

Working at PTE  
2026

Pollard  
Thomas  
Edwards



# Contents

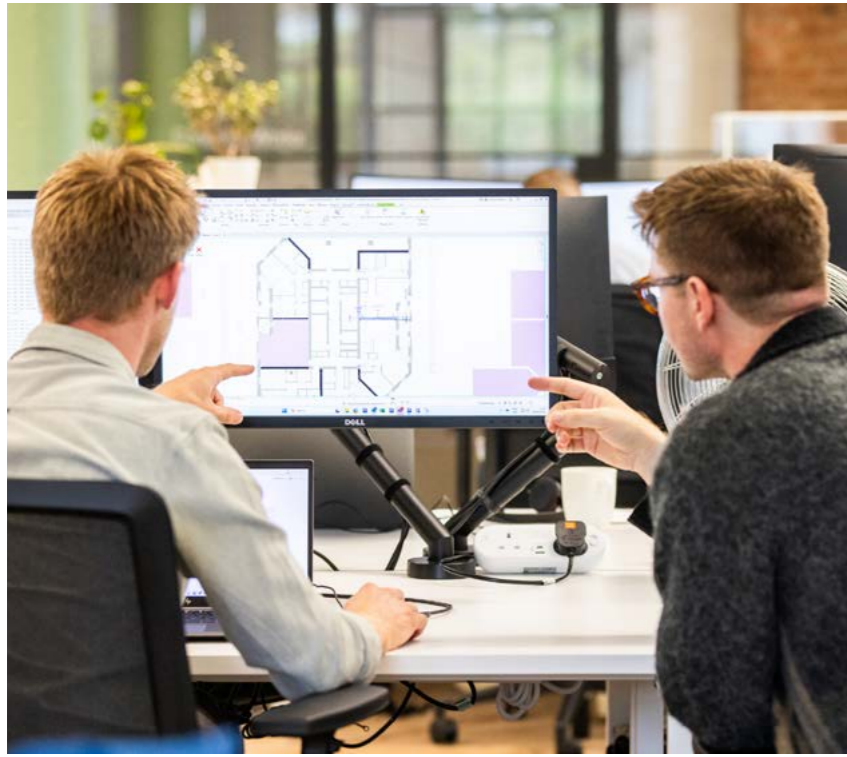
- 01 Introduction to Pollard Thomas Edwards
- 02 LGBT+, equality and allyship
- 03 How we work
- 04 What to expect...
- 05 Employment benefits
- 06 Health and wellbeing benefits
- 07 Social activities
- 08 Social value
- 09 Affiliations
- 10 Research and Innovation

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**Save trees, save paper. Please consider the environment before printing.**

We believe good architecture  
has social purpose, and can  
make the world significantly  
better for all of us.

We combine our expertise with local knowledge and our clients' aspirations, to create buildings and places inspiring pride and a sense of belonging.



Founded in  
**1974**



**50/50** ♀♂



over  
**300** design awards



**22**  
languages spoken

# 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.



# PTE project timeline



**Anchor Brewhouse**  
Southwark, 1989



**Crystal Wharf**  
Islington, 2003



**Tidemill Academy**  
Lewisham, 2011



**New Ground Cohousing**  
Barnet, 2017



**City Park West**  
Chelmsford, 2019



**Beechwood Village**  
Basildon, 2022



**Juniper House**  
Waltham Forest, 2023



**Walter Tull House**  
Haringey, 2025



**Woodbridge Estate**  
Islington, 1977



**Leybourne Street**  
Camden, 1979



**Tower & York House**  
Westminster, 1984



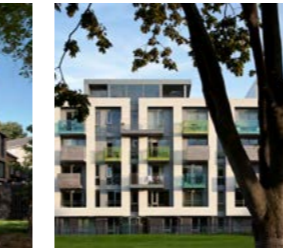
**Diespeker Wharf**  
Islington, 1996



**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



**Stratford High Street**  
Newham, 2025



**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



**Knights Park, Eddington**  
Cambridge, 2020



**Barnsbury Estate**  
Islington, 2022



**Asda Park Royal**  
Brent, 2025



**Coronation Square**  
Waltham Forest, 2025



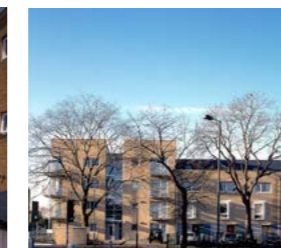
**Norland Road**  
Shepherd's Bush, 1976



**New Concordia Wharf**  
Southwark, 1984



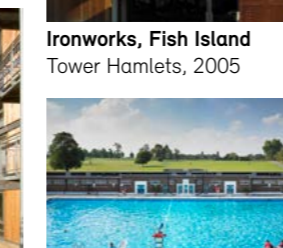
**Frestonia**  
Notting Hill, 1989



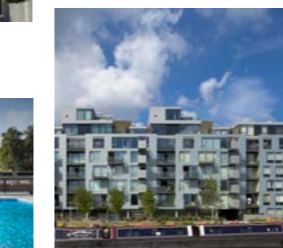
**Chillingworth Road**  
Islington, 2001



**Lingham Court**  
Lambeth, 2005



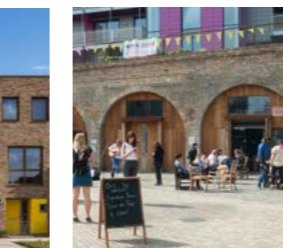
**Brockwell Lido**  
Lambeth, 2007



**Angel Waterside**  
Islington, 2008



**Thames View East**  
Barking & Dagenham, 2014



**Deptford Market Yard**  
Lewisham, 2016



**Colby Lodge**  
Waltham Forest, 2018



**Dover Court Estate**  
Islington, 2021



**Woodstock North**  
Oxfordshire, 2024



**Brixton Station Road**  
Lambeth, 2025

2020 - 2025

12,000  
homes under construction



9,500  
homes built



Planning permission for  
14,000 homes



1,000,000+  
sq ft of commercial space



# Sectors



Urban housing



Rural and suburban housing



Later Living



Workspace



Education



Public buildings



Estate regeneration



Town centres



Rental Living



Masterplanning and Urban Design

## 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, Associate



## How we work

With more than 80 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.

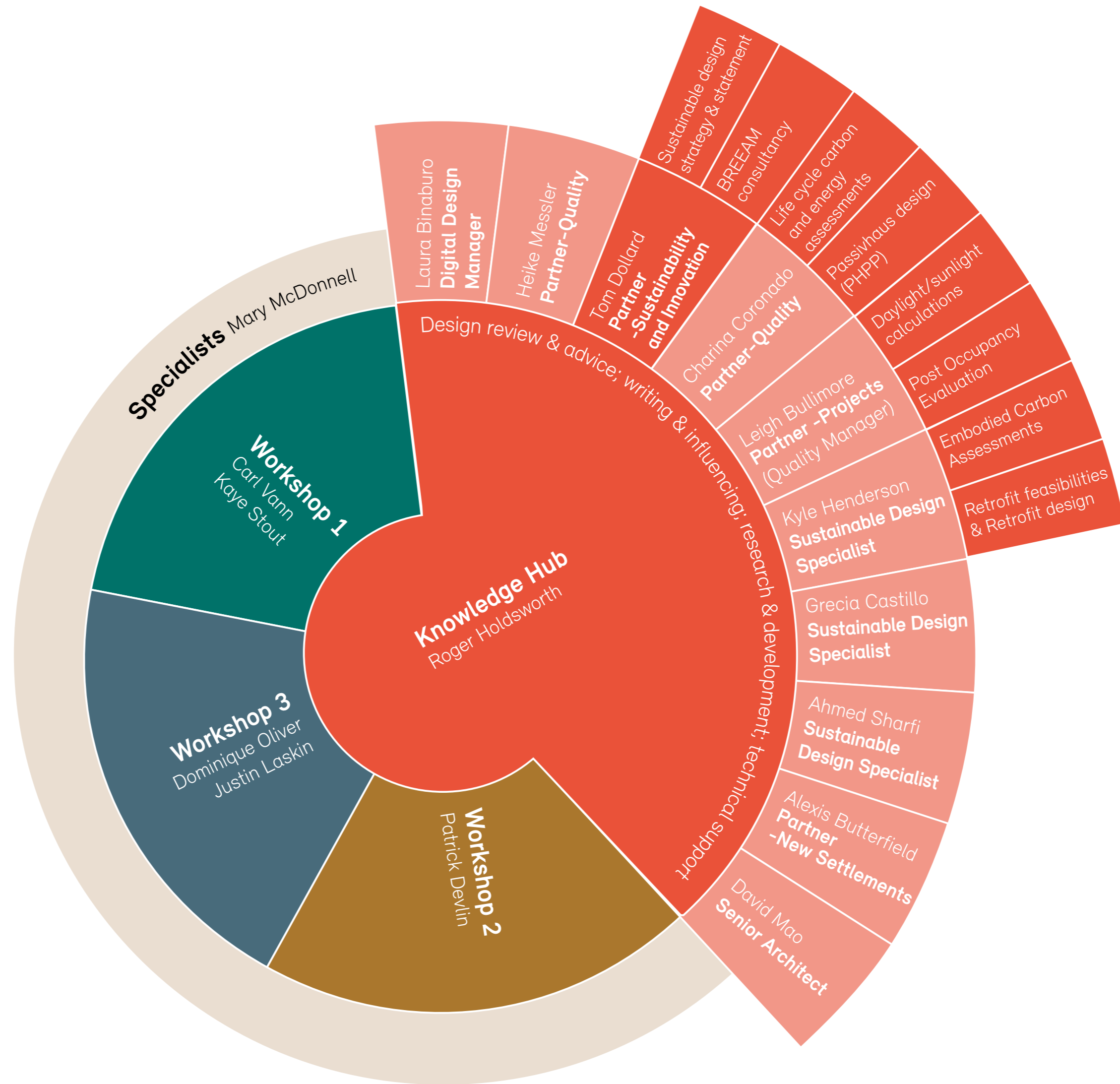
Our creative output and our business strategy, including how we deliver services, is shaped by partners Patrick Devlin, Dominique Oliver, Kaye Stout, Carl Vann and Justin Laskin. They lead three design workshops which cover our residential and mixed-use work and incorporate teams specialising in education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

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...

### **Thursday Lunch**

Each week we take it turns to cook for the whole office, followed by a CPD.

### **Thursday at Four '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**

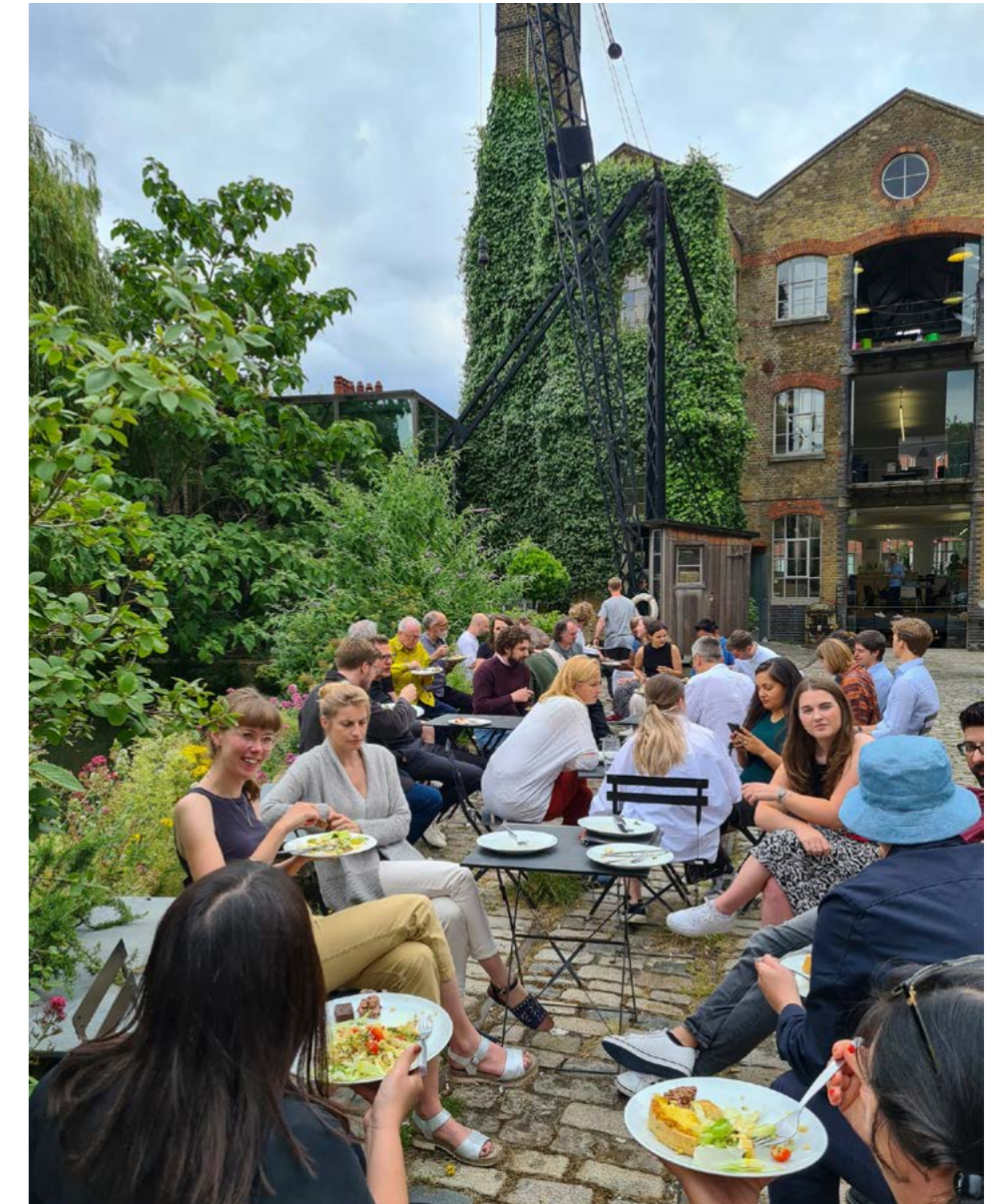
Conference Days are a chance for everyone at PTE to come together, share ideas, learn new skills and be involved in office-wide events. Held in-person at Diespeker Wharf quarterly, everyone is expected to attend.

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.

# PTE Conference Days

Every Conference Day is themed around a topic, previous themes include:

- Estate regeneration
- Later Living
- Sustainability
- Rural housing
- On-location - Cambridge
- Deck Access housing
- Tech
- ESG
- Social housing
- Co-design
- Build to Rent
- Inclusivity
- Living with Nature



# PTE Conference Days

We round off the day with a panel discussion that everyone comes along to. Panel guests include...



## 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. 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): 20 days start;

- 2 years +1
- 5 years +2
- 10 years +3
- 15 years +4
- 20 years +5
- 25 years +6

In addition/separately to years- for promotions/seniority:

- Senior Arch; Tech or Support +1
- Associate +2
- Partner +3

## 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 & Paternity Pay Policy**

At PTE we try to make important life choices easier for our people. PTE offers enhanced maternity and paternity 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
- Enhanced paternity pay up to 3 weeks 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 2 weeks 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, Associate



# 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.

## **Wellness**

We offer monthly wellness activities such as yoga class, wellbeing workshop, plus more.

## **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
- Social groups
- Exercise; Yoga and fun runs
- Friday drinks at 4pm
- Life drawings classes
- Christmas party
- Summer BBQ party
- Open City mentoring opportunities
- London Open House
- London Festival of Architecture

# SOCIAL VALUE

Social value is central to how PTE operates. It underpins our design ethos, which is shaped by dialogue with the communities we work with, and it informs our in-house culture - the way we work with each other - as well. Our method is simple: in everything we do, we aim to involve the people who matter most.



# SOCIAL IMPACT 2025

**£60,000+**  
Social value delivered



**9 student**  
placements



**130 hours**  
staff wellbeing



**£15,000**  
Raised for Crisis



Engaged with over  
**800+** residents



**3,600+**  
outreach hours



**210 hours**  
staff CPD's and  
training



**20** computers  
donated to Lambeth  
residents



**Crisis**



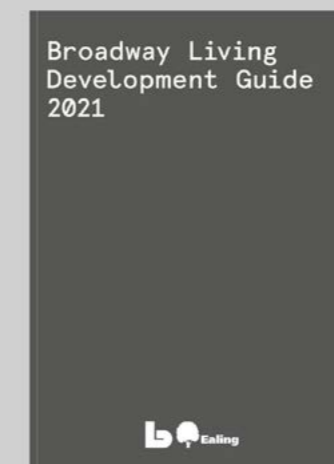
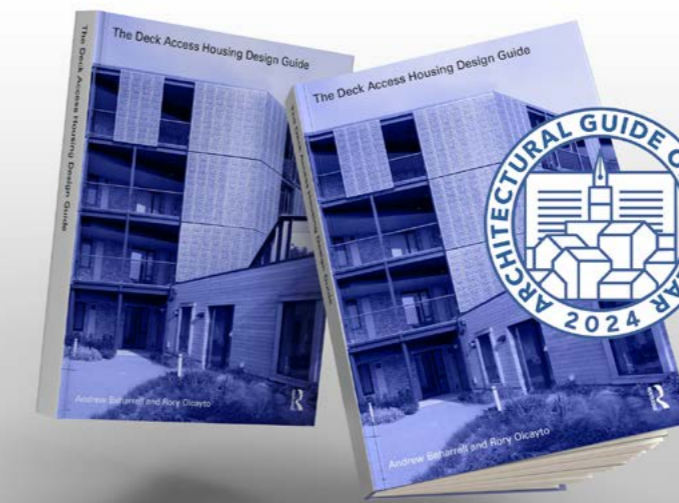
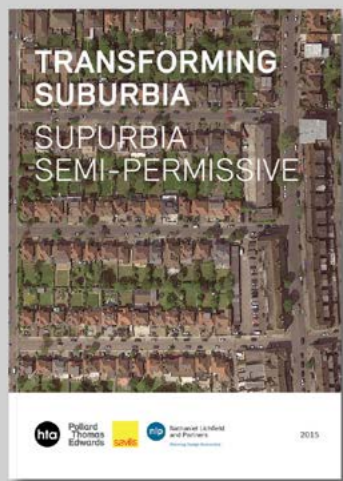
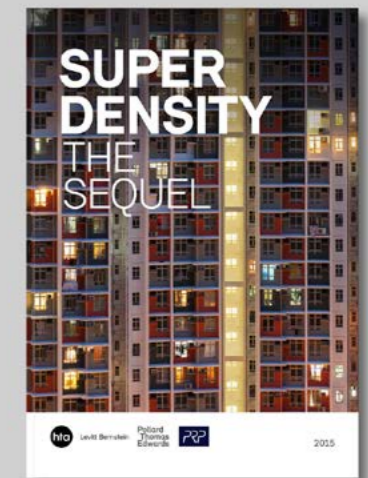
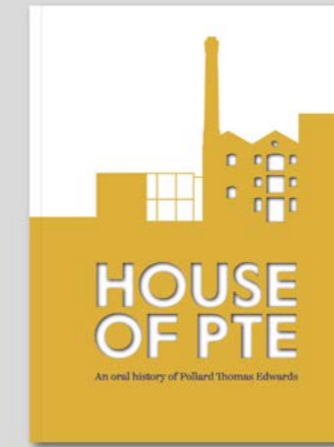
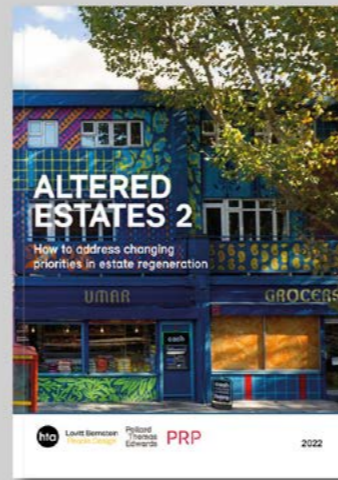
# Affiliations

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



# happi® happy homes project

The social value of architecture is in fostering ❤️😊 emotions, whether through connections with 🌱🏡👨👩👧👦 or offering opportunities for an 🧑🏻🧑🏼🧑🏽🧑🏾🧑🏿🧑🏿🧑🏿🧑🏿🧑🏿🧑🏿 lifestyle and in providing the 🧑🏻🧑🏼🧑🏽🧑🏾🧑🏿🧑🏿🧑🏿🧑🏿🧑🏿🧑🏿 to pursue autonomy.



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