



PEOPLE
ARCHITECTURE

Sustainability Strategy

Service Overview





PEOPLE ARCHITECTURE

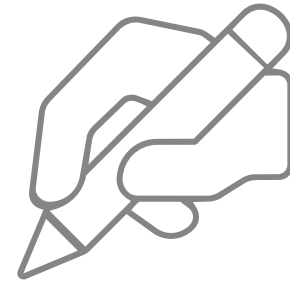
Driving commercial success; Empowering social impact.

We put people at the heart of everything we do. We know that when spaces are designed around the wellbeing and needs of the people who use and operate them, the results aren't just socially positive – they drive measurable commercial value.

Our collaborative and purpose-driven approach ensures the creative process is effective, enjoyable and a worthwhile investment for clients and project teams.

We listen, empathise and connect, shaping outcomes that inspire joy and confidence whilst delivering lasting social, economic and environmental impact.





Why Invest in a Sustainability Strategy?

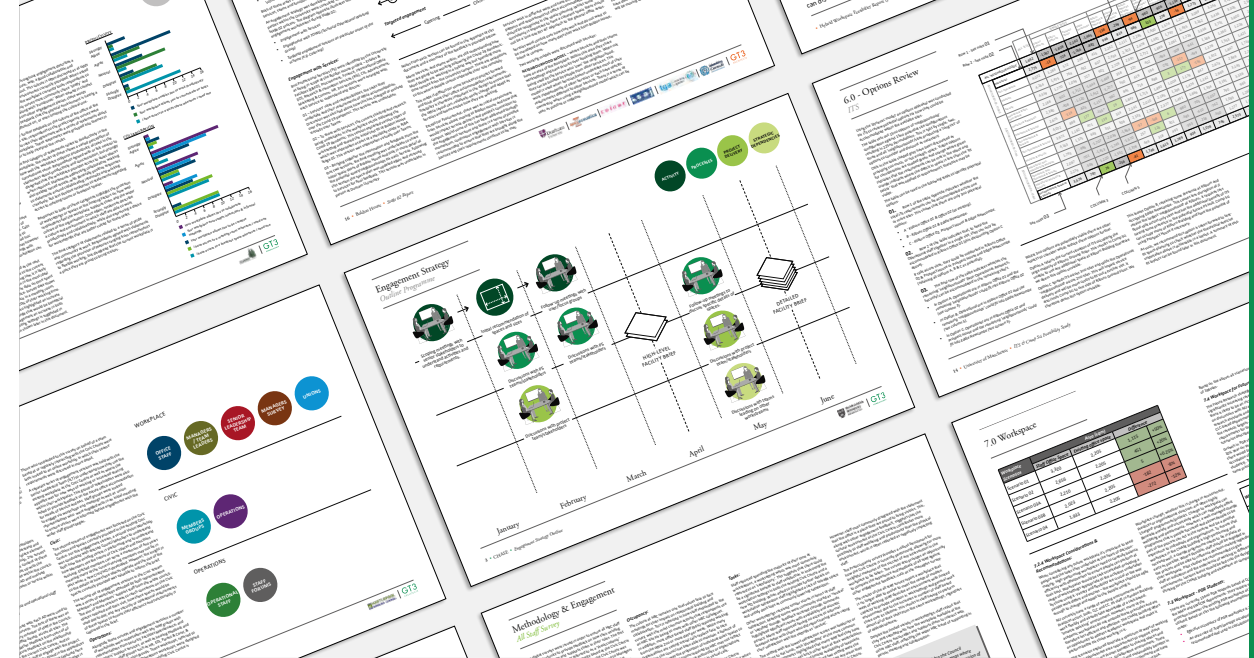
Our sustainability service helps you cut through complexity.

Rooted in our experience of brief-writing and our People Architecture approach, we help you define a clear, realistic and project-specific sustainability direction from the outset.

Working closely with you and your stakeholders, we establish what sustainability success looks like for your project, explore the available options and agree the most appropriate route forward.

The result is a proportionate, deliverable strategy that improves performance across environmental, social and economic outcomes.

“Today’s funding and tender briefs carry ever-growing sustainability expectations. We’re challenged to meet net zero, affordability, deliverability and wider social outcomes – all at once.”



Common Challenges

Delivering sustainable buildings today means balancing commercial reality, policy and social value expectations. Our clients are increasingly asking:

- How do we balance higher upfront costs with long-term operational savings?
- How do we demonstrate value beyond capital cost alone?
- Which standards or accreditation routes are appropriate, and how do we keep up with changing requirements?
- How do we align multiple stakeholders and respond to increasing governance and scrutiny?
- How do we connect sustainability with health, wellbeing and wider social value commitments?
- How do we ensure buildings genuinely perform better for the people who use them, and communicate that clearly?

How We Work

For our clients, sustainability isn't a tick-box exercise – it's an opportunity to reduce risk, improve performance and create lasting value.

Through our three-step framework, we bring clarity, confidence and direction, shaping practical strategies around your ambitions and staying alongside you through delivery, so your goals are realised in practice.

Step Two: Define

We translate these inputs into a clear and structured Sustainability Brief.

This sets out prioritised objectives, measurable targets and defined responsibilities, providing a shared reference point for the entire project team.

The brief removes ambiguity, supports confident decision-making and ensures sustainability is embedded from the outset.

Step Three: Deliver

We remain involved throughout the project, supporting teams to apply the brief consistently and effectively.

This can include monitoring, reporting, evidence gathering and ongoing advice, ensuring sustainability ambitions translate into real, measurable performance.

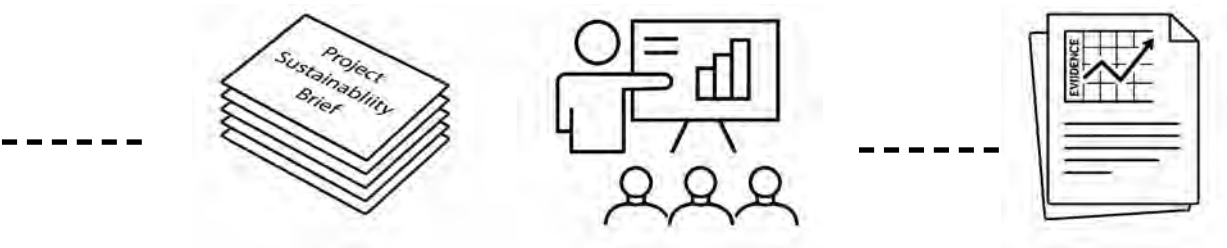
Step One: Understand

We begin by working closely with you and your stakeholders to understand your ambitions, constraints and priorities. This includes reviewing existing information, funding requirements, planning context and project drivers.

Through workshops and engagement, we define what success looks like and ensure sustainability supports, rather than competes with, cost, programme and delivery.

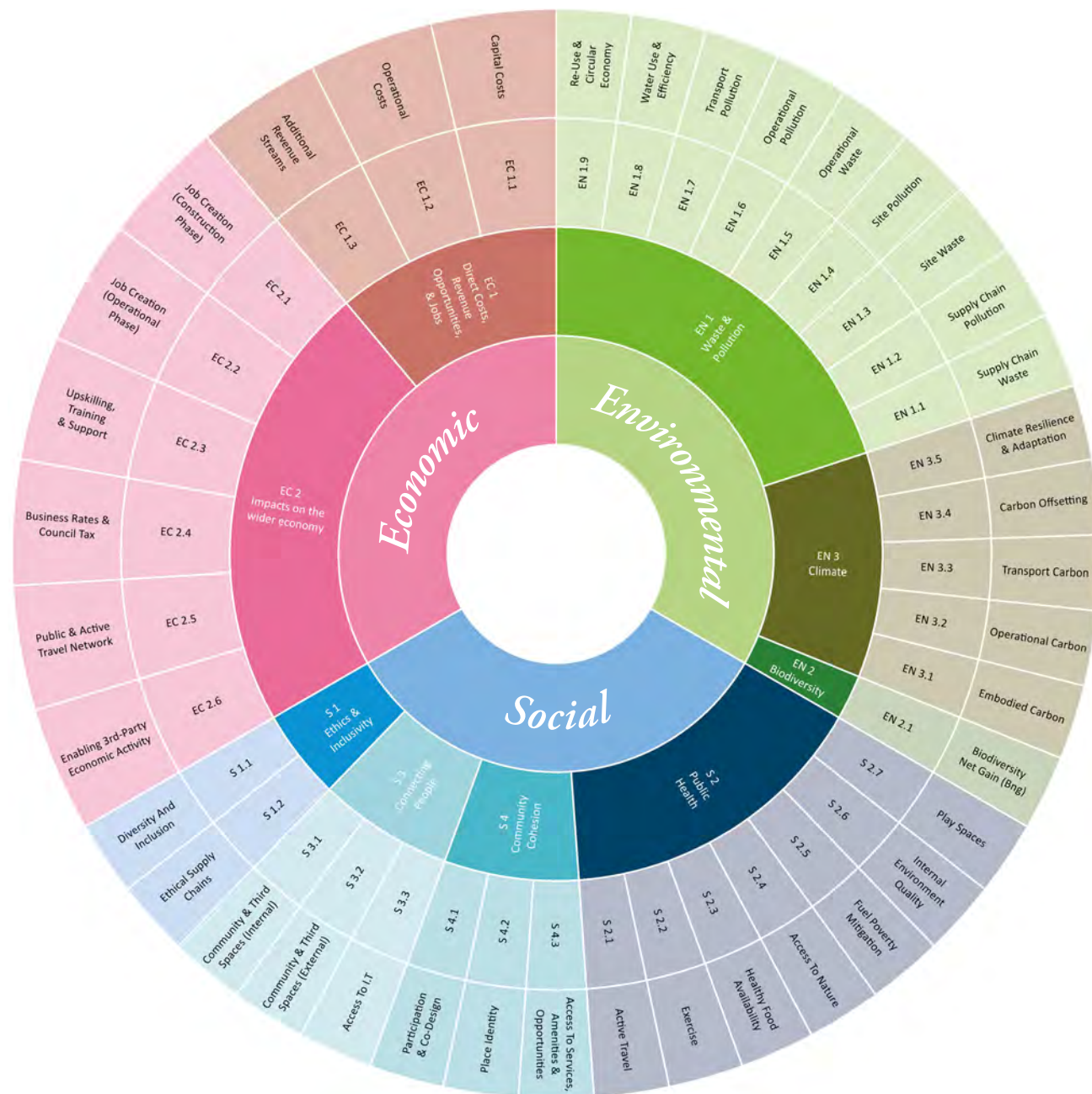


Understand
STEP ONE



Define
STEP TWO

Deliver
STEP THREE



Our Approach

Our sustainability specialists bring experience across a wide range of frameworks, standards and accreditation routes. Some projects pursue certification, while others focus on delivering measurable **environmental**, **social** and **economic** outcomes. We help identify the pathway that best suits your project. Working with you from early-stage scoping, we define priorities – from statutory requirements to organisational ambitions – and develop tailored workstreams with clear metrics to guide delivery.

Our Sustainability Strategy is offered through two packages – Core and Enhanced – with additional specialist services available where required.

Core Service

A project inception workshop defines the sustainability vision and priorities. Outcomes are captured in a clear framework and tracked through each RIBA stage, with progress reported to the project team and stakeholders.

Enhanced Service

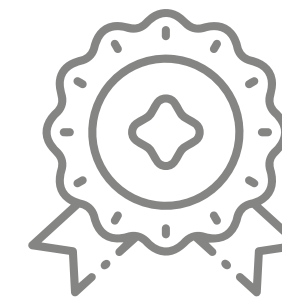
Where beneficial to the project, bespoke workstreams are then developed across environmental, social and economic themes, each with defined outputs, processes and metrics to guide delivery from inception to completion.

Specialist Services

Additional technical support can be provided where required, including Passivhaus consultancy and other specialist sustainability expertise.



“True sustainability is more than protecting the environment – let’s also build fair economies, support communities, and take responsibility for our long-term resources”



Benefits

We deliver value in three key ways:

Clear Direction

- The right standards, accreditations or bespoke route for your project – avoiding unnecessary cost or certification without clear benefit.
- Targets aligned with planning, funding and operational needs, shaped into a clear, shared roadmap.

Supported Delivery

- Early alignment across design and delivery teams, embedding sustainability, compliance and performance from the outset.
- A clear framework for monitoring, evidence and governance, giving confidence as the project progresses.

High Performance Buildings

- Lower energy use and reduced operational costs, supporting long-term value and ESG credibility.
- Healthier, more inclusive environments that enhance wellbeing, productivity and resilience.



“As sustainability expectations evolve, we help clients deliver high-performing buildings – clearly, confidently and with joy.”

Our Experience

Our sustainability consultancy builds on extensive experience delivering high-performance and sustainable buildings.

We have worked on technically demanding environments where energy intensity, extended hours of use and operational complexity require a rigorous, fabric-first and performance-led approach. This experience informs our wider expertise in Passivhaus, building envelope performance, embodied carbon analysis, energy benchmarking and evidence-based sustainability framework.

The following case studies illustrate how our approach to sustainability has supported clarity, alignment and successful outcomes across a range of contexts.

01: Eclipse

We led the development of an ambitious sustainability brief, supporting Spelthorne Borough Council's 2050 Net Zero commitments by transitioning to Passivhaus and embedding user needs into early feasibility and site strategy.

Working with Passivhaus specialists, contractors and the wider team, we guided the client through carefully considered innovations – including bespoke CLT structures and a fabric-first approach – combining technical rigour with buildability and long-term performance.

The result is a future-ready leisure facility achieving +60% operational energy savings and 40% water savings, with measurable performance supporting long-term environmental and community value.



02: King Alfred

We worked with Brighton & Hove City Council to review and strengthen a new project brief in line with evolving policies and layered requirements since the project's inception, including the latest UK Net Zero Carbon Building Standard Pilot (UKNZCB).

The final report, issued to the full design team, established energy targets, water use and BREEAM requirements – acting as a single reference point that consolidated multiple obligations into a clear, practical framework for compliance.

03: Barking Riverside

We were appointed to develop a sustainability-led technical response to the complex demands of a competing facility mix. The inclusion of NHS facilities (with minimum performance criteria), traditional Sport and Leisure provision and a wet leisure waterpark offering created a high-energy building with no single typology or performance standard to follow.

Our final report defined a bespoke energy and carbon strategy, maximising efficiency while setting clear fabric and performance requirements to support confident, coordinated delivery.



Our Specialists

Josh Wardle

Passivhaus Consultant & IBN Building Biology Consultant

Josh is one of a small number of Sport & Leisure Passivhaus and Sustainability specialists in the UK. He brings deep expertise in building performance, low-energy design and occupant health to deliver measurable, long-term outcomes.

James Milne

Consultant & Sustainability Specialist

With a background in architectural technology, James combines technical understanding with political, governance and environmental policy expertise. He supports robust, defensible project decisions that stand up to scrutiny and approval.

Carys Thomas-Osborne

Project Consultant & Environmental Psychologist

Carys applies environmental psychology to better understand how buildings impact everyday experiences, our feelings, and behaviours. Her work informs evidence-based design decisions that support wellbeing, productivity and positive user outcomes.

John Kemp

Principal Designer (CDM & BSA) Consultant

With over 20 years’ experience, John specialises in the Principal Designer role across complex projects. His expertise in managing risk, including challenging conditions such as live infrastructure and constrained sites, ensures clear, coordinated and deliverable outcomes.



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