



**SOCIAL IMPACT**

**REPORT**

**2023**

# INTRODUCTION

**We're delighted to share our very first Hive Projects Social Impact Report for 2023 with you.**

**This report isn't just about numbers and charts; it's a journey through all we've been doing to make a real difference in our corner of the world. It's also a shout-out to how far we've come and how committed we are to social value as an organisation.**

**From humble beginnings to now, this report is our way of showing you the heart and soul behind what we do. So, let's dive in together and celebrate the stories of impact, growth, and the awesome community spirit that makes Hive Projects special.**

# OUR STORY SO FAR

Branching out beyond our traditional scope, we've ventured into Higher Education, Local Authority, and Private Housing, aligning our expertise with the unique challenges and opportunities these sectors present. This expansion isn't just about tapping into new markets; it's a strategic move to amplify our impact and contribute meaningfully across diverse industries. As we cast our net wider, the Hive Projects family has grown too. We've welcomed around ten vibrant and talented individuals into our team, each bringing their unique skills and perspectives and adding new layers to the collaborative spirit that defines Hive Projects. The growth we've experienced is not just numerical; it's a testament to our resilience, adaptability, and unwavering commitment to making a difference in every aspect of our work.



# OUR 2023 GOALS

As we kicked off 2023, Hive Projects was geared up with a set of ambitious goals that held social impact at their core. These four key objectives, which we'll get to below, were more than just checkboxes; they were our compass for the year. To ramp up our efforts, we brought in dedicated resource—passionate, and ready to roll up their sleeves and drive change. Our aim? To not just meet expectations but to lead in social value in the consultancy field. We envisioned setting the bar high, not just for ourselves, but to light the way for our clients, contractors, and teams too.

## 1

### To Create a Social Value Strategy

This strategy will be rooted in our belief that businesses can be powerful forces for positive change in society. Our aim is to define clear and measurable objectives that contribute to the well-being of communities, the environment, and our stakeholders.

## 2

### To Create a Sustainability Plan aligned to the UN SDG's

Develop a Sustainability Strategy intricately aligned with the United Nations Sustainable Development Goals (SDGs). This strategic initiative will underline the company's commitment to global responsibility and targeted impact. The approach will involve an assessment to identify specific SDGs, ensuring that sustainability efforts are directed towards areas where the company can make a substantial positive contribution.

## 3

### Build on Charity Relationships

The development of a nominated charity partner as a cornerstone of our community engagement strategy. We'll actively seek collaborations with various organisations, ensuring a broad and inclusive approach to our social impact initiatives. This involves forging connections with local community programmes that address specific issues and partnering with social enterprises that align with our values and goals.

## 4

### To Achieve Social Value Recognition and Accreditation

To secure accreditations in social impact, validating our commitment to positive societal contributions. We'll align our practices with industry standards, surpassing benchmarks set by accreditation bodies. Through this commitment to accreditation, we actively seek continuous refinement, ensuring that our actions align with our social responsibility goals and driving a culture of ongoing improvement within our organisation.



# OUR COMMUNITY IMPACT

We believe in the impact that collective effort can have on communities, and our approach has been to empower our team to actively contribute their time and skills to a diverse range of community initiatives. Our goal this year has been to cultivate a meaningful volunteering schedule, that not only supports our team's ability to engage with local communities, but also addresses a variety of societal issues, sectors, locations, and themes, reflecting our commitment to making a positive impact for the communities we operate within.



**324**  
Volunteer Hours Across  
The Team

**198**  
Hours Spent On Community  
Specific Volunteering

**650+**  
Personal Interactions With  
Community Members

**£5,485.32**  
Social Value Return Based  
On National TOM's of  
Community Volunteering At  
Hive

# SKILLS & EMPLOYABILITY



£2,133.18

Social Value Return  
Of Hive Team  
Volunteers

2

Career's Fairs

126

Volunteer Hours  
Spent On Skills &  
Employability

1,010

Students, young  
professionals and  
employment seekers met

Throughout the year, we've actively engaged in a series of impactful volunteering initiatives, showing our commitment to community support. Our teams participated in a diverse range of activities, including volunteering at local food pantries, organising workplace safaris for school children, attending panel discussions, visiting school assembly's, and participating in several careers fairs. We extended our support to youth zones, providing mentorship and childcare assistance to empower the younger generation. Skill-sharing was a key focus, with our teams contributing their expertise to various projects. Whether it was Christmas-themed charitable efforts or collaborative projects with local schools, our volunteering initiatives made a positive impact across key locations in the North West, including Liverpool and Manchester.

# OUR APPRENTICES

Apprenticeships, and alternative pathways, play a vital role in developing a skilled and dynamic workforce, injecting fresh perspectives and driving inclusivity within industries. At Hive, we actively support these initiatives, understanding that a multifaceted approach to talent development, and recruitment via alternative pathways, not only enriches our teams but also contributes to the broader societal goal of providing accessible and varied avenues for professional growth, employment, and education.

52

Weeks Of Apprenticeships  
At Hive Projects

£13,093.08

Social Value Return, Based  
On The National TOM's



This year, we've welcomed a trio of talented apprentices—Alisha, Nick, and most recently, Gregor. As active participants in our apprenticeship programme, they've integrated into our teams, gaining hands-on experience in real-time projects and immersed themselves in the day-to-day workings of the organisation. Our partnership with PlanBee, a North-based apprenticeship scheme, dedicated to fostering skills and employment opportunities within the construction industry, is a great tool and support for our desire to support skills an employment pathways. By collaborating with PlanBee, we're contributing to the positive social value outcomes that come with supporting emerging talent. Apprenticeships offer a unique route into the workforce, providing individuals with practical skills, confidence, and a foundation for future career success. We value the importance of these schemes, in building a more inclusive and skilled workforce.

**PlanBEE Manchester**

**CONSTRUCT YOUR  
CAREER IN MANCHESTER.**

**PlanBEE**  
Higher  
Apprenticeship

# OUR CHARITY WORK

This year has been particularly remarkable as we solidified our partnership with Manchester Youth Zone through a two-year agreement. In this collaboration, not only did we commit to raising £11,000 to support their Healthcare initiatives, but we also actively engaged with the Youth Zone by providing essential resources and team support through our team's volunteering efforts. This marks a significant milestone in our journey, emphasising our dedication to fostering a strong sense of community involvement.



# 24

Hive team members participating in fundraising activities

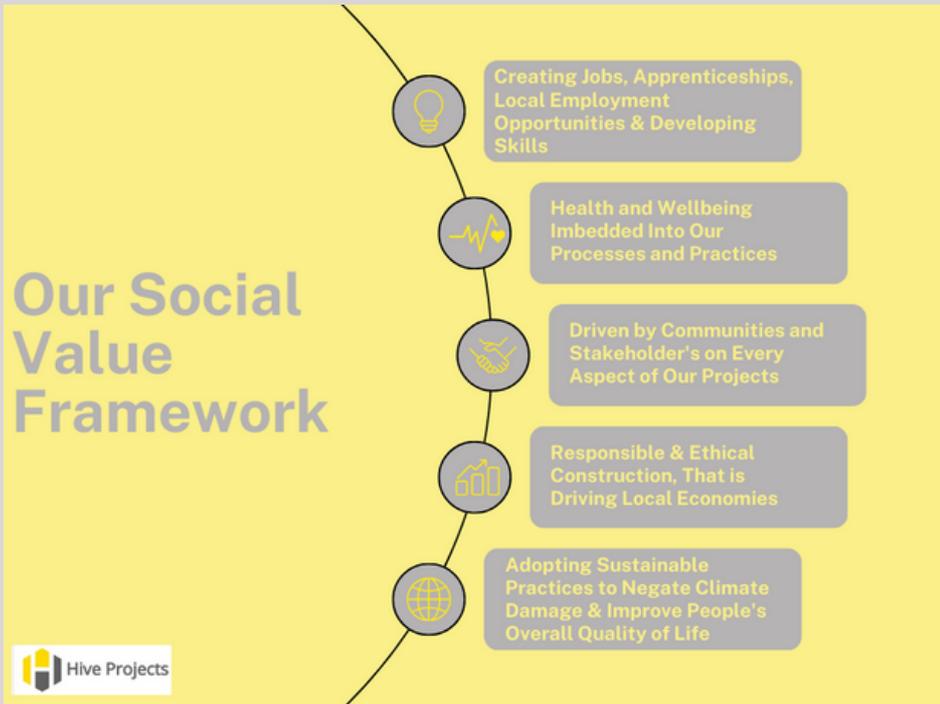
# £6K

After 9 Months of our partnership, we are already over half way to our financial targets

# OUR FRAMEWORKS ARE CREATED

## SOCIAL VALUE STRATEGY

We got serious about making a difference by creating a social value strategy. It's like our master plan, the blueprint that shapes everything we do. This isn't just some document gathering dust on a shelf; it's our go-to guide for purpose. Whether we're kicking off a new project, or making decisions on the about our direction, this strategy is the heartbeat of our actions. It's our commitment to doing good, translating into real, measurable goals and steps we can take.



## SUSTAINABILITY STRATEGY

In collaboration with the University of Liverpool, we embarked on a 'sustainability' journey in 2023 by co-creating a sustainability strategy that's more than just a plan—it's our roadmap for positive change. This is our shared commitment to sustainability, a direct response to the global call set by the UN Sustainable Development Goals (SDGs). Created in collaboration with our academic partners, this strategy is our way of putting those goals into action. From reducing our carbon footprint to fostering social equity, each initiative is a tangible step towards making a meaningful impact.

Hive Projects has made a commitment to playing a meaningful part in working towards the UN Sustainable development goals. Developing shared purpose between our clients and communities as well as our teams to safeguard our planet. We will apply our expertise and resources to contribute towards a safe, sustainable, and fulfilling future for all.



**5 GENDER EQUALITY**

Promote, develop and partner with programs and organizations to support women in gaining employment.

Implement Social Value work that directly contributes to reducing barriers to employment for women as a whole, but particularly, within the construction industry.

Aim to achieve a 50/50 gender split within our teams. Ensuring we make development and progression within Hive Projects accessible, realistic, and achievable for our female colleagues.

Continue to have equality at senior leadership levels within the organization.



**8 DECENT WORK AND ECONOMIC GROWTH**

Advocate diverse recruitment via alternative education and employment pathways, with a focus on supporting professionals from underrepresented groups.

Ensure our recruitment is done with diversity and equality at the forefront.

Support apprentice and other professional skills routes in a variety of ways across the business.

Within our projects, seek to recruit local resources, and improve the opportunities for employment, whilst also looking to procure materials sustainably through our schemes.



**11 SUSTAINABLE CITIES AND COMMUNITIES**

Collaborate with local authorities to aid the UK's efforts to increase truly, affordable housing. Where possible deliver projects that directly contribute to the housing stock within the UK, and particularly in areas that are under-served. By being involved with housing we aim to improve the economical outlook and physical/mental health standards of communities.

Commit to urbanization masterplans that includes community and social value projects, education facilities, wellbeing resources, community infrastructure, and transport links to develop sustainable, thriving communities and opportunities for all.

Leave a positive legacy following on from our projects, that equips the communities and futureproofs them for longevity.



**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Become a sustainable organization by committing to a paper-free office and reducing waste through social value initiatives.

Encourage and facilitate green travel and agile work practices that minimize our contribution towards the climate crisis.

Support ethical trading and manufacturing by using suppliers that meet our sustainable practice standards through our robust procurement process.

Engage with partners and landlords, committed to recycling, waste reduction and sustainable methods of energy supplies too.

All our projects will have sustainability expectations and will need to be a positive contributor towards sustainability efforts.



**13 CLIMATE ACTION**

Collaborate with the public sector, Local Authorities and private sector operators to develop a joined up approach to mitigating climate change and it's associated implications.

Embed climate change measures into policies, strategy and planning of our scope of works.

In partnership with our clients, implement climate change initiatives into our projects at programme conception and champion sustainability, NC2 and ethical practices throughout project delivery.

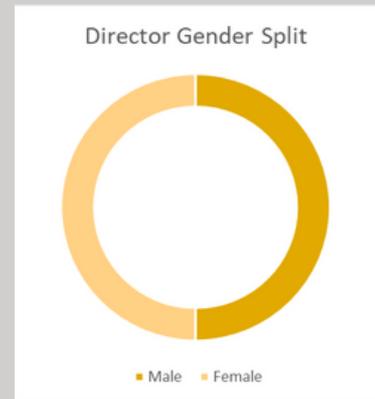
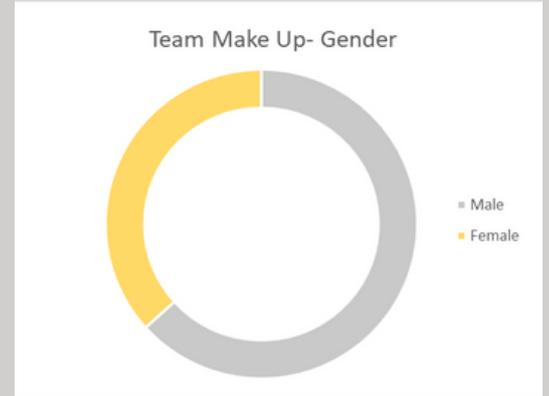
Where appropriate, off-set our Carbon Footprint relating to projects of work.

# OUR PEOPLE

As an employer, we seek to develop our people and diversify our workforce and, to do this, we must first understand our people. We regularly track and analyse our people data, using it to set meaningful targets which will drive positive impact throughout the organisation and improve how we do business. We strongly believe that transparency is key to making progress.

Running our business ethically is part of our promise to our teams, which is why we hold ourselves to high standards when it comes to being responsible employers.

We have made strides in achieving our objective of constructing a diverse workforce and fostering an inclusive workplace, we acknowledge that there is still considerable work ahead to meet our goals and help break down barriers associated with the construction industry.



50%

of our workforce being female by 2025 (currently 37%)

We've set ourselves ambitious goals around equality and diversity in the workforce. Focusing on gender which has historically been a challenge in our sector.

40%

of our senior roles being held by women by 2025 (currently 33%)

There is a clear ethical and commercial logic to ensuring everyone is given the conditions in which to succeed. Not only is it the right thing to do, but we believe that diversity of experience brings diversity of thought and perspective, which in turn drives greater proximity to customers, better-informed decisions, and a culture which more readily embraces innovation. Ultimately, our action plan is about delivering two outcomes: a more diverse workforce and a more inclusive culture.

# OUR ACCREDITATIONS

## BCORP

In 2023 we embarked on a journey towards B Corp accreditation, reflecting our commitment to upholding the highest standards of social and environmental responsibility. Throughout this process, we rigorously assessed and aligned our business practices with the principles of transparency and accountability that define the B Corp certification. This pursuit was more than a checklist; it was a demonstration of our dedication to conducting business with a purpose beyond profit. As we continue to navigate the assessment process, we are now continuing to work towards proudly achieved full B Corp accreditation in 2024.



## GREATER MANCHESTER GOOD EMPLOYER CHARTER

Further cementing our commitment to cultivating a positive workplace environment, this year we achieved accreditation to the Greater Manchester Good Employer Charter. This accomplishment is a testament to our proactive approach in aligning with the Charter's fundamental principles, emphasising diversity, inclusion, and fair employment practices. Throughout the accreditation process, we worked hard to meet the criteria, ensuring that our workplace not only adheres to high standards but also actively contributes to the well-being of our employees. This marks our success in creating a workplace culture that goes above and beyond, reflecting our dedication to being a socially responsible employer in Greater Manchester.



# OUR PROJECTS



We're dedicated to selecting projects not only for their economic viability, but also for their embodiment of positive social values within the communities they serve. As a team of project managers, we recognise the significant influence we possess and have strategically utilised our position to broaden the social value reach of our programmes. Our approach extends beyond immediate project outcomes, delving into the intricacies of supply chain dynamics, recruitment strategies, training initiatives, and community opportunities.

We have embedded a commitment to social value within our project's selection processes' by incorporating dedicated questions and scoring criteria that assess the potential impact on the communities we engage with. These questions go beyond traditional metrics, looking into the ways a project can contribute positively to social, economic, and environmental factors.

Moreover, we drive a cohesive approach within our wider teams (these include our design teams, construction and suppliers) to deliver social value as one unified force. Our programme delivery operate under a shared understanding of the overarching strategy, emphasising the collective responsibility to maximise positive outcomes for the communities involved.

