



RICHARD BOOTHROYD & ASSOCIATES  
Chartered Quantity Surveyors and Project Management

# Supporting a Sustainable Future

MARCH 2023 →

Sustainability Strategy  
Launch Report

[rba-online.co.uk](http://rba-online.co.uk)



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## A Statement From Billy Paton

The wellbeing of our people, and care for the environment have always been central to the RBA team. Over the past year or so we have taken a serious look at our business and wider industry, asking ourselves why we exist and what impact do we want to have on our world.

I believe that every business has the opportunity and responsibility to listen to their stakeholders and take appropriate action to support the sustainable futures of both people and the environment. At RBA, this has meant considering what our purpose is and how, together, we can do more to support a world which is a safe and healthy place for all. Partnering with sustainability advisors at [JustOne](#), we have formalised our purpose statement and [set of values](#) which are at the heart of everything we do. **Our purpose is to deliver value to our clients, our communities and the environment.** We recognise that our stakeholders, including the environment, are our priority and that together we must protect and care for them all.

Whilst our business has always been determined to positively impact people and the environment, we know more needs to be done to secure our future. As we grow and diversify through the people we hire and the solutions we provide to our clients, we must keep pace with their needs and the requirements of our people and wider society. This does not mean completely reinventing the way we do business, but more strategically investing time and resources into our operations, services and partnerships so we deliver impactful and meaningful solutions and outcomes.

**I am therefore delighted to launch RBA's first sustainability strategy, [Supporting a Sustainable Future](#).** This strategy will not only help us fulfil our purpose, but it will ensure that we continually challenge ourselves to do better, and realise opportunities that will benefit our people, clients and wider communities. Building on the incredible work the RBA team have achieved from our [Graduate Training Programme](#), to our partnership with [LandAid](#) and other charitable organisations, our sustainability strategy will enable us to be more of a force for good than ever before.

This is a significant milestone for our business, and one that I hope everyone will celebrate and get involved with. Led by the determination and passion within our team, I am looking forward to working with our stakeholders to help create a sustainable future for all.



**BILLY PATON FRICS**  
**MANAGING DIRECTOR, RBA**



Richard Boothroyd & Associates is a specialist Construction Consultancy focussed on providing excellence in Quantity Surveying, Cost Control and Project Management fields.



# About us



With over 35 years' experience in local and national markets, RBA provide a professional and reliable service, overseen by Director and Associate Director level personnel throughout each project.

Our purpose is to deliver value to our clients, our communities and the environment, and this is the reason why we exist. It is embedded into our decision making, and gives direction to how we want our business to positively contribute to society and our world. Our values shape how we interact with our stakeholders and are a key part of our culture built on equality and inclusivity.

## About this report

Since RBA's inception in 1985 we have had the privilege of working on many prestigious projects. We have always taken the impact our business has on people and the environment seriously, working with our valued clients to help them achieve their goals. Over the past decade we have recognised the need to ensure our resources are contributing towards impactful solutions. We are proud to share some of these initiatives in this report, from supporting our talented colleagues to gain [professional qualifications](#) to providing our knowledge and expertise to local charities such as [East Street Arts](#).

In 2022 we partnered with sustainability consultancy, [JustOne](#), to define our purpose and values, and bring a holistic approach to building a sustainability strategy for RBA. As a result of this work, we are delighted to present Supporting a Sustainable Future, and welcome you to explore what we aim to achieve by the end of 2027 (see pages 12 - 16).

If you have any questions or ideas for us, please share them by emailing [sustainability@rba-online.co.uk](mailto:sustainability@rba-online.co.uk)

Our purpose is to  
deliver value to  
our clients, our  
communities and  
the environment.



# Our values

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## WE ARE COMMITTED

### **We build trusted relationships.**

Our clients rely on us to consistently deliver solutions and services to the highest standard.

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## WE ARE CARING

### **We take pride in what we do.**

We succeed when our clients' aspirations are met, the environment thrives and our people are fulfilled.

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## WE ARE POSITIVE

### **We provide solutions, not problems.**

We always maintain an optimistic and personable approach; working with our clients and our people to find the best way forward.

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## WE ARE CURIOUS

### **We stay ahead of the curve.**

We are always looking ahead and learning, ensuring our expertise addresses real world challenges.

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## WE ARE INNOVATIVE

### **We are not afraid to challenge.**

We won't stop until we find the best solutions; continually evolving how we do things and always seeking to add value.



# Supporting a Sustainable Future.





Our sustainability strategy, Supporting a Sustainable Future, will enhance the impacts of our existing initiatives, ensure we drive long-term value, and enable us to stay agile as a business year on year.

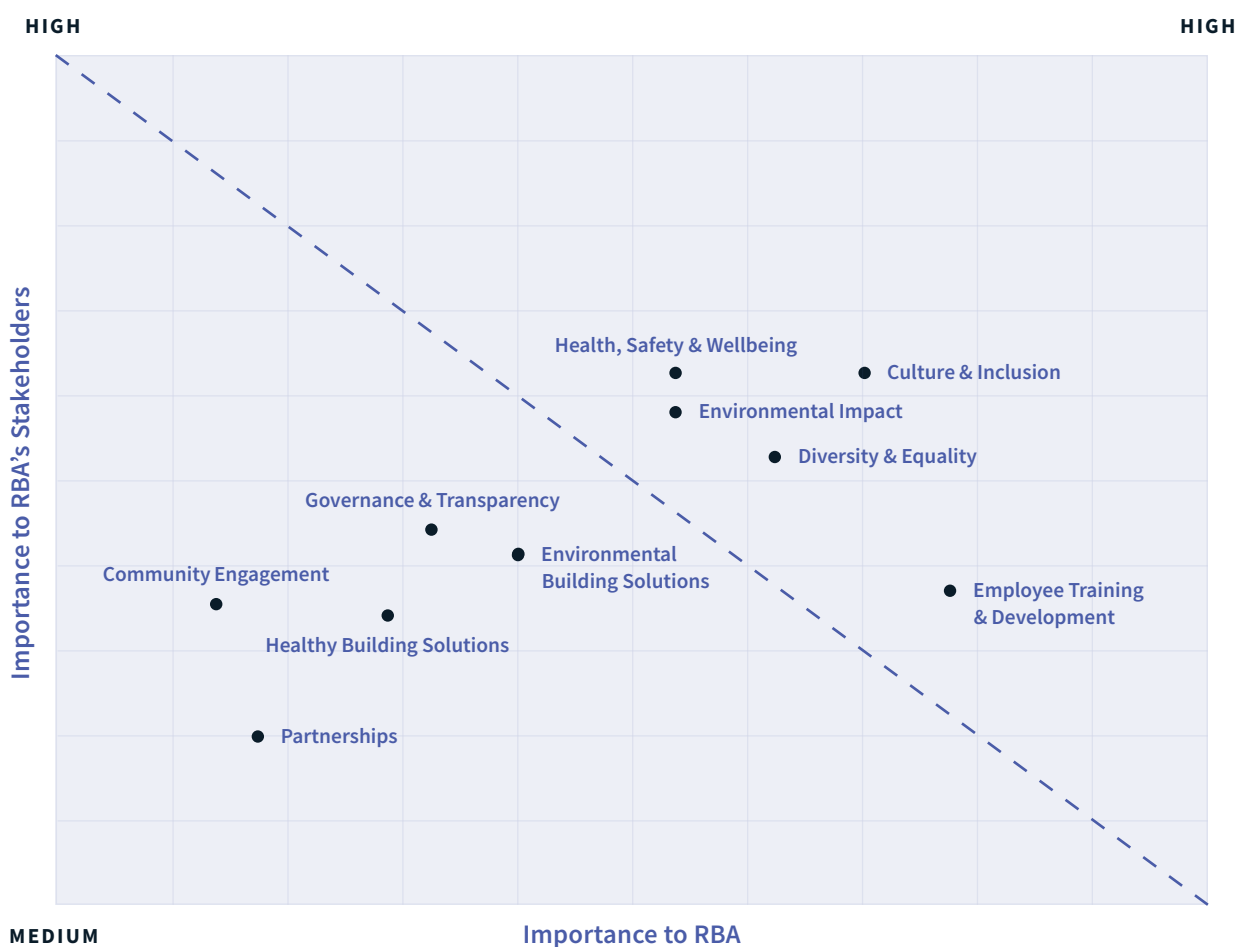


## Introducing our Sustainability Strategy

Supporting a Sustainable Future was developed following a robust methodology led by our sustainability advisors, [JustOne](#). This process involved detailed research, industry analysis, stakeholder engagement and workshops to define the sustainability issues most material to our stakeholders and business. In line with best practice, we developed a double materiality matrix assessment. The result is presented in this report and has informed the creation of the strategy framework and long-term goals for each sustainability issue we are addressing.

**Our vision for 2027 is to support the transformation of our sector to a sustainable future, through our expertise and exceptional people.** Our sustainability strategy is formed of three focus areas, addressing ten sustainability issues across social, environmental and governance topics, with 16 long-term goals to be achieved by the end of 2027.

## Our Double Materiality Assessment



We are committed to taking action that results in tangible and meaningful outcomes for our people, stakeholders and the environment. Through regular and transparent communications we aim to keep our stakeholders updated of the challenges we have faced and the successes we celebrate, holding us accountable to our commitments and actions. Over the coming months we will finalise our Sustainability Committee and governance framework, assign owners to each goal, and ensure that appropriate actions plans are developed. The Sustainability Committee will include Anni Clark, Lydia Howie, Mark Fennell MRICS, Billy Paton FRICS, and Michael Partington MRICS.

Collaboration will be key to the success of this strategy not only between our people but also with our clients, suppliers and wider communities. By bringing expertise and passion together we will remain true to our purpose and deliver on Supporting a Sustainable Future's strategic goals.

Supporting a Sustainable Future aligns with the following UN Sustainable Development Goals (SDGs), and as part of our reporting we will communicate how our actions support progress against the following SDGs.

## UN SDGs





# Our People



We are committed to supporting our people. We will ensure an equal and inclusive culture which is tied to our values, providing sustainable careers for all employees, and ensuring our team lead happy and healthy lives.

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**CULTURE & INCLUSION →**

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**HEALTH, SAFETY & WELLBEING →**

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**DIVERSITY & EQUALITY →**

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**EMPLOYEE TRAINING & DEVELOPMENT →**

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# Our Expertise

We use our expertise to provide healthy and positively impactful solutions. We will support our clients and stakeholders to create places that are meaningful and sustainable for people and planet.

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**ENVIRONMENTAL BUILDING SOLUTIONS →**

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**HEALTHY BUILDING SOLUTIONS →**

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**COMMUNITY MANAGEMENT →**

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# Our Business



We are committed to operating in a transparent, honest and sustainable way. We will strive to reduce our impact on the environment, build partnerships for good and clearly demonstrate progress against our goals.

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**ENVIRONMENTAL IMPACT** →

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**GOVERNANCE & TRANSPARENCY** →

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**PARTNERSHIPS** →



# Our People

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## CULTURE & INCLUSION ↓

- Embed and communicate RBA's values, culture and sustainability strategy to create a more empowering space for all employees.

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## HEALTH, SAFETY & WELLBEING ↓

- Ensure that RBA is supportive and adaptive for all employees, enabling good work life balance.
- Contribute positively to our employees' health and wellbeing, formalising our approach through a health, safety & wellbeing policy in line with sustainability best practice.

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## DIVERSITY & EQUALITY ↓

- Ensure diversity and equality at every level across RBA, through implementation of a diversity and equality action plan, and associated policies.

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## EMPLOYEE TRAINING & DEVELOPMENT ↓

- Support employee aspirations through creation of a formal career development process with tracked objectives and embedded sustainability targets.
- Improve access to the profession by developing a structured internship and work experience programme.



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## ENVIRONMENTAL BUILDING SOLUTIONS ↓

- Understand the environmental impacts of our recommendations to clients, offering the best solutions for occupants.
- Contribute to sustainable building design, construction and management through our services.

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## HEALTHY BUILDING SOLUTIONS ↓

- Understand how our advice to clients contributes towards positive social and wellbeing impacts on projects, offering the best solutions for occupants.
- Engage with and support clients to ensure all projects have a positive impact on the people who live, work, and play in and around them.

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## COMMUNITY ENGAGEMENT ↓

- Engage with and support clients to meet the needs and priorities of local communities on projects.
- Establish a strategic community partnership to improve access to the profession.

# Our Business

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## ENVIRONMENTAL IMPACT ↓

- Achieve net zero carbon in our operations by 2030, supported by an associated action plan.
- By 2025 develop an action plan to reduce environmental impact across our operations.

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## GOVERNANCE & TRANSPARENCY ↓

- Annually report progress against our sustainability strategy, highlighting best practice.

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## PARTNERSHIPS ↓

- Engage and collaborate with partners to drive wider industry change and support progress against our material issues.



# Our People.





## Supporting Sustainable Careers

We work hard to ensure our team feel continually fulfilled at work. This means giving them a career that balances their interests and skills while showing them how they each are making a difference in the world. We work hard to ensure RBA is a great place to work for all our people, supporting individuals in their careers, and building an inclusive culture where everyone feels welcomed.

RBA, as a Chartered practice, actively encourages our graduates and intermediate staff to undertake further professional qualifications, including membership of RICS. We provide the funding, mentoring, and supervision they need to achieve their qualifications and succeed in their personal career goals. These qualifications and the support we provide contributes to our long-term staff retention.

To increase our impact, our team partners with students within our clients' organisations to share knowledge whilst building strong business relationships with peers. We also hold a regular programme of CPD seminars that are well attended.

In addition to supporting our own staff through the RICS APC process, we have been able to extend this to helping some of our client's staff members prepare for their APC assessment, where we have provided feedback on candidate submissions and mock interviews to support final assessment preparation. We were recently pleased to see Lee Avis of Bruntwood pass his RICS APC, and he has acknowledged that a collaborative approach with RBA staff was beneficial to him, and assisted in him achieving his professional goals.

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*Collaborating with the RBA team in the run up to my APC assessment was an invaluable process – and allowed us all to compare our knowledge base and to obtain contrasting perspectives, relative to our respective professional roles. Our companies have worked successfully together for a significant number of years, and our close working relationship and combined individual efforts have paid dividends in our collective results!*

– Lee Avis MRICS, Quantity Surveyor, Bruntwood



Delivering value to our clients, communities, and environment means we have to stay ahead of the curve in every aspect. The property sector has a long way to go to becoming sustainable and reducing carbon emissions across the entire built environment so we offer further professional training in many of these areas. We provide additional training opportunities to staff in sustainability areas including embodied carbon, net zero carbon and sustainable building certifications. We have set up steering groups that provide guidance on client needs and the sharing of knowledge within the business. Training and further education opportunities are offered and encouraged across all levels of the business.

Through government backed initiatives, working with sustainability experts like JustOne, and leadership courses at our local university, we ensure we are continually future-proofing the business and providing the best service for our clients and communities.

*I have recently completed a Leadership Course at Leeds University Business School. I am grateful to RBA for not only providing the platform for me to undertake the course, but actively encouraging me to do so. The new skills and knowledge I have obtained is now allowing me to put theory into practice, where I can provide a greater input into RBA's strategic planning, including digital transformation plans and sustainability strategy.*

– Michael Partington MRICS, Director, RBA



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## Providing Opportunities

For over 15 years, we have invested in the development of our junior members of staff to give them meaningful exposure to our industry and insight into all aspects of how our business operates. We strive to be increasingly inclusive in our recruitment, with our junior positions open to everyone. Our apprentices are employed through a comprehensive apprenticeship programme, where junior staff are able to obtain their degree qualification through our local university. This has given opportunities to local candidates who might not otherwise have had the chance to enter the property and construction sector, or to obtain degree level qualifications through more traditional routes.

Our Graduate Training Programme enables us to give practical experience while imparting our purpose and ethos to them; to deliver value to our clients, our communities and the environment. This has led to our graduates being high achievers in their studies, whilst also feeling very fulfilled at work. We are determined to give our graduates a quality experience and offer numerous internal training and mentoring opportunities to provide bespoke guidance and support.

*I've always had an interest in property and construction, but I'd always thought that the only way to join the industry was through either personal connections or via further education routes. Joining RBA as an apprentice has allowed me to gain a foothold in the industry, and to learn "on the job" whilst progressing my more formal academic studies. I'm grateful to RBA for making positions such as mine more accessible; it has certainly helped me to establish a career path and hopefully realise my full potential in due course.*

– Ciara Grady, Trainee Quantity Surveyor, RBA





# Our Expertise.





## Inspiring The Next Generation

We know that improving access to careers in real estate requires systemic change throughout the whole employee journey. Recently, two of our junior members of staff participated in the Constructing Careers Property Workshop arranged by the [Yorkshire Children's Charity](#) and hosted at [Leeds College of Building](#). The event was attended by students from five different high schools based in Leeds with the aim to give them insight into careers in the property and construction industry.

Throughout the day the students attended five workshops focusing on planning, construction, asset management, disposal and plumbing. Each workshop was led and supported by industry professionals and we were delighted to have two employees invited to attend. During the workshops we interacted with the students, offering advice on career paths and answering any questions they had about our industry. This was a very fulfilling experience for both our team and the students attending.

“ ”

*It was lovely to see so many amazing companies such as RBA at our first Constructing Careers Property Workshop on Friday. Days like this give the young people we work with an amazing opportunity to explore career opportunities within industries they might otherwise think are inaccessible to them. We want to say a massive thank you to RBA for signing up to the Yorkshire Property Subscription and for coming along on the day to support this programme, hopefully we will see them there next year!*

– Polly Carr, Events Manager, Yorkshire Children's Charity



## Helping East Street Arts Achieve Their Mission

Our business is part of the growing, vibrant and increasingly diverse City of Leeds, and we are proud to have our HQ located right by the River Aire. Supporting the growth and success of the cities we work in is close to our hearts and we are always on the lookout for new opportunities to partner with and care for the communities we work in.

East Street Arts is a charity with a mission to empower artists to be self-determined, take control, incite change and influence decision-makers to improve people's lives and environments. Driven by their aspiration to provide a quick, affordable and inspiring space to stay in Leeds, East Street Arts created the vision for a social enterprise called The Art Hostel.

We were invited to support the development by providing Project Management and Quantity Surveyor services, which we did on a free of charge basis. Through this support we helped East Street Arts to procure a suitable contractor and worked closely in partnership with them to deliver The Art Hostel on time and within a strict budget.

The Art Hostel officially opened in spring of 2021 consisting of 60 beds across 12 rooms providing visitors with a fun and relaxed stay where they can explore the streets of Leeds from. All profits of the social enterprise are invested back into the local arts community to support artists in intentional ways.

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*RBA provided us with invaluable Project Management and Quantity Surveying services throughout the construction and refurbishment of our Art Hostel. By virtue of the way the project was funded, the project had significant budgetary constraints, and RBA worked with us in a sympathetic and proactive manner, and understood our aspirations and goals – all of which were successfully met. We extend our thanks to them for going above and beyond and ensuring that the new Art Hostel came to fruition.*

– Jon Wakeman MBE, Co-Founder and Artistic Director, East Street Arts



# Our Business.





## Striving To End Youth Homelessness With LandAid

Some 86,000 young people in the UK will be homeless this year in the UK. Whilst there are various factors behind this, the current cost of living crisis is adding further strain to people's lives. We feel it is our responsibility to help at such a critical time so we have partnered with LandAid to combat homelessness as a Foundation Partner. When we choose a charity to work with, we ensure it strategically aligns with our business so that we can have the maximum impact.

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*LandAid are thrilled to welcome Richard Boothroyd & Associates as our newest Foundation Partner following our first Yorkshire Partners Breakfast in October 2022. LandAid bring the property industry together to aid charities delivering life-changing services for young people who are or have been homeless, or who are at risk of homelessness in the future. The funds will enable youth homelessness charities, UK wide, to continue to provide both emergency accommodation and more long-term support for those who need it most. It will create opportunities for young people and solid, stable routes out of homelessness.*

– Katie Stephenson, Senior National Partnerships Manager, LandAid



LandAid SleepOut 2023

## Realising The Power Of Partnerships

The construction of impactful buildings is only one way in which we reflect our purpose to deliver value to our clients, our communities, and the environment. Looking at the contributions we make to a city, we aim to improve people's wellbeing, health, and enjoyment of their communities. To this end, we have offered our professional services to City of Trees, an innovative movement, set to re-invigorate Greater Manchester's landscape and tackle the climate emergency by restoring underused, unloved woodland and planting a tree for every person that lives in the City Region, within a generation.

We have joined Bruntwood and a team of consultants working with their charitable trust to assist in the delivery of the new headquarter facility for City of Trees, thereby helping increase the initiative's reach and impact. This interesting project has helped us to further align our sustainability and partnership aspirations with our clients and peers.

The new site will be a sustainability centre of excellence, providing education, jobs training, community engagement, skills development and wellbeing initiatives. It will also have a living laboratory; a place for nurturing trees and supporting innovation, demonstrating best practice for urban trees.

*It always feels rewarding to give something back to the local communities in which we work. We have undertaken several charitable trust projects, usually aligned with the areas around some of our major projects. The impact that the new City of Trees HQ will have is inspiring, and we will continue to reach out to such non-profit commissions.*

– Richard Briggs MRICS, Director, RBA





# Taking Action.



## A Statement From Michael Partington

I am proud that RBA cares deeply about taking action to positively impact our people, our communities and the environment.

The process to develop our sustainability strategy, Supporting a Sustainable Future, was informative and challenged us to consider opportunities that we haven't embraced before. Celebrating the projects and initiatives we have been involved in and spearheaded has been an important part of the process, but it has also opened our eyes to how we can be making more of a difference in our roles.

**Launching our sustainability strategy is an important and exciting moment for our business, and I want to take this opportunity to thank all our stakeholders who have contributed to the process of developing it.** Looking to the future it will be my responsibility to ensure that our Supporting a Sustainable Future goals are given the appropriate resource and investment to ensure they are achieved. This includes leading our newly formed Sustainability Committee which will be key to establishing accountability across the business and achieving our 2027 goals.

It is my hope that any business or individual who believes in our purpose and sustainability strategy will collaborate with us and join us on this journey. If you are interested in learning more or have questions please do get in touch by emailing [sustainability@rba-online.co.uk](mailto:sustainability@rba-online.co.uk)

I look forward to sharing our progress in due course.



**MICHAEL PARTINGTON MRICS**  
**DIRECTOR, RBA**

MARCH 2023

# Connect with RBA

WEBSITE →

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