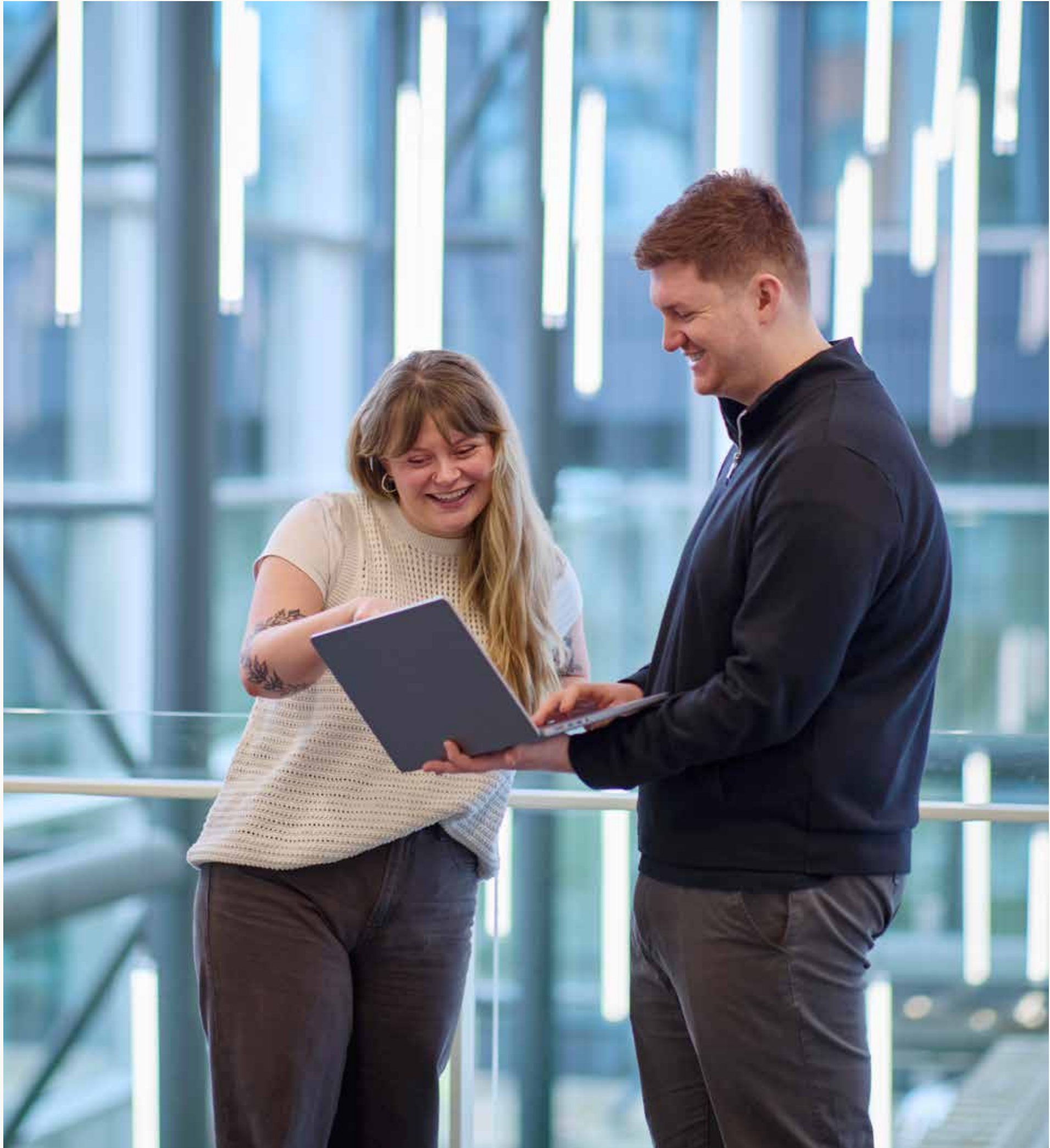
Image: Smithfield site development, Birmingham



Foreword

The built environment has always been about the long-term performance of assets, places and the decisions we make at the outset. As a Building Surveyor by background, my focus has been on how buildings stand the test of time. Increasingly, that performance is being judged not only in technical terms, but in the value we create for people, communities and the environment.

Social value and ESG are now central to that definition of value. They are shaping client expectations, underpinning responsible business at Ridge, and becoming a clear marker of quality across the sector. For our partnership, this represents a redefinition of excellence and how we create better societal outcomes and more resilient, commercially successful projects.



Over the past year, we have continued to build on this foundation, embedding responsible business principles more consistently across our work. This has meant influencing earlier decisions, working more collaboratively across disciplines, and focusing on outcomes that are meaningful for communities as well as commercially relevant for our clients. I have been a strong advocate for this direction. Done well, social value is not an additional requirement, it is a way to deliver better projects, strengthen client relationships and create long-term value. Our strength lies in our people, and a personal priority for me is creating opportunities for the next generation of built environment professionals. This report highlights just how central our people are to delivering social value. It is through their decisions, behaviours and

“Our strength lies in our people, and a personal priority for me is creating opportunities for the next generation of built environment professionals.”

relationships that impact is created and that responsibility is shared across the business.

Our social value impact report reflects the progress we are making and the direction we are taking. While there is more to do, the opportunity is clear. By continuing to apply responsible business principles to the way we think and operate, we are better placed to deliver projects that transform lives and leave a legacy for the communities they serve.

Steve Cooper
Equity Partner



Executive summary

Ridge’s social value agenda saw genuine progress in 2025. Operating in a challenging economic and policy environment, we moved decisively from a primarily compliance-led position to one where social value is increasingly integrated into how we work. This enables us to shape projects earlier, engage clients more strategically, and deliver impact that is aligned to the communities we serve.

The headline figure for 2025 is £48.2m (net) in social, economic and environmental value which is a 32.8% increase on our 2024 baseline of £36.3m. This growth reflects both stronger data capture and the expanded delivery of high-impact

programmes across our project portfolio. It is driven by our people and the expertise they bring to every project we deliver. In parallel, we recorded total organisational emissions of 6,968.4 tCO2e, with 96% arising from Scope 3 activities. Independently assessed through the LOOP framework, this generated a negative impact value of £1.38m, reinforcing our commitment to reducing our carbon footprint as part of a balanced and responsible approach to impact.

Our impact is shaped by four strategic priorities; an equitable economy, resilient communities, environmental stewardship and responsible business. Together these provide the framework through which social value is defined and delivered across our work. In 2025, these pillars informed activity across 123 new projects with contractual social value commitments. Over 80% aligned to agreed outcomes at the point of reporting. Our reach extended to 14 offices across England and Wales, with 41% of Ridge projects contributing to SDG 11 (Sustainable Cities and Communities) and 21% to SDG 9 (Industry, Innovation and Infrastructure).

The breadth of our people’s contribution is reflected across every area of delivery. Ridge professionals logged over 8,000 structured learning hours, supported 1,081 young people through STEM engagement, contributed 3,360 hours of volunteering, and provided 4,027 hours of work experience.

Our Elevate apprenticeship programme supported 124 apprentices, totalling 100,000 apprenticeship hours across

the year. We invested £80,000 in community initiatives and welcomed 299 employees into professional qualification training. Thirty-two percent of graduates recruited in 2025 identified as female, reflecting our ongoing commitment to inclusive talent development.

Underpinning all of this is a commitment to credibility and transparency – our social value impact is measured using the National Social Value Standard and independently assured through LOOP. Our approach aligns to BS 8950: Social Value and the UK Government’s Social Value Model (PPN 002), and extends across devolved policy contexts



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£48.2m
(net) in social, economic and environmental value in 2025

including the Well-being of Future Generations (Wales) Act. Our team holds Level 2 Social Value Management Certification. We have also introduced a Sustainable Procurement Policy and associated Code of Conduct to better align our supply chain with our ambitions. In addition, we continue to strengthen data governance and audit processes to improve the accuracy and consistency of our reporting.

Our priorities for the remainder of 2026 are to integrate social value earlier in project development, expand our dedicated advisory offer and strengthen the consistency and impact of delivery across key sectors including infrastructure, education, healthcare and regeneration.

Lauren Bailey
Partner, Head of Social Value

2025 highlights



84%
Great Place
to Work
survey staff
response
rate

£48.2m

of social, environmental and
economic impact created



541

Training
hours

Ridge Next
Chapters

Inspiring the
next
generation
of built
environment
experts

32p 

of social, economic and environmental
value created for every £1 of revenue



Social value impact figure
YOY increase

32.8%



299 PEOPLE

Number of employees
in professional
qualification Training

Ridge Green Futures

climate emergency and carbon literacy course

114 TRAINING HOURS



Apprentices
on our Elevate
programme

124

Level 2 Social Value
Management
Certificate achieved



OVER

4,000

Work experience hours

Number of
young people
supported
through STEM
engagement

100,000

Number of apprenticeship
hours worked

1,081



Percentage
of attendees from
our high impact
programmes
who identified
as Female

44%

28

**Ridge Green Futures
Community Ambassadors**

Number of hours of employee
volunteering including
pro bono projects

3,360

£80,000

Investment supporting our communities



8,000

Number of hours of structured CPD
sessions and leadership training



Expanding our social footprint

Our strategic priorities are informed by a materiality-led assessment. They reflect national priorities defined in the UK Government’s Social Value Model and themes frequently identified by our clients, communities and the built environment, providing a framework for aligning our work to need.

Our priorities are also aligned to the UN Sustainable Development Goals (SDGs) as mapped in the diagram below.

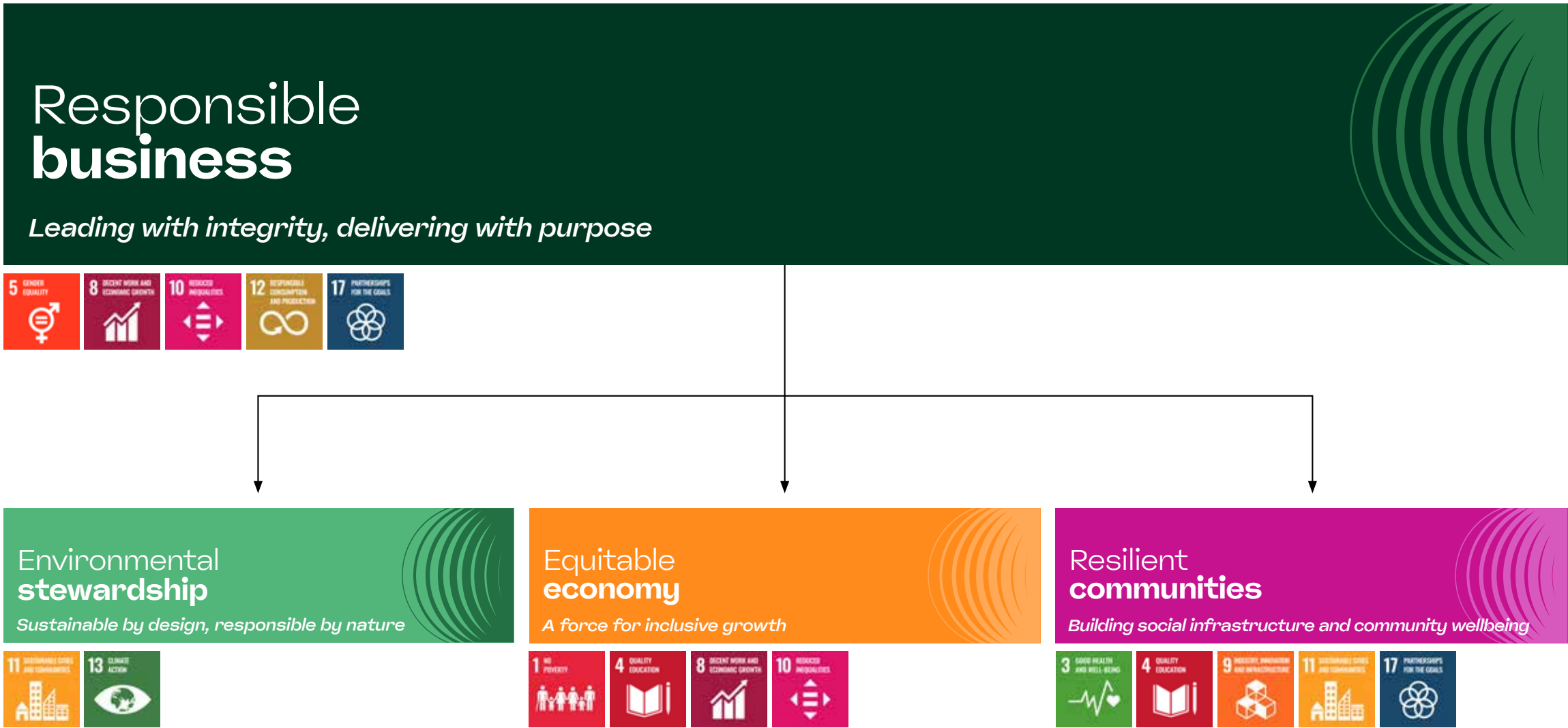


Image: University of Portsmouth, technology building

Our approach to social value

In 2025, our focus centred on how social value is applied in practice across our projects, embedding it more consistently in how we define and deliver outcomes.

In practice, this meant engaging more closely with clients at key stages, particularly during mobilisation and procurement, to align commitments with project scope, priorities and delivery requirements. This has required a shift away from standardised approaches, enabling social value to be defined earlier and applied more effectively across projects.

Impact in action

Following notification of appointment to deliver Retrofit Coordination Services for First Choice Homes Oldham, we

collaborated with their team and customers during mobilisation to shape our commitments and align them with priorities on the ground. Through consultation, we gained a deeper understanding of how we could maximise outcomes for the client and their customers and adapted our proposals accordingly. During our early engagements we learnt about an opportunity to partner with First Choice Homes Oldham to provide seed funding to Full Circle NW, a community interest company in Oldham. Our funding supported the explanatory phase of Full Circle's Make Space for Girls/Drone Skills project.

Delivery is supported through a multidisciplinary approach, with a dedicated social value consultant working alongside project leads to coordinate activity across disciplines. Accountability for delivery remains with the project lead, with overall responsibility held at a central level to ensure consistency across the business.

Impact in action

Ridge led a multidisciplinary team for Oxfordshire County Council to deliver the Middleton Stoney Road Active Travel Scheme in Bicester. Social value was embedded from the outset through targeted initiatives including donations to local charities, volunteering with environmental organisations, and inclusive training. These efforts ensure a lasting positive impact alongside the core infrastructure delivery programme.

In 2025, 123 new projects launched with contractual social value commitments,

alongside a wider portfolio of projects already underway, with over 80% aligned to agreed commitments. At the point of reporting this reflects both the scale of activity across our portfolio and increasing consistency in how social value is established and managed across projects. A continued focus during this reporting period included maintaining our proportionate approach to embedding social value commitments into projects. We tailor activity to the scale and nature of each project, ensuring commitments are realistic, targeted and mindful of delivery constraints. This allows social value to be integrated in a way that supports project delivery, while enabling activity to scale alongside our wider portfolio.

We have also strengthened how performance is tracked and managed, with greater consistency in reporting at project and office level, supported by corporate KPIs and executive oversight. This has improved visibility and accountability, enabling a more structured understanding of delivery across the business. Insights from delivery and reporting continue to inform how the strategy evolves, ensuring that learning is applied and embedded in future projects.

This strategy is structured through our four strategic social value pillars, providing a consistent framework for delivery and ensuring social value is applied with purpose across our work.

5 Core principles

01 Integrating social value as a core component of project outcomes

Ensuring social value is embedded in how projects are defined and delivered, rather than applied as a separate or retrospective requirement.

02 Delivering consistent and credible social value across our estate and portfolio

Maintaining a coherent and proportionate approach that reflects the scale, context and delivery of each project.

03 Strengthening our role in defining social value outcomes

Working with clients to ensure commitments are aligned to project context, are deliverable and offer meaningful impact.

04 Enhancing the quality and clarity of outcomes delivered

Focusing on outcomes that are targeted, measurable and aligned to community needs and the long-term aims of projects.

05 Supporting the evolution of social value within the built environment

Contributing to the ongoing development of social value as a discipline, ensuring it reflects the full lifecycle of projects and the role of multidisciplinary consultancy.

Responsible
business

Leading with integrity, delivering with purpose

Our approach has focused on strengthening how social value is embedded within our operations, with particular emphasis on procurement and supply chain engagement.

This has included the development of a sustainable procurement policy, providing a clear framework for integrating social value into purchasing decisions and supplier selection, and supporting a more consistent approach across the business. This is complemented by clearer expectation-setting for suppliers in relation to social value and responsible practice, alongside more transparent and consistent reporting across projects.

We have also prioritised working with partners who deliver additional social benefit. For example, through our partnership with RAW, we have supported the creation of sustainably produced furniture for our offices that also delivers a clear social purpose, linking procurement decisions with positive community impact.

At an operational level, this approach ensures that responsible practices are embedded within day-to-day activity, strengthening consistency, accountability and credibility across our business.

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This partnership has had a tangible impact, not just for RAW’s employees but also within our own team.

Steve Cooper | Equity Partner, Reading



IMPACT IN ACTION



RAW

In 2025, Ridge recognised the need for refreshed, modernised workspaces aligned to our evolving values. The project to transform the Ridge office in Reading was more than a refurbishment; it demonstrated our commitment to ethical business operation, sustainability and community investment.

Ridge integrated social value into our procurement process and supply chain, partnering with RAW – a social enterprise dedicated to circular economy principles and transformational social impact. By employing and training individuals overcoming challenges such as addiction, mental health issues and homelessness, RAW provides pathways to long-term social and economic stability. Their impact also extends to youth outreach initiatives, providing education and trade skills to young people identified as NEET and facing adversity.

The project delivered high-quality, sustainable furniture that met functional needs while minimising carbon footprint and supporting the employment, training and work experience opportunities provided by RAW.

This partnership between Ridge and RAW is a model for how Ridge can lead with purpose, create workspaces that support productive human connection and deliver transformational outcomes.

Environmental stewardship

Sustainable by design, responsible by nature

Our approach has evolved from supporting environmental performance in isolation to more deliberately connecting environmental outcomes with social value, recognising the role projects can play in building local understanding, capability and participation in the transition to a low-carbon economy.

In practice, this has involved using retrofit and asset improvement projects as opportunities to engage residents more directly in climate-related activity. This includes supporting the development of 28 community climate ambassadors, enhancing carbon literacy and enabling individuals to articulate climate challenges and opportunities within their local context. Alongside this, we have sought to connect residents to emerging employment pathways within the green economy, using projects as a platform to link environmental investment with skills and opportunity.

This is further supported through community investment initiatives such as our ‘Climate Excellence Fund’, which enables targeted investment in community-led environmental activity. For example, support provided to Islington Climate Centre has contributed to initiatives that promote environmental awareness and engagement within the communities they serve. At a project level, this approach supports the delivery of schemes that not only improve environmental performance, but also build local capacity, increase understanding of climate issues and create clearer links between environmental investment, skills development and community benefit.



IMPACT IN ACTION

Islington Climate Centre and retrofit approach

Whilst delivering stock condition surveys for Islington Borough Council, we used our Carbon Excellence Fund to provide a £1,000 donation to the Islington Climate Centre. Run by local residents, this is a community and volunteer-led group that has been informing, engaging and connecting the people of Islington with climate action since 2021. They run a wide range of events, with an emphasis on educational workshops, exhibitions, films, Peoples’ Assemblies, repair events and swaps. Our donation enabled existing activities to be expanded empowering the Islington community with the know-how required to take local action on climate change.

“We recognise the role projects can play in building local understanding, capability and participation in the transition to a low-carbon economy.”

Equitable economy

A force for inclusive growth

Our approach has evolved towards more targeted and place-based economic outcomes, moving away from standardised commitments towards activity that reflects local context and opportunity.

In practice, this has involved working more closely with clients and partners to shape commitments that support access to employment, skills development and supply chain participation, in a way that is proportionate and deliverable. This includes creating clearer pathways into employment and engaging local businesses and suppliers as part of project delivery.

At a project level, this approach supports more meaningful economic impact, strengthens local participation, improves access to opportunity and ensures that economic benefits are aligned to the needs of the communities in which projects are delivered.



Our partnership with Aston University has shown how social value can be translated into tangible economic outcomes.

Matt Winn | Partner, Project and Programme Delivery



IMPACT IN ACTION

Aston University

Ridge delivered a programme of social value activity for Aston University designed to strengthen students' career readiness and upskill university staff. Ridge hosted a 'World of Work' Day, giving students exposure to consultancy environments, industry expectations and live project examples. Alongside this, Ridge hosted CPD sessions for Aston University's Estates Team, focused on sustainability, carbon knowledge, Net Zero pathways and project development processes. These activities helped bridge the gap between academia and industry, raise student aspirations, and support staff capacity-building in line with Aston's strategic priorities.

Our partnership with Aston University has shown how social value can be translated into economic outcomes when embedded effectively at both project and strategic level. Through targeted employability activity, meaningful student engagement and hands-on exposure to the built environment, we have focused on creating fair access to opportunity rather than one-off interventions.

By supporting pathways into work, building confidence and skills, and aligning activity to the local economic context in Birmingham, the social value delivered through this programme has contributed to a more inclusive and resilient economy.

IMPACT IN ACTION

Tower Hamlets

As part of our programme delivery on Oceans Estate Scoping Surveys in Tower Hamlets, Ridge supported a T-Level Placement student at our London Office. We provided more than 300 hours of guided learning and practical experience across a wide range of disciplines. On completion of the T-Level, we received the following feedback from the placement student *"This has been a wonderful experience, and I have learnt numerous things about the construction industry... this placement has allowed me to gain insight to what life is like in construction and has prepared me for my future studies and my future in general. Thank you everyone at Ridge!"*



We were delighted to be given the opportunity to host a T-Level Placement and do our part to upskill future talent. The selected student slotted into our teams effortlessly. and, through our SV team, we'll definitely engage again with the London Design and Engineering UTC to host future placements.

Jim Peat
Partner, Cost Management

Resilient communities

Building social infrastructure and community wellbeing

Our approach has focused on strengthening how community needs and priorities are reflected in project outcomes. In practice, this has involved a more structured approach to engagement and collaboration, supporting the integration of community insight into project decision-making and design development.

At a project level, this helps ensure that developments respond effectively to local needs, contributing to more inclusive, connected and resilient communities, with outcomes that extend beyond the completion of the project.

“Our work at Warrington Hospital shows how early stakeholder engagement and the commitment of our volunteers can help deliver transformational benefit for communities well beyond a project lifecycle

Paul Boyle | Partner, Cost Management



IMPACT IN ACTION

Warrington Hospital

Ridge delivered multidisciplinary services to support Warrington and Halton Teaching Hospital transform the Ultrasound and Theatre Recovery areas for their patients. From the early stages of the project, our team collaborated with key stakeholders including hospital managers, the Warrington and Halton Hospitals’ Charity, volunteers and patients. Early engagement helped us identify a clear need for improvements and upgrades to the Dementia ward’s ‘Forget-Me-Not’ Garden to enhance patient and staff experience. Our project team offered over 80 hours of their time to transform the garden, completing maintenance tasks, building new garden furniture and renovating the space to provide comfort and reassurance to the hospital’s dementia patients and a more inclusive and resilient hospital community.

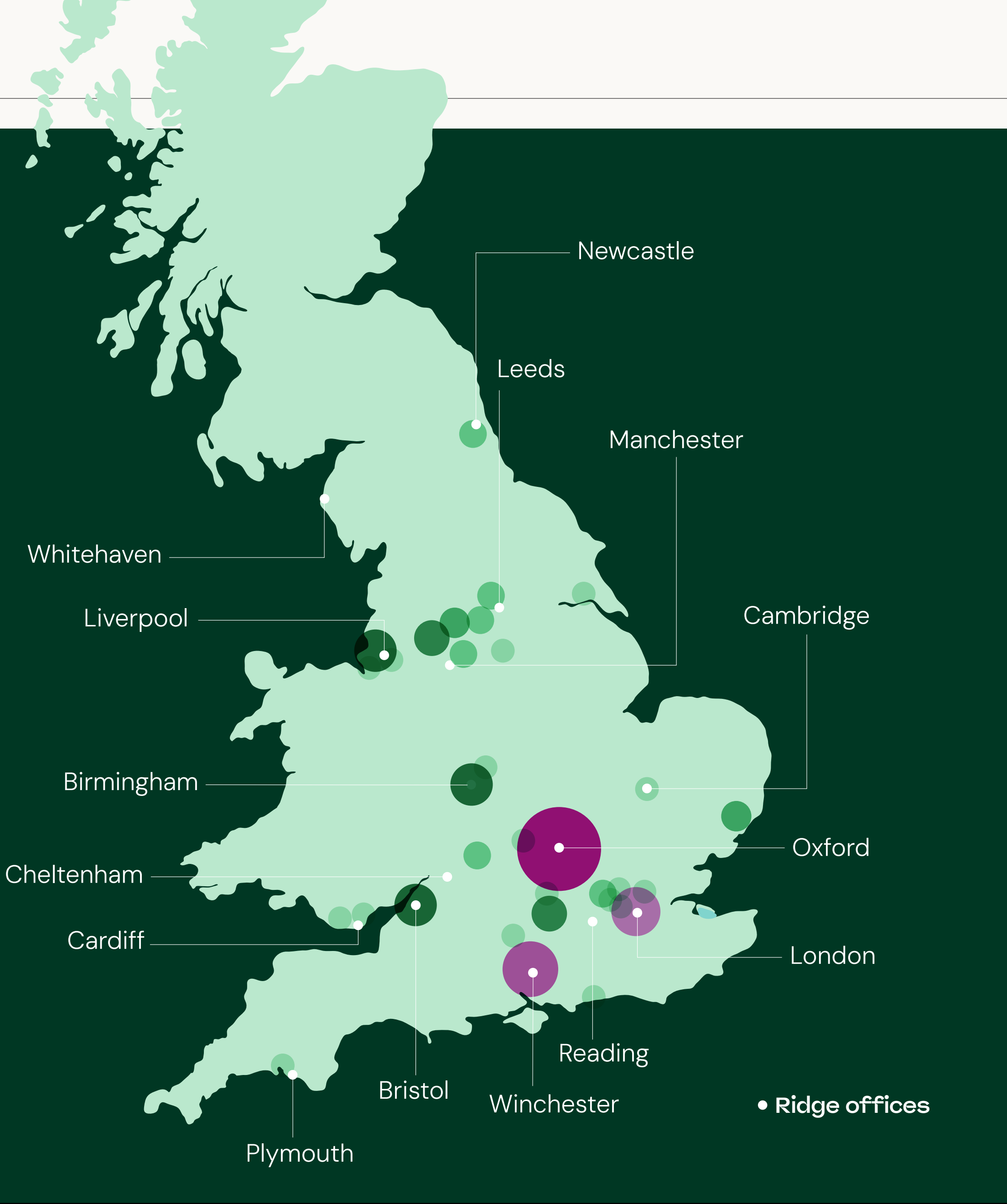


Our projects and activities

↓
Stockport Council
Volunteer hours



Making an impact across the UK



↑
Leeds City Council
Full social value programme



↑
Sovereign Network Group
Retrofit framework (Fusion21)

Project spotlights

01 ↓

Leeds City Council

In 2025, Ridge embarked on a full social value programme for Leeds City Council which addressed their Best City Ambition pillars of 'Zero Carbon', 'Health and Wellbeing' and 'Inclusive Growth'. The programme comprised a variety of initiatives including a bespoke employee wellbeing session, CV advice and mock interviews at careers days in local schools, our bespoke 1-day Ridge Next Chapters Event for college leavers and volunteering days for a variety of local charitable organisations including St Gemma's Hospice, Hyde Park Source, Restart a Heart Day and Anthony Nolan.



02 →

Stockport Council

As part of our service delivery on the AGMA Framework, we designed and delivered a comprehensive social value programme in consultation with Stockport Council and which placed local residents at the heart of decision-making. Initiatives included hosting a work experience placement for a Stockport resident within our Building Surveying Team, providing volunteer hours and a financial donation to Marbury Road Farm and delivery of our bespoke Ridge Next Chapters 3-day programme in partnership with Ingeus. The Ridge Next Chapters programme supported ten long-term unemployed people from Stockport to move closer to the labour market.



03 ↓

HMRC Change Delivery Framework

Whilst delivering services on the HMRC Framework, Ridge designed an inclusive social value programme with employment and skills outcomes as a key focus. This included delivery of our three-day pre-employability programme, Ridge Next Chapters, for long-term unemployed adults in partnership with Solihull Metropolitan Borough Council. Next Chapters offered structured support for 10 participants on overcoming barriers to employment, building personal and professional profiles, job searching skills and workplace wellbeing. Led by Ridge social value Consultants Stacey Brooke and Laura Perry, participants benefited from

a dedicated workbook, interactive tasks, video content, and one-to-one guidance in a supportive training environment designed to build confidence and re-engage them with the labour market. The Ridge Team also attended a Careers Fair in partnership with DWP at Solihull College aimed at unemployed local residents looking to re-enter the labour market.



04 →

Woking Borough Council

Ridge delivered a comprehensive programme of social value activity for Woking Borough Council designed to build a strong, resilient and well-supported local community. This included a £500 donation to the York Road Project, providing over 30 people experiencing homelessness with a safe bed for a week. Ridge also contributed volunteer support to the Council's Resident Engagement team, helping clear communal spaces at Nottingham House and Broadway House to create cleaner, more welcoming environments for residents.

To build local skills, Ridge delivered its accredited Green Futures carbon literacy programme to six residents, increasing



awareness of carbon reduction and Just Transition principles. Ridge staff further supported a Woking High School careers event, engaging 120 students with insights into STEM pathways. Additionally, Ridge provided 80 hours of expert advice through workshops for housing officers, strengthening operational expertise.

05 →

Royal British Legion

Over 60 people from Ridge teams across our Oxford, Reading, Winchester and Bristol offices alongside volunteers from Ridge contractors and clients supported the Royal British Legion's Poppy Appeal. In 2025, our volunteers raised a total of £16,554. Ridge provided an additional £5,000 donation to bring the total to £21,554 for the Poppy Appeal in 2025.

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The RBL Oxfordshire Poppy Appeal Team would like to thank Ridge for their support and dedication. They've organised a team from their military

community to collect in Oxford City Centre and helped increase the annual total from £7,500K to £45,000 in three years. This would not have been possible without their support and is much appreciated.

Yanto Evans
Poppy Appeal Manager



How social value is embedded at each RIBA stage



RIBA O
Westminster City Council
Strategic Asset Management Plan

As part of the Asset Management Plan for Westminster City Council, Ridge delivered outcomes for local communities in line with Westminster’s priorities. Ridge hosted a two-week work experience placement for a local unemployed resident within the social value team. This placement provided vital skills and experience for the young person and promoted careers within the social value field in a consultancy environment. Alongside employment and skills outcomes, the project team supported a careers fair at Paddington Academy, helping guide students in their career paths.



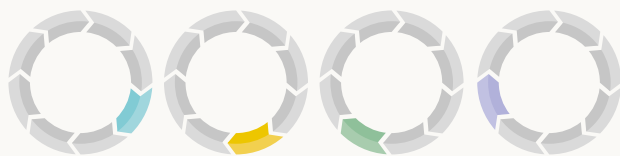
Ridge’s donation to Sufra has allowed us to continue supporting over 4,000 people in Brent through our services and has contributed to the salary of one of our team members, also residing in Brent, enabling us to run English classes and coffee mornings.

Sabina Lichacz | Fundraising and Communications Office, Sufra



RIBA O-2
London Borough of Brent
Bridge Park

Ridge delivered a range of outcomes for Brent residents while working on the Bridge Park Project. We were delighted to work with Sufra, a local charity acting to prevent hunger, fight poverty and build community cohesion in North West London. We co-funded the employment of a Brent resident for one year with Sufra, engaging with charity managers who described the positive impact such a role would have on day-to-day operations and the support available to volunteers and staff. The successful Brent resident was retained for a further 12-month period, assisting the charity in distributing nearly 20,000 food parcels and 25,000 meals.



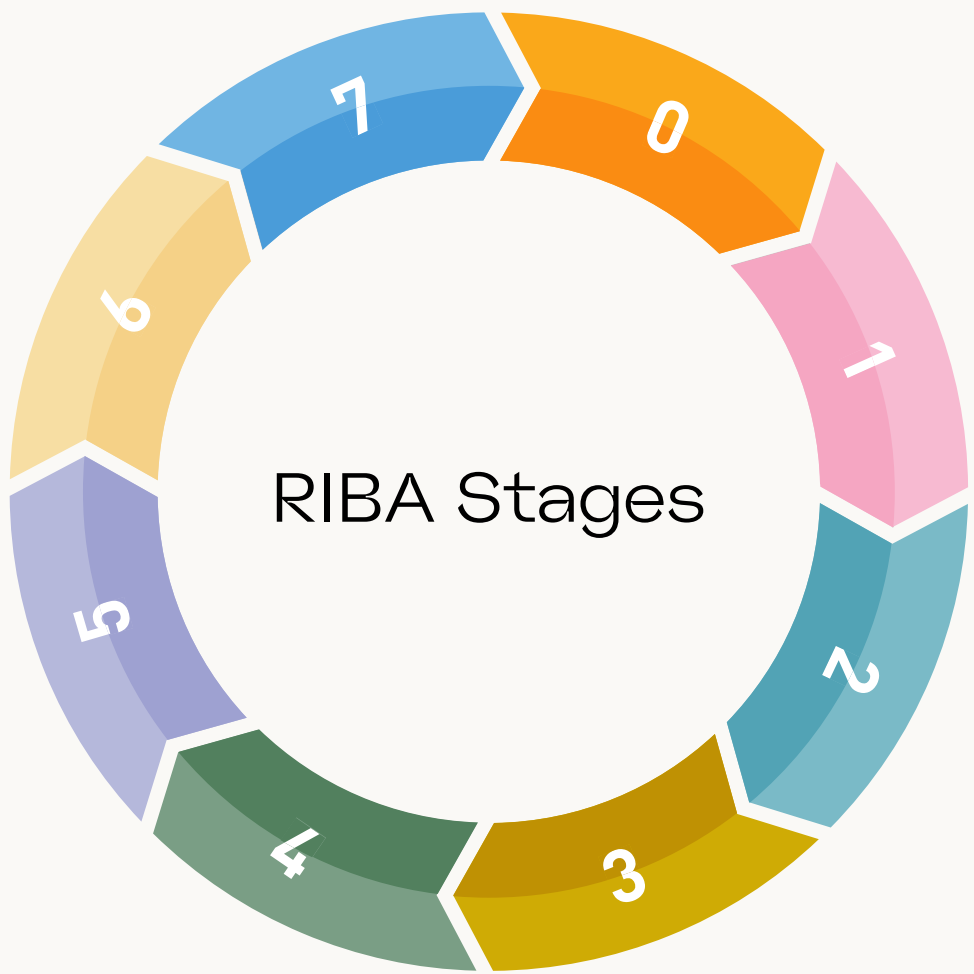
RIBA 2-5
Dark Skies
Wales SLSP lighting survey

As part of our social value delivery on the Dark Skies Project in Wales, Ridge Lighting Design Partner, Andrew Bissell hosted a bespoke 2-hour Dark Sky Webinar session for 76 attendees from Welsh Local Authorities, National Parks, Protected Landscapes and local businesses.



RIBA 5-6
Hull City Council
City Diagnostic Centre, Albion Square

As part of our programme delivery for the Community Diagnostic Centre in Hull, Structural Engineer Marisa Maringola attended the Women into Manufacturing and Engineering (WiME), careers event in October. The event for local schools saw over 600 students in attendance. Marisa joined other women working in UK engineering and manufacturing, to motivate and inspire female students from different schools and age groups into these sectors.



- Strategic definition
- Preparation and briefing
- Concept design
- Spatial coordination
- Technical design
- Manufacturing and construction
- Handover



Community engagement and co-design have been central to our Bridge Park Project success and our partnership with Sufra has brought additional value. We’re proud to have co-funded employment for a Brent resident at a charity undertaking such vital work to prevent hunger and build community in North West London.

Martyn Few
Partner
Architecture

Social value in practice

CLIENT
Liverpool City Council

Project
Multidiscipline consultancy services for the Princes SEN Primary School project

Every year, Ridge professionals engage with thousands of children and young people across the UK to support curriculum delivery, showcase career pathways in the built environment and inspire the next generation into our



sector. We recognise the particular challenge faced by many schools and colleges in securing traditional workplace experiences for their students.

Workplace experience for students
Alongside our work on the Princes SEN school development in Liverpool, we partnered with career and curriculum leads at St Francis Xavier's Catholic Academy to create a bespoke 'day-in-the-life' programme for a cohort of 80, year ten students.

This tailored, hands-on experience was led by Ridge professionals and delivered in-school to bring the curriculum to life and offer insight to five different disciplines – cost and project management, architecture, structural engineering and social value.

Interactive workshops, presentations and extended Q&As with leading Ridge professionals provided students with an overview of Ridge disciplines and discipline-specific hands-on challenges to develop their skills and connect the curriculum to workplace tasks and projects.



“As Princes School project lead, it was wonderful to experience first-hand, the additional benefits we can bring for young people and the Princes school community when we embed social value delivery in our education sector commissions.

Alice Parker
Partner
Architecture

CLIENT
Sovereign Network Group (SNG)

Project
Retrofit framework (Fusion21)



Ridge demonstrated our commitment to inclusive employment and skills development with a suite of initiatives tailored to SNG customer and community needs.

Inclusive employment and skills
We hosted the first online version of our flagship pre-employability skills workshop, 'Ridge Next Chapters' for SNG customers. Our bespoke virtual format extended reach and facilitated peer connection across SNG's customer base, to bring practical pre-employability skills training to a wider audience and build confidence amongst those residents experiencing workplace barriers.

Ridge followed up with a two-week, structured work experience opportunity within our social value team for an SNG customer to enhance their employability with exposure to bid analysis, social value communications, STEM outreach delivery and strategic research.



“The high-impact initiatives we've co-designed with SNG highlight our deep project partnership and shared commitment to breaking down barriers to opportunity for SNG's customers and communities.

Rhys Davies
Partner
Building Surveying

CLIENT
Catapult

Event
Catapulting STEM

Ridge shares Catapult’s ambition to inspire the next generation of STEM talent and we designed and hosted a bespoke one day ‘Catapulting STEM’ event for 60 primary school pupils at our Oxfordshire headquarters.

Inspiring the next generation

Co-designed with St John Fisher Primary School, Oxford, this one-day event supported Year 5 and 6 pupils and aligned with Gatsby Benchmarks 4 and 5 and selected National Curriculum Key Stage 2 objectives. Pupils worked in small groups, rotating through eight workstations led by Ridge professionals from a range of specialist teams. Activities showcased disciplines such as project management, structural engineering, health and safety,

geospatial mapping and sustainability, while supporting the development of the children’s teamwork, communication, leadership and problem-solving skills.

Hands-on challenges enabled maximum participation and immersion, helping pupils to connect their classroom learning to real-world application of STEM subjects and to better understand the breadth of related careers.

‘Catapulting STEM’ strengthened local community engagement, bringing together Ridge colleagues across disciplines and deepening our connection to nearby schools. All pupils received certificates and prizes, with the day concluding in a shared review of learning. ‘Catapulting STEM’ demonstrates our positive role in enhancing educational outcomes, igniting passion for STEM subjects, strengthening community partnership, and addressing sector skills gaps over the long term.



The event is a wonderful example of how inter-disciplinary collaboration and the commitment of our Ridge volunteers can bring the workplace to life and inspire children and young adults to pursue fulfilling careers in our sector.

Liz Sparrow
Equity Partner
Architecture



CLIENT
Fusion21

Ridge delivers structured, measurable social value across projects commissioned through a variety of regional and national frameworks. Our place on the Fusion21 Consultancy Framework presents one example where we align our management, delivery and outcome reporting processes to the Framework Agreement and to Fusion21's Social Value Credit Model.

Social value outcomes are agreed at call-off stage and embedded in project delivery through co design with Framework members, ensuring alignment to local priorities and proportionality to contract value. Ridge leverages our presence on the Framework to bring additional value and consistently exceed Fusion21's minimum requirements with wide-ranging initiatives for Framework members frequently focused on employment, skills, education and community wellbeing.

Delivery is coordinated by the dedicated Ridge social value team and impact monitored and reported transparently against agreed Fusion21 credit levels and outcomes using recognised quantitative and qualitative measurement tools.

Examples of recent delivery for Fusion21 clients such as Harlow and Enfield Councils, the London Borough of Hammersmith and Fulham, and Sovereign Network Group include careers engagement and SEND



focused construction workshops, digital inclusion through equipment donations to schools, and employment pathways created in partnership with Shaw Trust and the National Careers Service. Over the last twelve months, these initiatives have delivered transformational economic and educational outcomes, supported inclusive employment and generated a total social return on investment in excess of £85,000 for Framework members.

In parallel, Ridge has consistently integrated social value considerations into responsible procurement and supply chain practices, including partnerships with social enterprises to deliver environmental, employment and community benefits. This approach ensures that social value delivery on the Fusion21 Framework is achievable, transparent and focused on long-term outcomes for the Framework's public sector members and their communities.

Through the Fusion21 framework, Ridge delivered meaningful social value alongside their consultancy services. This included targeted community investment, support for local charities and youth organisations, local job creation, apprenticeship and training opportunities, careers advice and volunteering. These outcomes show how the Framework enables suppliers to respond to local needs and deliver positive, lasting impact for communities.

Clare Connolly | Fusion 21 Social Value Manager



At Ridge, we place social value at the very heart of our projects. In doing so, we've built deep and lasting partnerships with Fusion 21 customers and their communities and proudly delivered fundamental outcomes for people and businesses across the UK

Mark Astbury
Equity Partner
Property Consultancy

Strategic influence and partnerships

Delivering meaningful social value requires collaboration across the built environment and beyond. Our strategic relationships extend our influence, enabling us to shape thinking, support delivery and contribute to wider system-level change. We work with industry bodies, charities and business networks to define best practice, build capability and unlock opportunities for long-term impact.

Our role within these partnerships is not passive. We actively shape agendas, contribute technical expertise, and translate insight into practical application – ensuring that learning is not confined to reports or forums, but embedded in project conception and delivery. This dual focus on influence and implementation allows us to bridge the gap between ambition and action, supporting our clients and partners to move beyond compliance towards genuinely transformative outcomes.

These partnerships strengthen our ability to lead, challenge and evolve the role of social value within the built environment – ensuring it remains relevant, evidence-led, and responsive to the needs of the communities we serve.

Image: North Wharf Gardens Hotel, Paddington

Regenerative development continues to shape the direction of the built environment, moving beyond sustainable outcomes towards approaches that restore, adapt and strengthen the long-term capacity of places.

Through our partnership with the UK Green Building Council (UKGBC), we are contributing to this shift by helping to shape industry thinking on regenerative places and supporting the development of approaches that enable more resilient, inclusive and environmentally restorative outcomes.

Our influence in action

Influencing regenerative development



Haringey Council, Broadwater Farm major works programme

Net-positive environmental ambition

Targeting a Positive Energy District with highly efficient buildings, green roofs, and urban greening to move beyond sustainability toward net-positive performance.

Ecological enhancement

Integration of native planting, allotments, green roofs, and improved public realm to support biodiversity and embed nature within the urban fabric.

Circular and low-carbon approach

Prioritising deep retrofit over demolition, alongside embodied carbon modelling and a circular economy strategy to reduce lifecycle impacts and resource use.

Community-focused regeneration

Delivering 1,750+ homes (including affordable), with strong community engagement shaping mixed-use spaces for living, culture, and employment.

Inclusive economic resilience

Creating jobs, supporting local businesses, and integrating workspaces and cultural hubs to build a self-sustaining local economy.

Long-term, place-based vision

A phased ten+ year programme delivering a connected, liveable neighbourhood with integrated public spaces, wellbeing, and social infrastructure.



Our involvement in the UKGBC Regenerative Places programme reflects our commitment to driving positive change across the industry. By sharing our expertise and working collaboratively with peers, we are helping to influence emerging best practice and accelerate the transition from sustainable to truly regenerative approaches in the built environment.

Kat Adair
Associate Partner, Sustainability



Shaping sustainable housing futures



We were proud to sponsor the Homes for the Future programme alongside a number of industry partners, contributing to a sector-wide dialogue on the future of housing and neighbourhoods in London. As part of this programme, we led the sustainability theme, shaping discussions on how environmental performance, retrofit, and long-term resilience can be embedded into housing delivery. Through workshops, events and the final report, the programme brought together public and private sector leaders to move beyond delivery targets towards creating socially, economically and environmentally sustainable places.

Richard Knight addressed the disconnect between sustainability ambition and delivery in practice. Projects often default to certifications and compliance-driven approaches, rather than prioritising performance and usability.

“I’d rather see a hundred practical schemes that embed sustainability than one perfect project that tried to do everything”
Richard Knight
Partner, Building Services Engineering

Supporting inclusive enterprise



In 2025, Ridge partnered with Rebel Business School, a national award-winning business offering training for start-up business owners and entrepreneurs. The partnership focused on training skills advisors in Stoke-on-Trent to identify and support unemployed residents pursuing pathways into self-employment and entrepreneurship. The workshops delivered by Rebel Business School and supported by Ridge addressed gaps in existing provision, strengthened frontline capability and enabled more inclusive local access to enterprise and economic opportunity.

Strengthening responsible business practice



Business in the Community (BITC) is a key partner in strengthening our responsible business approach, providing a framework for collaboration, benchmarking and continuous improvement. This supports alignment between our corporate commitments and project delivery, ensuring consistency in how we embed social value across our work.

Together, these partnerships extend our reach and influence, enabling us to shape practice, strengthen delivery and contribute to long-term, system-level change across the built environment.

“Ridge’s engagement with BITC reflects a genuine commitment to embedding sustainability and responsibility into their operations. Their willingness to collaborate across sectors, learn from peers and take practical action, highlights their ambition to be a force for positive change. We’re excited to build on this partnership, working together to drive meaningful impact for communities and the environment.

David Houghton, BITC England Director

Our commitment to transparency

Credible social value requires more than good intent, it demands clear governance, rigorous methodology and independent verification.

Our approach is designed to ensure that impact is consistently defined, delivered and evidenced to a standard that withstands scrutiny from clients, partners and stakeholders.

We apply a structured, outcomes led methodology grounded in a defined Theory of Change, enabling a clear correlation between activities, outputs and measurable social, environmental and economic outcomes. This ensures we embed social value within project design and delivery, rather than applied retrospectively as a reporting exercise.

Impact is measured using the National Social Value Standard and independently assured through Loop, providing external validation of both our data and reporting approach. This independent verification strengthens confidence in the integrity, consistency and comparability of our results.

Our framework is aligned to BS 8950: Social Value, supporting a consistent and auditable approach to defining, delivering and evidencing impact. We also align to the UK Government’s Social Value Model (PPN 002), ensuring our approach supports public sector procurement requirements. This is complemented by our ability to operate across devolved policy contexts, including alignment with the Well-being of Future Generations (Wales) Act and Community Empowerment (Scotland) Act, enabling consistent and policy-responsive delivery across UK jurisdictions.

Robust internal controls underpin our assurance processes, including defined data collection protocols, evidence requirements and clear audit trails across all activity. This ensures all reported outcomes are substantiated, consistently applied and capable of withstanding external review.

As active members of the Institute for Social Value, we remain engaged with emerging best practice and sector leadership. Our team holds Level 1 Social Value Management Certification, with progression to Level 2 underway, reflecting our commitment to continuous professional development and technical excellence.

This framework ensures that our social value delivery is not only compliant, but credible, verifiable and aligned with leading industry standards. We place a strong emphasis on the integrity of our reporting, applying consistent methodologies that prioritise genuine outcomes, avoid duplication, and ensure that value is attributed transparently and proportionately. This provides our clients with confidence that social value commitments are not only delivered but independently assured and aligned with the policy environments in which they operate.



“Transparency in sustainability reporting is essential. Our enhanced data governance and audit trails have improved reporting accuracy and demonstrate our progress as a socially responsible business aligned to key frameworks and standards.

Maya Patel
Social Value Assurance and Impact Executive

Our plans for 2026

Looking ahead to 2026, our focus is to further embed social value at the earliest stages of projects, particularly within regeneration and infrastructure programmes where the opportunity to influence long-term outcomes is most significant. This includes the launch of our social value advisory capability, supporting clients to define and integrate social value in a way that is proportionate, context-led and aligned to delivery.

Policy will play an increasingly defining role in where social value is created. The rising demand for SEND provision is accelerating the shift towards more inclusive mainstream education environments, requiring a fundamental rethink of how schools are designed and operate. This creates a significant opportunity to embed social value through design, shaping environments that support accessibility, wellbeing and inclusive use. We are responding to this shift by working alongside clients and multidisciplinary teams to translate these requirement into deliverable, inclusive solutions aligned to emerging need.

As expectations continue to evolve, our focus across our projects will shift beyond sustainable outcomes towards more regenerative approaches, particularly within large-scale programmes.



“The next phase of social value will be defined by how effectively it informs decisions and shapes projects. I look forward to the growth of our social value advisory division to support our wide range of clients.

Chris Bradburn
Partner
Building Services
Engineering



“There is a real buzz around the role the built environment can play in supporting the SEND community. Whether through meaningful design improvements following the DfE’s refreshed baseline guidance, or high-quality training aligned with the latest SEND White Paper, the sector is responding with intent. Recognition of the scale and importance of SEND provision is welcome, and it’s encouraging that social value endures.

Alice Parker
Partner, Architecture



“As regeneration increasingly operates at a system level, social value must evolve, moving beyond delivery to shape long-term, place-based outcomes

David Johnson
Equity Partner

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