

Pollard
Thomas
Edwards

At Work Working at PTE

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A person wearing a light blue shirt is holding a large cardboard box. The box is decorated with a colorful illustration of a two-story house with multiple windows, a green Christmas tree in the foreground, and a string of yellow lights. The background is blurred, showing other people and a green light in the distance.

Our focus is to design great buildings and places, to deliver excellent services to our clients and to create an inspiring workplace for our people.

Working at PTE

Talented people come to Pollard Thomas Edwards from all kinds of places and backgrounds (around 22 different languages are spoken here), inspired by an exciting portfolio of projects and a working environment founded upon genuine equality and allyship.

We have a long tradition of supporting women in the workplace and fostering a supportive community of LGBT+ colleagues. Diversity underpins our professional outlook, providing us with the insight to create truly inclusive places and communities.

Many of our colleagues stay with us throughout their careers and a significant number return after gaining experience elsewhere. This is down to the work we do and how we do it, as well as the friendly environment at our beautiful canal-side studios in Angel, Islington.

Our staff can work at home too, and we offer a wide range of flexible working options for all at PTE. The studio, however, is central to our identity: we acquired and converted the Victorian timber mill in the '90s and won a Civic Trust commendation in 2000 for its restoration. Our garden too has won many prizes over the years.

About PTE

Pollard Thomas Edwards is an architecture practice specialising in the design of homes, neighbourhoods, public and mixed-use buildings throughout the United Kingdom.

Over the past five decades we have built up an enviable track-record working with communities, local authorities and commercial clients to create buildings and places people want to live in.

Using the full range of skills at our disposal, from architectural and urban design to masterplanning, property development and community engagement, our team of 150-plus professionals are dedicated to enhancing the towns, cities and villages in which we work.

And while we have the resources and financial strength of a large practice we are able to offer a personal service more commonly associated with smaller studios.

We understand the specific needs of our clients and where and what they seek to build: in short, as our award-winning project portfolio shows, we understand how sustainable placemaking works.

We are equally comfortable tackling smaller bespoke building projects as we are masterplanning villages, towns and urban districts.

Our approach is founded on placing people first, understanding their needs and designing to suit, emphasising not only the way the buildings and places look, but also on how they are made, how they are used and how they age too.

About PTE

As well as designing new neighbourhoods and estates we also repair and revitalise existing ones in need of care. This in turn has helped us build a reputation for taking over difficult projects which have stalled and re-energising them to create thriving places people enjoy being in.

We do it all from our studios at Diespeker Wharf, a converted factory in Islington, which provides our team with a great working environment and serves as both a local landmark and a visible expression of our ethos.

We've earned the respect of our peers too, winning more than 250 awards over the years, with recent wins including BD Housing Architect of the Year 2017, AJ Sustainable Practice of the year in 2018 and British Homes Awards Architect of the Year 2020.



PTE project timeline



Edon Grove
Camden, 1981



Anchor Brewhouse
Southwark, 1989



Crystal Wharf
Islington, 2003



Tidemill Academy
Lewisham, 2011



New Ground Cohousing
Barnet, 2017



City Park West
Chelmsford, 2019

— 1974 ————— 1994 ————— 2004 ————— 2014 ————— 2015 ————— 2016 ————— 2017 ————— 2018 ————— 2019 ————— 2020 ————— 2021 —→



Woodbridge Estate
Islington, 1977



Leybourne Street
Camden, 1979



Tower & York House
Westminster, 1984



Diespeker Wharf
Islington, 1996



Ellesmere House
Kensington & Chelsea, 2007



Connaught Gardens
Haringey, 2009



Arundel Square
Islington, 2010



The Avenue
Saffron Walden, 2014



The Scene
Waltham Forest, 2015



Woodside Square
Muswell Hill, 2018



New Garden Quarter
Newham, 2019



Motion
Waltham Forest, 2020



East Square Cinema
Basildon, 2021



Colebrooke Road Office
Islington, 1976



Fitzjohns Avenue
Camden, 1980



Old Royal Free Square
Islington, 1993



Terracotta Court
Southwark, 2000



Jaywick Sands
Essex, 2000



Ironworks, Fish Island
Tower Hamlets, 2005



Gunpowder Mill
Waltham Abbey, 2009



The Granary
Barking & Dagenham, 2011



Prospect East
Newham, 2017



Bow Garden Square
Tower Hamlets, 2018



Packington Estate
Islington, 2019



Knights Park, Eddington
Cambridge, 2020



Marleigh
Cambridge, 2021



Norland Road
Shepherd's Bush, 1976



New Concordia Wharf
Southwark, 1984



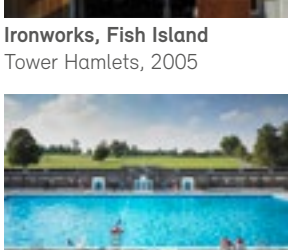
Frestonia
Notting Hill, 1989



Chillingworth Road
Islington, 2001



Lingham Court
Lambeth, 2005



Brockwell Lido
Lambeth, 2007



Angel Waterside
Islington, 2008



Thames View East
Barking & Dagenham, 2014



Deptford Market Yard
Lewisham, 2016



Colby Lodge
Waltham Forest, 2018



Packington Estate
Islington, 2019



Mosaics
Oxford, 2020



Coronation Square
Waltham Forest, 2021

2021 in numbers

5,666
homes under construction



Planning permission for
2,575 homes



703
homes built



16,077
sq.m of commercial space



LGBT+, equality and allyship

"I am proud to work in a prejudice-free environment with a supportive atmosphere where equality and allyship go without saying. There is an honest and open studio culture here, where people of all identities feel confident and comfortable being themselves and there are no barriers to inclusion and progression."

Joseph Stancer, Architect



LGBT+, equality and allyship

PTE is dedicated to the provision of a safe, friendly and supportive working environment for everyone who works here. We recognise that some of our staff, especially those who identify with groups that often experience prejudice, sometimes need more reassurance and safeguarding than others, which we are always happy to provide.

We recognise that:

- in architecture there is no 'one size fits all' approach. This informs our work and the way we operate, where diversity and equality are not just about who we are as a workforce but what we do too, and how we do it
- difference is an essential means of creative practice within complex and fluid conditions. This drives inclusive design practices which are fundamental in our projects
- by fostering a supportive community of LGBT+ colleagues in our studio and engaging collaboratively with LGBT+ clients and consultants, we can discover the potential of architecture to create inclusive places and communities more broadly.

How we work

"The design process is inclusive and we are all encouraged to have an input. Everyone's opinion is valid and listened to, and this applies to all aspects of the practice. Staff are encouraged to think about how we operate as a business and contribute towards PTE's success on many levels."

Rebecca Lee, Senior Architect



How we work

With more than 100 design, technical and support staff we are able to handle a wide range of projects with demanding programmes. We really value the close client relationships we forge – around 60 per cent of our work is repeat business – and ensure all partners engage closely with our projects.

Our creative output and our business strategy, including how we deliver services, is shaped by partners Patrick Devlin, Dominique Oliver, Tricia Patel, Kaye Stout, Carl Vann and Justin Laskin. They lead five design workshops which cover our residential and mixed-use work and incorporate teams specialising in education projects and Third Age housing.

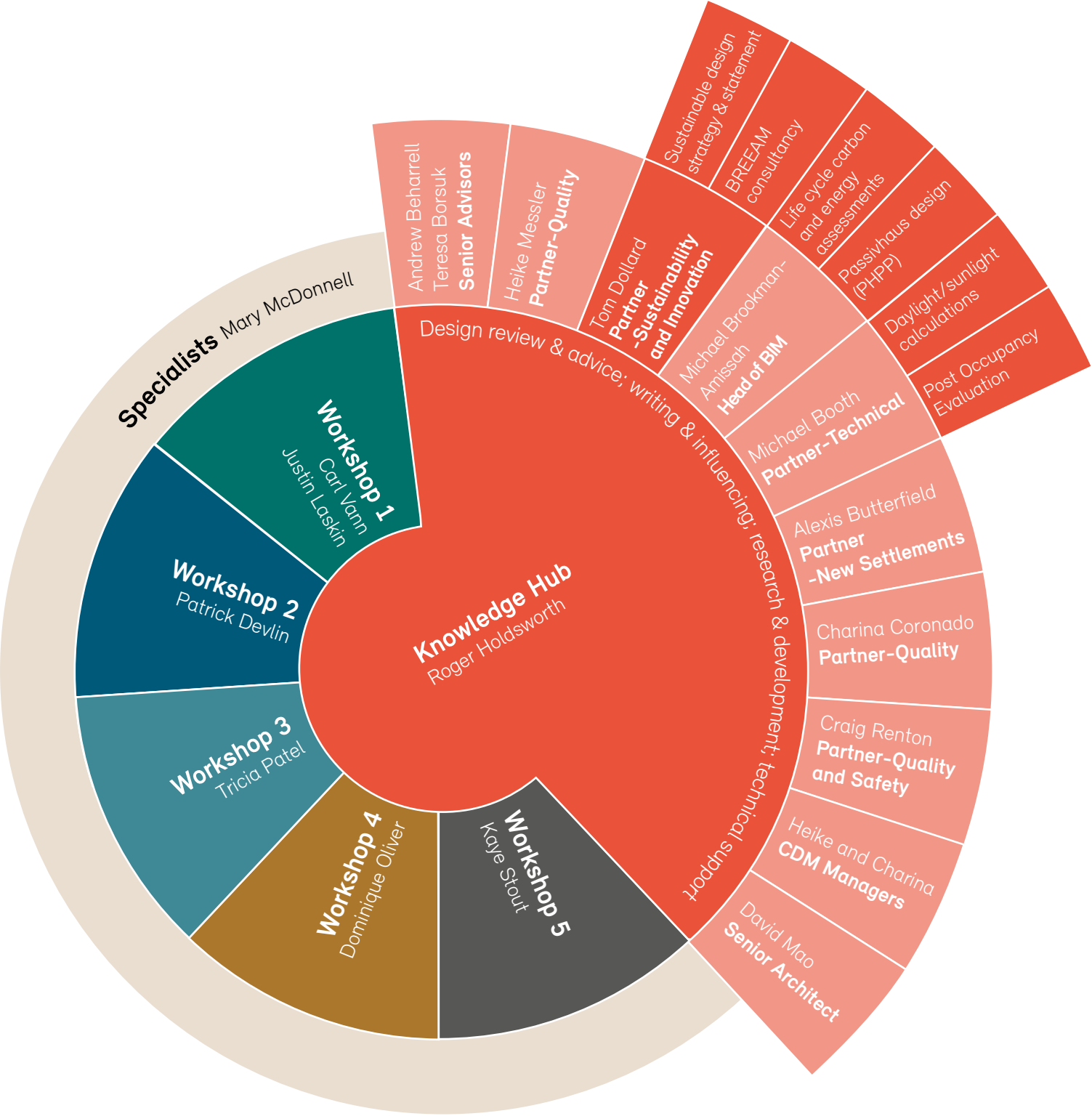
Our Knowledge Hub provides information, guidance and quality control for the whole practice, covering the creative, technical, planning and procedural challenges and solutions which shape our sectors of work. It is headed by partner Roger Holdsworth, supported by our heads of sustainability, BIM and technical audit.

The practice is supported by our finance partner Mary McDonnell and senior managers, whose teams cover all our business functions: information systems, finance, human resources, premises and administration.

Senior advisors Andrew Beharrell and Teresa Borsuk bring a wealth of expertise, guidance and advice to the team from concept to delivery.

Our Communications Group, which includes writers and graphic designers, produce professional reports, submissions and consultation material as well as bespoke publishing and branding services for the practice and our clients.

How we work



What to expect...

" Compared to other places I have worked, PTE gives you the scope to develop professionally and offers a broad range of CPD sessions and regular meetings where the practice genuinely engages with its staff. PTE has a diverse workforce in age, gender and cultural background, which is a real asset and creates a balanced working environment."

Yeon Barrow, Senior Technician



What to expect...

Personal & Professional Development

PTE believes in the importance of training and developing all employees.

To ensure staff achieve professional and personal development aims we have a structured Continuous Performance Review process. The aim of this is to provide a clear direction towards personal and professional objectives, so that each employee is able to achieve their potential, identify areas of development, gain maximum job satisfaction and contribute towards PTE's success. Many of PTE's senior staff have benefitted from internal promotion.

In terms of reviews:

- All new starters have a formal probation review after three months
- After probationary period, all staff take part in two check-in meetings with a senior member of staff during the year

Mentoring

PTE offers Architectural Assistants a mentor to assist them with achieving their professional qualifications. PTE also encourages staff to seek support and guidance from practice members who are experienced and can share their knowledge and skills in a particular topic area.

Continuing Professional Development (CPD)

We acknowledge the RIBA and other professional requirements for CPD – and help our staff to achieve their targets by arranging in-house CPD events. We arrange both internal events and external speakers, covering a wide range of topics.

What to expect...

Happy Hours

We hold regular late afternoon 'Happy Hours' with wide ranging topics, for example:

- business planning reviews by the partners
- seminars on topical issues relating to our work
- celebrations of individual and collective achievements
- discussion of collective themes from our staff reviews.

PTE Conference Days

Conference Days are a chance for everyone at PTE to come together, share ideas, learn new skills and be involved in office-wide events. Held in-person at Diespeker Wharf on the last Friday of each month everyone is expected to attend.

The Conference Day marks a new era for Pollard Thomas Edwards as we embrace a hybrid culture, blending working from home with in-office working.

Check out the launch film on the following page.

What to expect...



PTE Conference Day

What to expect...



Employment benefits

" I joined PTE in 1998, and in that time I have had two periods of maternity leave and agreed various part time and different working hours arrangements. PTE has been supportive, adaptable and accommodating, and I am now back working full time. I enjoy the fact that the projects in the office continue to be interesting and varied from regeneration to all sorts of housing projects and schools. Regardless of size, our projects always involve good communication and engagement, and PTE has always practised meaningful consultation with residents and stakeholders, always remembering that a 'unit' is someone's home."

Sarah Eastham, Partner - Engagement



Employment benefits

Holiday Entitlement

The partners recognise that the prevalence of long term staff are essential to the success of PTE, as they share their knowledge and expertise to the projects and with newer staff. Consequently, the partners have agreed that additional holidays are awarded to staff based on their role and/or their length of service.

Length of service/role number of holidays (excl. public holidays):

- 0-5 years 23 days
- 5 years + Senior Arch/Tech/Manager 24 days
- 10 years + Associate 25 days
- 15 years + 26 days
- 20 years + 27 days
- 25 years + 28 days

PTE Pension Contributions

All PTE staff are automatically enrolled in the PTE workplace pension scheme after 3 months of joining the practice. Currently this is 4% employer and 4% employee contribution.

PTE offers an enhanced contributory scheme as follows:

Associates	7% of basic salary
Senior Architects	5% of basic salary
Senior Technicians	5% of basic salary
Senior Managers	5% of basic salary

Employment benefits

Enhanced Maternity & Shared Parental Pay Policy

At PTE we try to make important life choices easier for our people. PTE offers enhanced maternity pay and shared parental pay policy for employees with over two years' continuous service (as at the end of the maternity qualifying week) whereby we will pay:

- Enhanced maternity pay of 3 months' full salary
- You may be entitled to take up to 50 weeks Shared Parental Leave during the child's first year, of which the first 3 months from the birth of the child, PTE will pay 3 months' full salary.

Profit Share Scheme

We believe in sharing PTE's successes with everyone who contributes to our performance. This is dependant on PTE's overall annual performance.

Professional Membership

PTE will cover the cost of annual subscriptions to professional memberships, including RIBA and ARB (after completion of probationary period).

Help Towards Professional Qualification

Depending on eligibility the practice will provide financial support of up to £2,000 and a number of study leave days.

Interest Free Season Ticket Loan

PTE offers interest free loans to employees who wish to purchase season tickets for travel to work. The benefit is available to those who have successfully passed their probation period.

Health and wellbeing benefits

"I enjoy the working environment at PTE. Despite being a busy practice, it is not a stressful place nor do I feel the pressure of having to take work home at the end of the day. I enjoy coming into work because there is a healthy work life balance here. The office is in a fantastic location, right by the canal, with plenty of places to enjoy a good lunch."

Danny Ceurvels, Senior Architect



Health and wellbeing benefits

Your wellbeing is very important to us and we have a range of options available to help with all matters relating—from health care to confidential and free personal advice.

Yoga

We offer a weekly yoga class. The class has proved a popular way for our people to keep healthy and relax.

Cycle to Work Scheme

PTE's cycle to work scheme helps to promote healthier lifestyles and reduce environmental pollution. The scheme allows you to save up to 40% on the cost of a bicycle and accessories. You can choose to spend from £100 to £1,000 on any adult bike or range of cycling accessories. A new bike could cost you as little as £12 per month spreading the cost over a 12 month period.

Employee Assistance Programme

PTE provides a 24/7 confidential support service offering advice on both life and legal matters. Here are some of the ways in which our advisors can help:

- Confidential 24/7 telephone support with qualified counsellors
- Up to 6 face-to-face counselling sessions
- Access to financial, legal and health support
- Nurse call back and medical information.

In addition, the online portal gives you access to:

- Health Risk Assessments
- Cognitive Behavioural Therapy
- Mini health checks
- Webinars and additional health and wellbeing support.

Health and wellbeing benefits

Permanent Health Insurance & Life Assurance

PTE employees are automatically insured. Group Income Protection allows PTE and you to manage long term sickness or absence effectively. It provides a guaranteed income for employees who are unable to work as a result of illness. Group Income Protection can take a number of different forms but generally it provides at least 50% of the employee's gross pay and this is paid by PTE to you less tax and National Insurance.

Death in Service Benefit

PTE's death in service benefit will pay a lump sum payment equal to your base salary to your nominated beneficiary.

Private Medical Health Insurance

PTE has a private medical health scheme with BUPA. Senior Architects, Senior Technicians, Associates and Senior Managers are eligible to join.

Health Cash Plan

The Health Plan is available to all PTE employees. You can claim money back towards your everyday healthcare costs, including dental check-ups, sight visits, physiotherapy, reflexology and much more. You are also eligible to receive discounts and offers for gym memberships, sports equipment as well as family days out.

Social activities

" I like that PTE has a vibrant atmosphere, which encourages people from different workshops the opportunity to mix. There are various social activities to choose from which cater to a wide range of interests; whether it's a traditional PTE event such as softball and the Annual Chicken Run or something completely new like the PTE choir! It's a great place to learn with no pressure, but a lot of fun!"

Aiste Valeviciute, Architectural Technologist



Social activities

PTE believes in working hard and playing hard! We encourage many social activities, eg:

- Sports; football, softball and table tennis
- Exercise; Yoga and fun runs
- Friday drinks at 4pm
- Monthly life drawings class and choir group
- Christmas party
- Summer BBQ party
- Open City mentoring opportunities
- London Open House
- London Festival of Architecture

Social value

PTE has an annual programme and budget for charitable works, ranging from local community schemes to international aid appeals. We have a commitment to youth projects, particularly in our own neighbourhood and, working with specialist organisations, mentor young people from diverse backgrounds pursuing careers in architecture.



Affiliations

PTE is affiliated with a number of organisations and campaigns that regularly enable our people to participate and attend networking opportunities throughout the year.

<p>Member of the</p> 						
						
						
						

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