

# LICHFIELDS



## Giving more

Our social responsibility



2019

# Giving more

‘Giving more’ embodies our commitment to fulfilling our economic, social and environmental responsibilities to the communities in which we work.

This document showcases our achievements reflecting the fact that giving more is very much part of our culture and how we operate our business.

**James Fennell**  
Chief Executive



**We believe that by giving more we can best serve our clients and continue to make a positive impact on the people and places we touch.**

# Our values

These six values underpin every decision we make:

## OUR VISION

To be the most valued planning and development specialist for excellence, integrity and unfailing delivery.

### 01 ASSURED QUALITY

We apply clarity, precision and accuracy to our projects, perfecting every step of the way.

### 02 REWARDING PEOPLE

We attract the brightest people, reward them well, and as one fully integrated company, we all own and share in the success of the business.

### 03 SHARING KNOWLEDGE

We work collaboratively, sharing skills and insight nationwide to benefit our clients in every location.

### 04 SOCIALLY RESPONSIVE

We play an active role in the business and local communities within which we work, reflecting our wider social and environmental responsibilities.

### 05 PIONEERING SPIRIT

We innovate and tirelessly seek out the best possible solutions.

### 06 STRONG CONNECTIONS

We forge long-standing relationships with our clients and across our networks, ensuring trust, stability and an unsurpassed reputation.

# Planning with purpose

As an Employee Benefit Trust (EBT) owned business we know the importance of working collaboratively to make a difference – it's in our DNA.

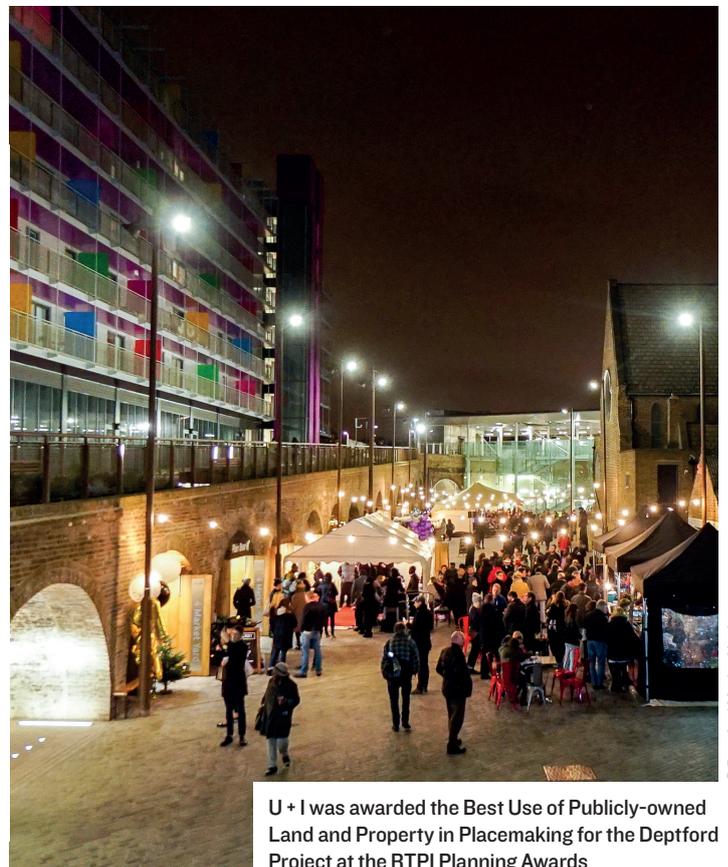
We understand the decisions we make often have far-reaching consequences, so we work hard to make a positive impact on the economy, society and environment in the areas we work.

Our planning and development consultancy work provides for the needs of the nation: much needed housing, new schools, larger universities, better hospitals and more infrastructure. We work with local communities to make our country a better place to live, work and visit, and this is reflected in the awards we've won for our project work.



CEG won the Deal of the Year award for Kirkstall Forge at the Variety Yorkshire Awards 2017

© Feilden Clegg Bradley Studios



U + I was awarded the Best Use of Publicly-owned Land and Property in Placemaking for the Deptford Project at the RTPI Planning Awards

© Deptford Market Yard

# Sharing our knowledge

We are a leading voice in the planning and development industry, and no-one is better connected across the sector.

We work closely with government and leading business and property organisations, sharing our knowledge and insight and helping to shape planning policy for the future.

In September 2018 Lichfields was shortlisted twice in the Consultancy category of the Royal Town Planning Institute's Awards for Research Excellence, having won the award the previous year. Our 2018 entries - Homes on Our High Streets: How to Unlock Residential Development on our High Streets; and Risky Business? Investing in Heritage at Risk – demonstrate our commitment and reputation for excellence in thought leadership.

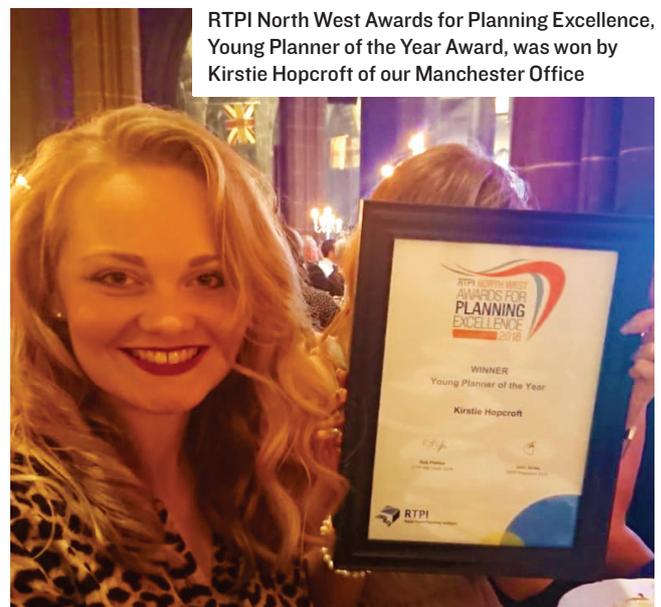
We encourage our people to be active in their communities, utilising their planning and work skills on a voluntary basis to help local organisations, presenting at conferences and events throughout the country, using the resources available to them at Lichfields.



In association with Constructing Excellence Berkshire, our senior director Dan Lampard spoke at Risky Business? Investing in Heritage at Risk at Reading University



TvProp Festival Awards for Tomorrows Leader Today was won by Zahra Waters of our Thames Valley Office



RTPI North West Awards for Planning Excellence, Young Planner of the Year Award, was won by Kirstie Hopcroft of our Manchester Office

# Environmental sustainability

We are committed to meeting our environmental obligations in all aspects of our business.

We ensure that our planning and development advice to clients considers sustainability in economic, social and environmental terms.

On the most significant projects in which we are engaged, Lichfields is accredited with an Institute of Environmental Management and Assessment's (IEMA) Environmental Impact Assessment Quality Mark. The accreditation is evidence of our commitment to deliver high quality advice on the environmental impact of projects and, through this, seek to assist IEMA in achieving its target vision: 'Transforming the world to sustainability'.

Lichfields is ISO 14001 certified. We take great care to minimise the impact of our day-to-day work on the environment by, for example, reducing road congestion to and from our places of work and paper consumption.

**OVER 80%**

of our staff travel to work by public transport, on foot, or by bike



**78 BIKES**

have been purchased through Cyclescheme for commuting purposes since its introduction in 2008



**53%**

**DECREASE**

in consumption of A4 paper since we started monitoring our paper use in 2009

# Making good things happen

As well as helping to create great places, we're also focused on making a difference to those in need. As part of our 50th anniversary celebrations we raised over £75,000 for charities creating a legacy which lives on today.

We've always viewed Lichfields as more than a business... we're a company with compassion, here to make positive contributions to society. Lichfields supports and participates in many charitable events and encourages staff to help others in our community via sponsored activities.

A legacy like ours is empowering and inspiring - our current fundraising total since 2012 stands at over £180,000. Our staff organise many fundraising events, including barbecues, dragon boat racing, triathlons, 'wear it pink', dress down and bake off days.

Our eight offices hold each other accountable to work to make a difference. That's why we're as dedicated to making good things happen as we are to delivering business success.



We have raised  
**OVER**  
**£180,000**  
since 2012,  
**TARGETING**  
**£200,000**  
by 2020

Staff in each office select local charities close to their hearts. Our fundraising has been shared predominantly between these charities:



**JLL Property Triathlon**  
The London office takes part in this annual event

# Taking care of our people

Our aim is to grow the company around the success of our clients and our people.

As an EBT owned business we have no financial or other obligations to external shareholders. We believe our clients' and employees' objectives can most effectively be met through a company which is independently owned and focused on providing planning advice.

We consult staff on our business strategy and ensure the company operates for their benefit, as befits our ownership model. We also share profits with all our staff, adopt family friendly working policies and offer an independent advice and counselling service to staff on personal matters.

We offer staff interest-free rental deposits in support of the Employer Housing Pledges, sponsored by the Mayor of London and London First. Our scheme operates company-wide and is available to all our staff. Our pledge also includes a commitment to ensure a Living Wage is paid to all those who work with us and it's encouraged throughout our supply chain.

## STAFF FEEDBACK

We received a remarkable completion rate of 95% to our last staff survey with the following outstanding results:



Lichfields is recognised as one of the

**BEST PLACES TO WORK**

in the property sector  
'Property Week 2016'



**92% OF STAFF**  
feel a strong sense of  
**LOYALTY**  
to Lichfields

**94% OF STAFF FEEL PROUD**

of the work they do



# Learning and development



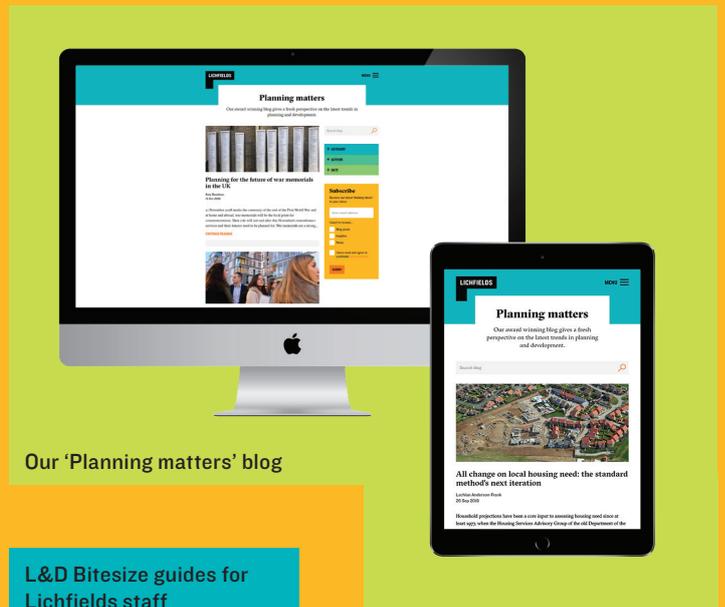
Hands-on learning and development workshop

We invest heavily in the learning and development of all our people, contributing towards the achievement of their personal objectives and supporting the work of our clients.

We are an RTPI Learning Partner; we support our staff giving them hands-on experience on a wide range of projects and clients. We give our staff the support they need to achieve their RTPI or Royal Institution of Chartered Surveyors (RICS) (Planning and Development) Assessment of Professional Competence (APC).

Our award winning blog 'Planning matters' gives a fresh perspective on the latest trends in planning and development. Everyone in the company is encouraged to contribute and share their knowledge.

To support learning and development we publish a series of quick reference guides 'L&D Bitesize'. The one page guide provides our people with key information and tips which can be referenced quickly.



Our 'Planning matters' blog

L&D Bitesize guides for Lichfields staff



# We are giving more...



Lichfields  
**MATCH FUNDS  
CHARITABLE  
FUNDRAISING**  
by staff

**INTEREST-FREE  
DEPOSIT SCHEME**  
available to all staff



Since 2012, we have raised over  
**£180,000 FOR CHARITY**



**92% OF STAFF**  
would recommend  
Lichfields as a  
**GOOD PLACE  
TO WORK**



**INTEREST-FREE  
TRAVEL LOANS**  
are available to all  
staff, designed to  
encourage the use  
of public transport



**RTPI PLANNING  
CONSULTANCY OF THE YEAR**  
the only planning consultancy  
to win three years running

## Contacts

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