

BSP Consulting

ORGANISATION SIZE / Medium (51 to 250 employees)

Carrie Booth

12 Oxford Street
Nottingham
NG1 5BG

BRIEF SYNOPSIS OF YOUR CSR APPLICATION

BSP Consulting have a measurable Corporate Social Responsibility policy. We provided £1.9m social value in 2019. We have a social value calculator to record everything we do; we will continue to update this calculator throughout 2020. Since the company began in 2009, we have been providing energy efficient building design. We are civil, structural, environmental, geotechnical and transportation engineers. We first formalised our CSR activities in 2010 making commitments to give back – raising money for charity and giving pro-bono advice - providing work experience and training for young people. This policy evolved into our Social Value Policy in 2016. Our Social Value Manager, Hannah Rawson, updated our ISO9001 in 2018 to include a Social Value toolkit which we use on every public sector project. We seek to align our activities with the contractors to maximise positive / minimise negative impacts on projects. We promote systems to reduce environmental impact of all Company operations, whether office, design, or site based. BSP promote from within; have employed apprentices and offered work placement employment opportunities. We are an Equal Opportunities employer and we have an Equal Opportunities Policy. We are fully committed to adding value to the communities within which we work. Being a good neighbor means we actively interact with community groups and support educational initiatives.

We nurture local business relationships through sourcing local labor, equipment, and materials where possible and will continue to champion community engagement throughout the industry. BSP provides legacy beyond lifetime of construction works.

OVERALL SUMMARY

Environment - Energy:

BSP have an environmental policy and management system based on the requirements of ISO14001:2015.

Implementation/Monitoring

Nottingham: Energy efficient Vaillant ECO Tec combination boiler provides heating/hot water. Thermostatic Valves on first/second floor radiators. Low energy Newlec NLPH300E electric heaters with programmable timers, installed in 2020 on ground/basement floors. Double-glazed windows installed in 2020. LED lighting installed in December 2019 throughout, via N2 Energy Efficiency Grant.

Derby: Hitachi pc-p1he Air Conditioning System, installed in 2005 when office was built. Water via hot water tank. Windows double glazed throughout. LED lighting

installed in April 2020 throughout office via D2 Energy Efficiency Grant.

Leicester: Heating/Air Conditioning via Mitsubishi Blow Ceiling Cassette System. Water via hot water tank. Windows double glazed in 2008.

All Offices: boilers/air conditioning systems serviced annually for efficiency. PIR timer switches installed in communal areas with daylight-saving detectors. Radiator/boiler thermostats set between 19-21 degrees. A++ rated white goods. Electrical equipment PA Tested annually. Only company approved electrical equipment permitted. Enclosed graph monitors energy usage.

Environmental objectives: Reduction of energy consumption; water; paper; car use; increased recycling; public transport; cycling to work; promotion of environmental

awareness; specifying environmentally friendly products like SUDs drainage schemes.

BSP will reduce carbon emissions from energy consumption from its 2018 baseline with the following target reductions: 5% at or before 2020 - achieved 20% at or before 2025 and 30% at or before 2050.

See environmental risk reduction and hazard elimination form we use on project work.

Benefits/Impact

We promote systems to reduce environmental impact of all Company operations, whether office, design, or site based.

Enclosed energy audit output form shows energy/CO2 we will save/reduce each year now LED lighting installed.

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Commitment

We promote behavioral measures by having posters displayed in each office encouraging; switching off lights, turning off computers, reducing our carbon footprint, paper reduction, recycling incentives, use less plastic and save water where possible. Offices urged to use natural light wherever possible.

Subscribed to online information resources to encourage use of electronic literature providing a reduction in CO2.

BSP will reduce carbon emissions from energy consumption from its 2018 baseline with the following target reductions: 5% at or before 2020 - achieved 20% at or before 2025 and 30% at or before 2050.

Expansion

Commit to replacing final three single-glazed windows in Nottingham by December 2020.

Reduce water usage by fitting low water flow taps and water savers in all toilets by 2021.

Commit to Smart Meters in Nottingham/ Derby by 2021.

Environment - Natural resources:

BSP Consulting have an Energy & Water Saving Policy. We carry out Legionella Testing every 2-years.

Benefits/Impact

All Toilets in every office are dual flush.

Energy Provider is British Gas, their renewable electricity for Business produce carries the Carbon Trust 100% renewable label.

Nottingham office is supplied with Gas by CNG which is nothing but compressed natural gas. CNG gas does not emit any greenhouse gases. We have no gas supply in our Derby and Leicester offices.

Our website host is Makemail who use 100% renewable energy.

We promote the diversity of habitats and species within premises and in the wider community. See Social Return on

Investment Statement from the Sustainable Land Trust.

We buy Antalis recycled paper. Printers default to print double sided.

Recycling bins provided in all offices for paper and plastic waste, refillable printer cartridges are taken via Office Express Recycling.

Coffee, Tea and Sugar are purchased from Fair Trade Ethical companies such as: PG Tips - 100% Rainforest Alliance Certified and Fairtrade, NESCAFÉ – members of Rainforest Alliance and The Sustainable Agriculture Network and British Sugar - Fairtrade standards.

All cleaning products are environmentally friendly and in line with COSHH provided by our cleaning companies.

Commitment

We commit to installing Aerators on all taps by 2021.

We remind staff that they can all 'do their bit' to reduce energy usage by turning things off at night and when not in use via posters.

We raise awareness and promote green office working to staff by appointing a Green Office Champion in each permanent office to promote green office working practices.

BSP will reduce its water usage from its 2018 baseline with the following target reductions: 5% at or before 2020 - achieved 20% at or before 2025 and 30% at or before 2050'

Expansion

Paper usage is from a sustainable source, we have carried out a graphical review of historical data checking the amount of paper that has been used, to see if we have a reduction in paper, going forwards.

Environment - Travel:

BSP Consulting have a Travel Plan in place.

We have a flexible working hours policy allowing staff to work from home. Due to COVID-19 all employees have been safely working from home since March with access to a wide range of technical software including Skype, Teams and ZOOM

computer software.

We are signed up to a cycle to work scheme and have installed locker storage and shower facilities in our Nottingham and Derby offices to actively encourage use of the scheme.

We have had grants from Derby City Council and Nottingham City Council to provide equipment to employees promoting cycling to work. We have signed up to a Nottingham cycle scheme- Sustrans, and a Derby cycle scheme- Connected.

Storage space is made available within our Leicester office for those that cycle into the serviced office.

We are currently applying for a grant to improve the shower facilities in Nottingham.

Our Travel Plan actively encourages employees to car share wherever possible.

We are having discussions with NCC regarding a workplace travel service grant to have an electric car charging point installed in our Nottingham office by the end of 2020.

Environment - Environmental supply chain management:

BSP Consulting operates a sustainable supply chain policy.

We use local sub-contractors to enable us to carry out surveys such as topographical and CCTV surveys. Companies like: Greenhatch Group, Survey Hub, Mapmatic, Northpoint Surveys, Environmental Drainage Solutions, Kiwa and Aqua-Jet.

We use local businesses to provide office supplies, stationery equipment and to carry out maintenance work providing a reduction in CO2.

Please see enclosed 'approved supplier' form that ensures our suppliers provide us with their environmental policy for review.

Annual meetings are held with our supply chain partners to discuss future growth.

Environment - Waste:

As we are design consultants, we do not have any occupational waste other than general office waste and so do not require a waste management policy.

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We provide the means for employees to recycle their office waste with the aim of sending zero waste directly to landfill, where possible.

We recycle all types of paper and card, catalogues and brochures, paperback and hardback books, food and drink cans, plastic bottles, aerosols, newspapers and magazines, cardboard, large tins, plastic tubs, pots and trays, telephone directories, glass bottles and jars.

Pre-set office equipment defaults to reduce consumption where possible, printers are set to print double sided. Antalis copier paper is chlorine free.

All offices have piped drinking water facilities to reduce the use of plastic water bottles within the office, filters are cleaned on a regular basis.

Hazardous waste is managed, via our cleaning company who abide by COSHH, cleaning wipes are banned in every office. Sanitary bins are regularly emptied by Initial Washroom Solutions.

Pure Planet Recycling take away old computer equipment. We only use Rechargeable Batteries. Old fluorescent tubes were taken away and recycled by Breedon Electrical at the end of LED installation works.

Disused office equipment is up-cycled via the free-cycle website in 2019, for example a table and 2 filing cabinets were collected from our Nottingham office.

Any broken equipment that is not suitable for up-cycling is recycled responsibly and taken to the local tip along with old paint tins.

Each office actively looks to purchase up-cycled equipment; for example we collected 30 desks from another firm that no longer had a use for them.

We work closely with contractors to divert as much waste as possible away from landfill. We work with all project designers and project teams to ensure that less waste is produced.

In addition to working towards accreditation to ISO 14001, BSP will continue to look at reducing the impact we have on the

environment because of our operations. Through innovation and a proactive attitude to waste and energy reduction we are committed to half the waste to landfill, we have a dedicated Managed Onsite waste solution provider.

ADDITIONAL ENVIRONMENTAL DOCUMENTATION

1. Environmental Policy & Management System – Enclosed combined PDF
2. Energy & Water Usage Graphs – Enclosed combined PDF
3. Environmental risk reduction and hazard elimination form- Enclosed combined PDF
4. Energy Audit Output Form – Enclosed combined PDF
5. Energy Posters – Enclosed combined PDF
6. Energy & Water Saving Policy – Enclosed combined PDF
7. SVROI Statement – Sustainable Land Trust – Enclosed combined PDF
8. Flexible Working Hours Policy – Enclosed combined PDF
9. BSP Travel Plan – Enclosed combined PDF
10. Approved Supplier Form – Enclosed combined PDF

File Upload

<https://csr-accreditation.co.uk/wp-content/uploads/vfb/2020/08/BSP-Consulting-Environmental-Supporting-Evidence-Combined-PDF.pdf>

Workplace

Awareness Campaigns

BSP Consulting have a corporate social responsibility policy.

We are a SMAS work safe consultant, SMAS is a full member of the SSIP scheme. Our certificate number is 65808.

We have a company policy document on health, safety and welfare. We satisfy our duties under the Health and Safety at Work etc. Act, 1974.

Staff are informed of our systems, policies, and processes upon induction and after annual review every year. Staff can input at any time via team leaders and at annual appraisals.

Apprenticeships/work placements

BSP promote from within; have employed apprentices and offered work placement employment opportunities:

Kai Bessford joined our Nottingham Structures team from Carlton Academy for secondary school work experience in the summer of 2019.

Tiah Bains joined our Leicester office, spending time with our civil and structural engineers whilst studying her A levels in 2020 on a work placement. Tiah is hoping to go to university to study Civil Engineering next year.

Joe Walker joined our Derby Office as an Apprentice Technician in 2019. Joe is studying for his Civil Engineer Degree Apprenticeship Level 6 at Nottingham Trent University. BSP Consulting will support Joe's training until 2024.

Ben Seamer joined our Derby office for a summer work placement in 2017 whilst studying civil engineering at Leeds University. Ben is now a full-time graduate BSP employee.

Katie White – Nottingham Office Apprentice -New College Nottingham -- Level 3 Business Admin 2012-2013 Level 3 AAT 2014-2015.

Hannah Rawson – Nottingham Office Apprentice -New College Nottingham -- Level 2 Business Admin 2013-2014 Level 3 Business 2014-2015.

Simran Gangarh– Nottingham Office Apprentice -New College Nottingham - Level 2 Business 2017-2018.

Josh Plumridge is starting as an apprentice on 1st September 2020 in Nottingham Structures. He will be studying a Civil Engineering Degree at Derby University one day a week.

Carolina Gomez is a graduate employee that we are about to employ in our Nottingham Office. A Graduate Civil Engineer who studied at the University of Extremadura,

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Cáceres (Spain). Carolina will be given on the job training.

Staff Initiatives-health & Wellbeing

We provided £1.9m social value in 2019. We have a social value calculator to record everything we do; we will continue to update this calculator throughout 2020. See enclosed social value calculator.

We have a customer care policy and charter.

We are ISO: 9001:2015 quality accredited. Our certificate number is: 4011848.

As a part of our quality management system we issue a customer satisfaction form to our clients upon completion of every project proving customer care and a way of improving as we monitor against 15 KPI's.

Environment Initiatives: We use design hazard elimination and risk reduction (HE & RR) forms on every project at both tender and construction stage.

We hold a comprehensive summary table of all accidents, incidents, and occurrences in the last 8no. years. No fatal accidents, major incidents or fatal occurrences have occurred.

We have a GDPR Compliant Employee Privacy Notice policy and a GDPR compliant privacy standard.

We are a Chartered Member of the I.C.E (membership No. 50054522).

Our professional work is protected with PI Insurance up to £10m. (policy No.18/1/03148).

Community Initiatives: – See Social Return on Investment Statement – Sustainable Land Trust

Inclusivity

We are an equal opportunities employer and we have an equal opportunities policy.

We provide Safe Spaces for people to exercise religious beliefs.

We also have an Anti-Slavery & Human Trafficking Policy.

We share our induction policy with all employees on their first day, all job advertisements state that we are an equal opportunities employer and recruitment opportunities are via our website, through recruitment agencies and ethnic minority

groups, we also promote from within, we provide an interview form to all potential employees.

Please see enclosed BAME workplace statistics to evidence our diverse mix of employees.

We have part time females in senior roles who have been promoted to associates.

We circulate a good news Monday newsletter internally that includes employee communication on CSR and we actively encourage, promote and reward good practice.

We issue a quarterly newsletter externally to all our clients which includes our CSR activities.

Life Balance

Parental Leave - Maternity/Paternity Policy

Staff Pay/holidays – Sick Leave Policy

We provide flexible working hours – Flexible Working Hours Policy

Childcare subsidies – Edenred Childcare Voucher Scheme

We have a Westfield Health - Chamber Primary Health Cash Plan – cover level 2 – Corporate Plan – Costing £12.58 a month per employee. Every Employee can claim for optical, dental chiropody and therapy treatments. Best Doctors-Access to an expert second medical opinion service. Counselling Services- Access to 24-hour advice and information line, including face to face counselling/CBT. Doctorline -Speak to a doctor 24/7 over the phone and via webcam. Health Club Concession - discounted memberships at a wide range of gyms and health clubs, MRI, CT and PET Scanning Service - Access to private scanning facilities, usually within 2 weeks. Personal Accident -Cash payouts in the event of death or permanent disability as a result of an accident. Exclusive rewards, discounts, and special offers from over 1,000 leading retailers, restaurants and destinations.

All employees are encouraged to participate in the Derby 10k each year, in 2019 ten people participated. BSP pay the membership fee which goes to support local charities.

Staff Development-Leadership Skills

We offer Leadership training, learning and development, seven employees have been given management training to NVQ Level 4 through Training for Business.

We offer skills training for staff to improve marketing and business development skills, we train appointed people, fire wardens, and offer financial training along with engineering specific training PDS, Micro Drainage, BIM Mentoring and Health & safety training for things such as confined spaces, loan working and asbestos awareness.

18 employees are on an ICE & IStructE mentoring programme (membership No. 50054522) allowing mentoring through to chartership. BSP pay all fees and provide day release and time to study.

Technical staff take CSCS tests appropriate to their level of academic qualification. We currently have 83% of staff holding a valid card.

We hold regular in-house CPD training seminars to inform our staff of topical, relevant health and safety and technical information such as Porous Paving Systems. We propose to provide two CPD training events to educate staff of the importance of social value. For example we are planning a Procon Social Value seminar that will educate not only our staff but will raise awareness of social value throughout the construction industry, we aim to be thought leaders.

All employees fill out a workstation assessment form upon induction.

BSP recognise that people are our biggest asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training, and development of employees we will retain the best possible talent. We adopt best practice in HR and training and aim to be an employer of choice.

Staff Engagement

Promotion Prospects are discussed at annual appraisals.

Loyalty to Staff – Length of Service Policy -Years of service Bonuses – 5-10-15 year service offer.

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Profit Sharing Scheme – EMI Shareholder Scheme

Retirement Benefits – Company Pension Scheme for all employees

Childcare – Edenred Childcare Voucher Scheme

Free fruit is provided for employees, each team has an annual subsidised team building day which includes sporting activities; employees have stand-up desks; we have an annual subsidised BBQ & Xmas Doo; free Car Parking is available for employees.

Labour Practices-supply chain

We support companies that benefit the community and avoid those whose products and services or business practices that are not good CSR by following our anti-fraud policy, anti-bribery policy and we issue and check our approved supplier form.

We ensure our supply chain also complies with EU General Data Protection Regulation, health and safety and human rights Laws by sending them an approved supplier form and requesting evidence of GDPR Compliance.

Fair Trade

Our tea, coffee, and sugar that staff are provided with are all Fair-Trade purchases.

Workplace Evidence / Reporting / Surveys

1. Corporate Social Responsibility Policy – Enclosed as combined PDF
2. Social Value Calculator - Enclosed as combined PDF
3. SMAS work safe consultant Certificate – Enclosed as combined PDF
4. Health & Safety Policy – Enclosed as combined PDF
5. Customer Care Policy & Charter – Enclosed as combined PDF
6. QA Certificate – Enclosed as combined PDF
7. Customer Satisfaction Form – Enclosed as combined PDF
8. HE&RR Form – Enclosed as combined PDF

9. Accidents & Incidents Form – Enclosed as combined PDF

10. GDPR Policies – Enclosed as combined PDF

11. PI Insurance Certificate – Enclosed as combined PDF

12. Customer Initiatives: Approved Supplier Form - Enclosed as combined PDF

13. Impact Report – Social Return on Investment, Sustainable Land Trust & Matt Hampson Foundation- Enclosed as PDF

14. Equal Opportunities Policy – Enclosed as combined PDF

15. Anti-Slavery & Human Trafficking Policy – Enclosed as combined PDF

16. Workplace Statistics – Enclosed as combined PDF

17. Good News Monday Internal Newsletter – Enclosed as combined PDF

18. External Newsletter – Enclosed as combined PDF

19. Maternity/Paternity Leave Policy - Enclosed as combined PDF

20. Sick Leave Policy – Enclosed as combined PDF

21. Flexible Working Hours Policy - Enclosed as combined PDF

22. Training for Business – Management Training Certificate Example - Enclosed as combined PDF

23. Asbestos Awareness- Training Certificate Example - Enclosed as combined PDF

24. CPD Training- Certificate Example - Enclosed as combined PDF

25. Workstation Training – Workstation Assessment - Enclosed as combined PDF

26. Staff Training Matrix – Enclosed - Enclosed as combined PDF

27. Length of Service Policy - Enclosed as combined PDF

28. Appraisal Form – Enclosed as combined PDF

ADDITIONAL ENVIRONMENTAL DOCUMENTATION

File Upload

<https://csr-accreditation.co.uk/wp-content/uploads/vfb/2020/08/BSP-Consulting-Workplace-Evidence-Combined-PDF.pdf>

Community

We are fully committed to adding value to the communities within which we work. Being a good neighbour means we actively interact with community groups and support educational initiatives.

We nurture local business relationships through sourcing local labour, equipment, and materials where possible and will continue to champion community engagement throughout the industry.

Since the company began in 2009, we have been providing energy efficient building design. We are civil, structural, environmental, geotechnical and transportation engineers who work in the following sectors: affordable housing, education, heavy engineering, industrial, older persons living, private residential, rail, retail, commercial, health care, heritage, leisure and regeneration.

We first formalised our CSR activities in 2010 making commitments to give back – raising money for charity and giving pro-bono advice - providing work experience and training for young people. This policy evolved into our Social Value policy in 2016.

Our Social Value Manager Hannah Rawson updated our ISO9001 in 2018 to include a Social Value toolkit which we use on every public sector project. We seek to aligning our activities with the contractors to maximise positive / minimise negative impacts on projects.

BSP provides legacy beyond lifetime of construction works.

BSP Consulting were part of the team that provided community engagement and helped the Matt Hampson Foundation build a rehabilitation day care centre in Leicestershire for those who have suffered catastrophic injury through sport. We

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provided, civil, structural, and geotechnical engineering consultancy services on a voluntary basis for the £1m Get Busy Living Centre. The specialist centre will help those who have suffered catastrophic sporting injuries, offering services such as physical rehabilitation to the injured athletes and their families.

We helped with The Bomber County Gateway Trust Project which involves creating a full-sized, Lancaster Bomber art installation on Brills Farm, between Newark and Lincoln. The aircraft sculpture, made entirely of steel, will be suspended in mid-air giving the impression it is heading 'home' to RAF Swinderby a short distance away. The ground-breaking ceremony, was attended by many decorated veterans, including George 'Johnny' Johnson, the last British survivor of the original members of no. 617 "Dambuster" Squadron RAF, emphasising the importance of this project to both serving and retired service personnel. We provided 40-hours free time to help get the Lancaster Bomber sculpture project off the ground.

MD-Dave Sumner was part of the four-man team that raised more than £3,500 for Plumtree Cricket Club. BSP provided three weeks of employee voluntary hours. Their efforts kick started an appeal to develop a second ground at the Nottinghamshire club so the club can provide the best facilities for disabled cricketers and encourage more young players, and those who are less able to take part in the game.

We engage with the local universities and colleges to help with lecturing, mentoring and apprenticeships. Director Paul Elphick based in our Leicester office has worked with De Montfort University for the School of Architecture. Paul Aided in tutorials, undertaking lectures relating to structural design for Architectural students.

As an active contributor to Entrust STEM based in Nottinghamshire. We provide opportunities for young people to engage with engineering in practical ways, such as taking part in engineering activities. Associate, Carol Ell, voluntarily attended three schools as a part of a team of professionals under CREST – a project-based awards scheme for STEM subjects. The

sustainable communities' activity had 30 year nine students, planning, designing, and marketing a housing development, gaining understanding of the positive impacts the development will have in their own community.

We have close working relationships with local design teams and contractors. Such as CPMG, Lungfish, Maber, YMD Boon, Allan Joyce, Franklin Ellis, HLP, F&G, Gleeds, Pulse, NMCN, Willmott Dixon, Morgan Sindall, Lovell, Cleggs, Woodhead Group and CPW.

BSP only employ suppliers and sub-contractors whose ethics and values are aligned to that of our own. Here is a list of some of our local Approved Suppliers: Greenhatch Group, Survey Hub, Mapmatic, Northpoint Surveys, Landtec Surveys, CJR, CDM Surveys, Greenhatch, LanTec, Stanford Marsh, Drainscan, Environmental Drainage Solutions Ltd, Kiwa Limited Aqua Jet and Emcus.

All are on our approved supplier list and are paid promptly supporting local businesses, helping them to thrive.

Waste materials are recycled at the end of projects we work on. For example, Filterhouse Studios, Scotforth Road, Lancaster, structures on site were crushed and re-used for aggregate.

We are a patron and a board member of Procon Nottinghamshire, supporting Nottinghamshire's network of property and construction professionals, sharing local knowledge and expertise. We are members of Nottingham Interact, a not-for-profit networking organisation that benefits from over 400 senior property and construction professionals offering a 'local focus' with a 'national opportunity' for making valuable connections and long-term relationships.

The very nature of what we do provides support for the local community, here are some examples of designing sustainably:

Bowbridge Road, Newark for Arkwood Developments (Newark And Sherwood District Council) – We developed an integrated SuDS design for this scheme based on maximising the use of infiltration drainage. This involved detailed engagement with the Highway Authority

to develop SuDS proposals that they were willing to adopt.

British Geological Surveys William Smith Building. We designed a new office building using EDF cladding, a glulam timber frame with a Thermodeck precast concrete slabs to act as thermal mass which uses air flowing through hollow concrete structural slabs to maintain ideal room temperature.

We have won a Green Apple Award for Built Environment and Architectural Heritage. We recently won prize for innovation at ProCon Leicestershire Awards for sustainable drainage system. The scheme included a wetland site and wildflower grassland increasing biodiversity of site. This was not a project requirement, based on the innovation we provided we were able to gain this Green Apple Award.

We have worked on BREEAM Excellent projects (example Friar Gate Square, Derby) and PassivHaus (Hart Lea, Sandiacre).

We have experience redeveloping unsightly garage sites in order to provide much needed affordable housing.

We have helped to achieve Passivhaus and BREEAM Communities certification on the following projects:

- Castleward – BREEAM Communities
- Newton-on-Trent - BREEAM Communities certificate and is on its way to achieving an
- 'Excellent' mark, a first in the UK for a rural development.
- Hart Lea, Sandiacre – Passive Haus Accreditation

We have experience designing Modern Methods of construction including:

- Thin bed mortar joints
- SIPs Panels
- CLT Panels
- Modular
- Fabric First
- Creative Energy
- Straw Bale Construction

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Here is evidence of some Modern Methods of construction and higher energy efficient design projects:

- Bulwell Lane, Nottingham - Thin bed mortar joints
- Manby Lincolnshire – SIPs / Timber Frame
- Graystacks, Nottingham – CLT Panels
- Bicker Lincolnshire – Modular
- Hart Lea, Sandiacre – Three Valleys Housing -Fabric First
- Tarmac Masonry Homes, Nottingham University – Creative Energy
- Coleman Leicestershire - Straw Bale Construction

As civil and structural engineers the types of reports we produce are as follows:

- Flood Risk and Drainage Strategies
- Phase 1 and 2 Geotechnical
- Structural Condition Surveys
- Transport Assessments
- Travel Plans

As Environmental Consulting Engineers being sustainable is a key part of what we do.

On all our projects we ensure that we design in grade S355 Steel which allows us to achieve a significant 20% weight savings in steelwork.

We work to the BREEAM New Construction Technical Standards. The New Construction standards can be used to assess the design, construction, intended use and futureproofing of new building developments, including the local, natural or manmade environment surrounding the building. The standards can be used to assess most types of new buildings, including new homes and new-build extensions to existing buildings. Each uses a common framework that is adaptable, depending upon the building's type and location.

BSP Consulting have input and take responsibility for the following items: Rewarding buildings and their sites that limit on-site and off-site local flooding and hence the damage this can cause. Adapting

to climate change, Green infrastructure, Flood risk management, Cycling network, Water pollution, Transport assessment and travel plan, Sustainable transport measures and Flood and surface water management.

Working sustainably is a key aspect of our business if we are regenerating or working on urban expansion schemes. Working with our clients and expert teams regenerating existing developed areas offers a significant opportunity, not only to improve the sites we are working on but also having a positive impact on the immediate and wider surroundings.

We follow industry standard guidance and strive to follow best practice, climate change factors of 40% are included in all drainage calculations to ensure that significant rainfall events do not contribute to flooding of the local and wider environment.

Brownfield land typically discharges high volumes of polluted water quickly into the river network. Regeneration of brownfield land allows us to incorporate SuDS drainage solutions to relieve this pressure from the watercourses by detaining water on site, retaining it on site for re-use within the building and also improving the quality of the water discharged.

Building on undeveloped land offers different challenges but also more opportunities to incorporate SuDS. Sites are carefully analysed by our expert, award winning, consulting engineering, ecology and hydrology teams to understand their relationship with the immediate and wider surroundings.

We work with our clients to develop green and blue infrastructure strategies which maximise the opportunities to integrate SuDS into schemes. Through careful integration of SuDS construction and maintenance investment is optimised whilst also offering consequential benefits to the immediate and wider environment.

As expertise in SuDS drainage continues to grow within the construction and maintenance industries the potential to maximise use of SuDS in schemes increases. Inclusion of rainwater harvesting systems, blue and green roofs, rain gardens, wetlands and other solutions will be increasingly at the forefront of what we seek to include in all our schemes.

We actively use BIM to design out risks and reduction of environmental impact on projects.

BSP Consulting is audited, approved, and operates to Appointed Party (TIER 2) Structural, Civil and Transportation Engineering Consultancy complying with BIM in accordance with ISO 19650-1:2018, ISO 19650-2:2018, UK National Annex and BS 1192-4.

Business Conduct: As a business we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically. Our reputation dictates a high level of quality, robust management systems and safe working environments.

Do you provide volunteering, sponsorship, financial giving, partnerships etc?

Two volunteers from BSP joined Wates Community week in Nottingham, which focused on helping Silverdale Community Centre. The Centre serves a range of ages and was nominated by Nottingham City Council. The engagement involved a significant upgrade to extend and refurbish the external areas of the Centre and children's playground.

We are currently working alongside Contractors Willmott Dixon to undertake a number of volunteering days; this will form the basis of our workplace volunteering policy which we will have in place by the end of the year.

Do the projects you support provide Impact reporting on your involvement?

See Sustainable Land Trust, Matt Hampson Foundation and Plumtree Cricket Club Impact Reports.

Value to the community: have communities or areas benefited?

It has enabled us in last year to achieve –

1. £500k spend with MSMEs
2. Employment opportunities for 7-staff in the East Midlands
3. 45% contractor local-spend @ 20-miles
4. 97% contractor waste diversion from landfill

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5. SUDS on 80% of projects
6. 40-hours of -schools engagement activities
7. 1 job for graduate following year-out placement
8. Over 90-hrs pro-bono support of local charities
9. 90-hours business advice to VCE's
10. 12-hours lecturing at Derby University
11. 36-weeks work placement
12. Saved 52,000 commuter miles by cycling to work
13. 92% of employed staff are local to offices
14. 4,000 kWh energy reduction in offices

Two tier approach – what we always do (local spend, work experience) and bespoke community specific activity. Ensures at least 50% SVROI (as measured by Social Value Portal TOMS on EVERY project).

We provided £1.9m social value in 2019. We have a social value calculator to record everything we do; we will continue to update this calculator throughout 2020.

Community evidence of support through supporting literature, press releases.

We issue a quarterly external newsletter to our clients, we add regular press releases and blog posts onto our website, we communicate through our social media accounts, twitter and linkedin which include staff, customer, and community support.

We are working on four SEND schools in Lincoln with Willmott Dixon Construction, we are currently having discussions with their CSR manager Zoe to see what CSR we can provide in connection with these projects.

1. Corporate Social Responsibility Policy - Enclosed as combined PDF
2. Green Apple Award - Enclosed as combined PDF
3. Sustainable Land Trust Impact Report - Enclosed as combined PDF
4. Matt Hampson Impact Report – Enclosed as combined PDF

5. Plumtree Cricket Club Impact Report – Enclosed as combined PDF
6. BREEAM Certificate – Enclosed as combined PDF
7. Mission Statement – Enclosed as combined PDF

Twitter Account - @BSPConsLtd

Linkedin Account - <https://www.linkedin.com/in/bsp-consulting-235b1726/>

Website: www.bsp-consulting.co.uk

Corporate Social Responsibility Page:- <https://bsp-consulting.co.uk/bsp-consulting-award-winning-civil-and-structural-engineers/about/corporate-social-responsibility/>

ADDITIONAL COMMUNITY DOCUMENTATION

File Upload

<https://csr-accreditation.co.uk/wp-content/uploads/vfb/2020/08/BSP-Consulting-Community-Evidence-Combined-PDF.pdf>

Philanthropic

BSP Consulting provides charitable Giving. Investment (of corporate time/ effort/ funding) and Volunteering: time / professional services / support and activities.

Time

BSP provided 40 hours of professional time to the 'See Learn Transform' Charity. An organisation who provide non-school based education to NEETS and vulnerable young children in Leicestershire, via outdoor learning courses.

Professional Services

BSP and Sherwood Associates staged a BREEAM Communities event to turn the spotlight on ways to create more sustainable large-scale developments. The highlight of the seminar was the £100M regeneration plan for Castleward, BSP are providing engineering services for the joint venture between Derby City Council and Compendium Living which spans over five phases over around 20 years, when complete Castleward will feature 800 new

homes, 35,000 sq. ft. of commercial retail space, a primary school and community spaces on the 30-acre site close to the heart of Derby. It became the country's second development to receive a BREEAM accreditation for its overall environmental sustainability 'BREEAM' Communities.

We helped Lincolnshire District Scouts design and create a climbing frame for Sudbrooke Park Scout Campsite by providing design drawings and calculations, the local children can now access safe, educational, and fun activities during their Scouting experiences. Helping to grow the individuals and provide skills for life. Providing 16-hours of pro-bono time.

NHS Rainbow Arch - we are currently working with Ibstock brick to design a NHS Rainbow arch to be located outside Nuneaton Hospital. Our structural engineer provided four hours of pro-bono time to get this project moving.

Support

BSP Consulting provided ProHelp support for Beaumont Lodge Neighbourhood CIC, The vision of ProHelp is to provide an inclusive and safe Leicester, Leicestershire and Rutland where nobody is left behind, and all children and young people are supported to reach their full potential. We carried out several voluntary structural engineering surveys for Leicestershire Cares under the pro-help initiative. ProHelp broker partnerships between business, local government, schools, and community groups so they can share skills and knowledge to deliver lasting positive change for disadvantaged groups and individuals.

Activities

We provided £300 of sponsorship for a Sunday Funday Activity, Rushcliffe Borough Council's annual celebration of health, sport and wellbeing in Cotgrave for a family festival of fun.

A team of between 10-20 people participate in the Derby 10k each year, BSP Consulting pay the team's entry fees, all which each year raises thousands of pounds to support the local community through the Derby Community Trust. The cost of this to BSP Consulting so far has been £1,235.00.

BSP Consulting

Civil engineering Associate Director Tony Goddard and Senior Civil Engineer Craig Noonan took part in the 5,000m swimathon in aid of Cancer Research UK and Marie Curie raising over £300.00.

BSP MD Dave Sumner was one of a string of performers who took to the stage for the annual fundraising event, Hot Property, organised by the construction, property and development sector in Nottingham. The sold-out event attracted more than 800 people in 2019 and raised funds for Switch Up, which inspires young people and their communities to reach their full potential through sport, mentoring and personal development. The annual event has raised in excess of £180,000 for various local charities since it began in 2004 including the Childrens Oncology Wards E38 and E39 at the Queens Medical Centre, Childline and When you Wish upon a Star Foundation. As well as being an active organiser and participant, BSP have provided sponsorship and tickets are made available to all BSP employees who want to attend each year.

Donations

We have provided over £50,000 of funds through donations and sponsorships along with giving of time to community engagement activities.

We collected a dog sanctuary scheme by collecting shoe boxes of gifts to end to the sanctuary, this was instigated by our administration team providing staff engagement.

Our Business Development Manager Carrie Booth joins CPMG Architects each summer for a 30-mile walk in the Peak District that is held on Saturday's each summer, this is to raise money for various charities, the most recent walk will raise money for Switch-Up Switch Up and the Nottingham School of Boxing. BSP Consulting pay a membership fee and provide sponsorship, each year, this is a £200 annual donation, Carrie has completed the walk 5-years in a row raising £1000.00 in total for charity.

Employees all wore red and raised £330 in funds for the British Heart Foundation Red Day.

We participate annually with Xmas Jumper Day to raise money for charity.

Sponsorship

BSP provided £10,000 to Sponsor a boat used by Nottingham and Union Rowing Club to help train hopefuls aiming to join the GB Rowing Team.

BSP Consulting's MD Dave Sumner completed a charity challenge to raise money for MS research. He raised £1,500 in 2018 and has undertaken the 10in10 challenge, an annual walk / run which conquers ten peaks in ten hours in the Lake District three times. Dave also raised around £6,000 for the MS Society after climbing Mount Killimanjaro.

Dave Sumner was also part of the four-man team that raised more than £3,500 for Plumtree Cricket Club. Their efforts kick started an appeal to develop a second ground at the Nottinghamshire club so the club can provide the best facilities for disabled cricketers and encourage more young players, and those who are less able to take part in the game.

BSP Sponsored Gonerby U13s who play in Division 1 of the Nottingham YEL League. We provided over £700 towards the new kit.

BSP sponsor Lincolnshire as a County each year at MIPIM, the world's largest property exhibition, we provide £2,000 annually to help the County to promote itself for future Developments.

We are a board member of Procon Nottinghamshire and a Patron of Procon Nottinghamshire and Procon Leicestershire a not-for profit organisation enabling us to become active in a vibrant community along with other property professionals who look at ways to improve the local community through development, Procon provide charitable support to give back to the local community at each of their networking events.

We attend regular Wooden Spoon networking events in Leicestershire which helps to 'power' projects in the community, they have raised more than £440,000 to help the lives of local children and young people with disabilities or facing disadvantage.

We put teams into charitable golf days on a regular basis, we sponsor charitable leisure activities such as cycling events, we enter teams into charitable quizzes and regularly

support charities by donating at black-tie dinners.

We sponsored a Nottinghamshire Basketball team by providing sports kit for the team.

Impact reporting

See Lincolnshire Scouts & Plumtree Cricket Club evidence.

Communication

We issue a quarterly external newsletter to our clients; all members of staff are actively encouraged to participate in pulling together the newsletter, we have an "out and about" page that focuses on staff community engagement, for example we supported Movember in 2019, instigated by BSP structural technician James Scott to raise awareness around men's health.

We add regular press releases and blog posts onto our website, we communicate through our social media accounts, twitter and linkedin which include staff, customer, and community support.

Commitment

We are fully committed to adding value to the communities within which we work. Being a good neighbor means we actively interact with community groups and support educational initiatives.

We nurture local business relationships through sourcing local labour, equipment and materials where possible and will continue to champion community engagement throughout the industry.

Since being founded in 2009 to present day BSP have provided over 20-years of community engagement support.

Philanthropic Evidence

1. Lincolnshire Scouts – Enclose as combined PDF
2. Plumtree Cricket Club – Enclose as combined PDF
3. BSP Consulting Newsletter - Enclose as combined PDF

For Press Releases see recent news on our website, along with all newsletters – www.bsp-consulting.co.uk

BSP Consulting

We also have a corporate social responsibility webpage, which summarises our activities –

<https://bsp-consulting.co.uk/bsp-consulting-award-winning-civil-and-structural-engineers/about/corporate-social-responsibility/>

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