

Social Value Policy

At pad Design, we strive to create an inclusive culture and are committed to placing social value at the core of our practice. This not only includes a desire to generate social value for both clients and employees, but also crucially within our work to maximise social benefits for the communities and end-users of projects we are involved with.

Employment, skills & education

We actively invest in the future of our industry with commitment of our time, energy and knowledge into the education of Architecture's next generation. We have a strong culture of continued learning and development including, mentoring, coaching and a continuing professional development programme (CPD) working towards professional chartership. Ongoing professional development is supported by:

- an appraisal process that is valued and believed in, being used to cultivate professional development plans for all
- a well-established in-house CPD programme
- links with RIBA and CIAT
- student pledges and support of an in-house RIBA mentor
- support with Chartered Membership to CIAT, including mock interviews and workshops
- payment of all professional fees (ARB, RIBA & CIAT)

We provide:

- work placements for a range of students at various stages of their education
- opportunities for apprentice positions within the practice and clear commitments to architectural students training with us via Part I and Part II pledges
- tutoring for undergraduates at the University of the West of England (UWE)
- skilled employment opportunities with good remuneration and benefits
- continued learning and development including mentoring, coaching, a continued professional development (CPD) program and support to professional chartership status

Wellbeing & work-life balance

As one team, we look after each other's wellbeing. As a responsible and progressive employer, we offer:

- access to wellbeing training
- monthly team building activities to promote wellbeing and inclusivity
- flexible working hours
- investment in comfortable, ergonomic workstations and office seating
- access to local gym & eye-care vouchers

Embedding social value into design

We are committed to good design that maximises social benefits for the communities in which our projects are based. We aim to create sustainable solutions from the outset, engaging with all stakeholders and driving social improvements including access, connectivity and transport, inclusion, health and wellbeing, amenity, and biodiversity.

We have experience in demonstrating the generation of social value through our services to Clients via recognised frameworks such Building with Nature, Lifetime homes, the RIBAs Social Value Toolkit or bespoke routes. We develop long term, mutually beneficial relationships with our clients and business partners to promote stability. This long-term approach and stability allow us to invest time in refining and improving our services and the outcomes of projects.

We aim to support and empower local communities and stakeholders of our designs through public consultations and strive to use advanced software tools to create accessible and understandable visuals and presentations of our designs.

We also endeavour to support local businesses by working within a network of local consultants and contractors.