

Arcadis Social Value Proposal

At Arcadis, improving quality of life is at the heart of everything we do. We embed social value by investing in our people and partnering with communities to deliver meaningful change.

Our approach is place-based, aligning with local priorities to maximise economic, environmental and social benefits through client solutions, operations and engagement. We are committed to supporting public sector policies and accelerating a planet-positive future by creating lasting impacts for communities through collaboration with local partners and inclusive practices.

We will work closely with Brent Council to realise outcomes related to the following measures:

- Raise aspirations and address any underachievement from age 0-25 by promoting inclusion and inclusive schools
- Lead by example and work with partners to employ more local people and create more opportunities to develop skills and training that help people to secure well-paid jobs.
- Use the Health and Wellbeing Strategy action plan to make sure Parks and Green spaces offer more opportunities for accessible physical activities and exercise. This includes making inclusive design improvements and management of pocket parks and community gardens.

Project manager Chris Broadhurst will be accountable for delivery of our social value commitments. His role at the outset of the commission will be to arrange a social value inception meeting with you, to gain local insight into the community priorities to ensure our social value offer aligns with existing initiatives being delivered in the borough and to identify additional opportunities for impact. We will capture the outcomes of this meeting in our Social Value Delivery Plan (SVDP), which we will agree with Brent Council. The SVDP will set out detailed commitments, proposed actions and reporting metrics, as well as identify key stakeholders for engagement, confirm timescales for delivery and outline monitoring and reporting mechanisms.

Table 1 below presents our social value commitments aligned to Brent Council's priorities, detailing what will be delivered, how it will be achieved, the associated reporting metrics and case studies demonstrating where we have successfully implemented similar actions before.

We will use the social value platform Thrive to monitor, measure and report on our social value delivery. Thrive enables us to quantify our impact both in monetary terms and as a percentage of contract value, highlighting achievements and key learning. We have identified relevant reporting metrics in the table below.

We will report on delivery progress on a monthly basis, as part of regular client meetings.

Table 1: Social Value Commitments

| What will be delivered | How This Will be Achieved | Reporting Metrics | Alignment with Brent SV Themes |
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| <p>Deliver 20 hours of STEM events at schools within Brent, focusing on those that have a higher proportion of disadvantages students.</p> | <ul style="list-style-type: none"> • Explore opportunities for delivering sessions with schools such as E-ACT Crest Academy, Newman Catholic College and Ark Elvin Academy. • Early engagement with teaching staff to understand needs, interests, learning environment and timescales • Social Value Lead to plan and deliver sessions in collaboration with project team, including resources tailored to the opportunities and relevant to the project and local area. | <ul style="list-style-type: none"> • No. staff hours spent on local school and/or college visits. | <p>Best Start in Life</p> |
| <p>Supporting Evidence: Arcadis has more than 40 country-wide STEM ambassadors who support young people into relevant careers, combating industry skills gaps. We also work with social mobility charities such as Career Ready to support and mentor students from disadvantaged backgrounds, helping them to explore different career pathways and develop workplace skills</p> | | | |
| <p>Deliver 2 career sessions/employability workshops, targeting under-represented groups including ethnic minorities and disabled people to provide support into work for unemployed people</p> | <ul style="list-style-type: none"> • Work with Brent Hubs and their partner organisations such as The Shaw Trust and the Global Skills Centre to identify opportunities to deliver sessions to unemployed people and work with them to design the content. • Social Value Lead to plan and deliver sessions • Seek feedback following sessions. | <ul style="list-style-type: none"> • No. of people hours of mock interviews, CV writing, careers advice delivered. | <p>Thriving communities Prosperity and Stability</p> |
| <p>Supporting Evidence: We are working in partnership with Bluewater shopping centre, Dartford, to deliver a cross-sector employment and pre-employability campaign, to promote opportunities to visitors and the use of facilities at the Bluewater employment hub, to host employment workshops. These Arcadis designed workshops last up to 3 hours and raise sector awareness, Arcadis career opportunities, interactive team challenges and 1-2-1 sessions to plan next steps.</p> | | | |
| <p>Provide a 6-month secondment opportunity for Brent Council staff member within our teams</p> | <ul style="list-style-type: none"> • We will work with Brent Council and Arcadis teams to identify a role and responsibilities for a Brent Council staff member and clear objectives will be set. • Social Value Lead to assign a mentor and ensure suitable inductions and onboarding. • Social Value Lead to schedule regular progress reviews and capture lessons learned for both organisations. | <ul style="list-style-type: none"> • No. of weeks of work experience of work placements completed. | <p>Prosperity and Stability</p> |

Supporting Evidence: As well as secondments, we also work closely with a range of clients to deliver knowledge shares that are tailored to areas of interest and expertise. For the West Yorkshire Combined Authority, we have developed a programme of webinars which are rolled out to WYCA staff, subcontractors and which are also relevant to Arcadis staff. Topics covered have been agreed in advance with WYCA and have included how to develop business cases, the dos and don'ts of stakeholder engagement and best practice relating to EV infrastructure.

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| <p>Organise for 10 Arcadis staff to use their charity day to volunteer on projects to improve the local environment.</p> | <ul style="list-style-type: none"> • Utilise Arcadis colleagues charity days to volunteer time to community projects. • We will liaise with Brent Council, Conservation and Friends of Parks groups to identify relevant community projects we can support. • Social Value Lead to coordinate with Brent Council and relevant stakeholders. | <ul style="list-style-type: none"> • No. of people hours spent providing support to community-led initiatives. | <p>A Cleaner, Greener Future. A Healthier Brent</p> |
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Supporting Evidence: All Arcadis staff have a Charity Day that they can use each year on a charitable activity of their choice. We regularly combine our Charity Days for use on a specific activity as part of our project social value commitments relating to a particular client or geography. Examples of activities we have undertaken over the last couple of years include beach cleans, countryside volunteering and activities relating to improvements to school gardens / grounds.