



BPIC NETWORK

SETTING INCLUSION STANDARDS

STRONGER TOGETHER | BUILT ENVIRONMENT | INCLUSION

WELCOME TO OUR COMPANY

INCLUSION CERTIFICATION

SETTING INCLUSION STANDARDS

BPIC Network is an **Industry body** representing and **setting inclusion standards** through **Certification** across Construction and the Built environment for individuals and businesses

The Network champions inclusion, fostering collaboration, growth and innovation across key built environment sectors – Construction, Real Estate & property Consultancy, Product Suppliers, Small businesses, Utilities and Local and Central Government. This support is made possible by our team of subject matter experts and collaboration with Industry Partners.

Together, we are dedicated to shaping an industry that thrives on diversity and provides meaningful opportunities for those currently engaged or aspiring to contribute to its dynamic landscape.

INCLUSION IN OUR DNA



INCLUSION CERTIFICATION ACROSS THE BUILT ENVIRONMENT

LOCAL AUTHORITIES

DEVELOPERS

HOUSING ASSOCIATION

CONSULTANTS

MAIN CONTRACTORS

SUB CONTRACTORS

PROJECTS

HOUSING

INFRASTRUCTURE

FACILITIES MANAGEMENT

REAL ESTATE

OVER 100 CORPORATE PARTNERS
ACROSS THE BUILT
ENVIRONMENT





VISION & MISSION

Vision

Our vision at BPIC Network is to be the Built Environment benchmark for inclusion in the built environment — providing organisations with assurance that they are operating to the highest standards of inclusive practice, accessing diverse talent, and supporting pathways for people into the industry.

We are committed to establishing an aspirational platform for individuals seeking fulfilling careers while enabling employers to strengthen representation and embed equity across their workforce. Through this dual focus, we envision a sector where opportunities are accessible, talent is nurtured, and inclusivity drives both social value and industry

Mission

At BPIC Network, our mission is to set the standard for inclusion in the built environment, ensuring that organisations not only champion diversity but are supported with practical tools, assurance, and diverse talent pipelines.

We empower and educate individuals from underrepresented backgrounds, guiding them into fulfilling careers and unlocking opportunities through knowledge, training, and mentoring. Beyond advocacy, we work hands-on with employers to embed inclusive practices, shape equitable workplace cultures, and design recruitment strategies that reflect the communities they serve. Through these initiatives, we are reshaping the industry narrative and building a more inclusive, representative, and vibrant future for all.



Why Partner with BPIC Network

- Be a member of the leading Inclusion assurance membership organisation
- Show commitment to diverse talent attraction and retention from early careers to senior level
- Resource pool for inclusion
- Pipeline for diverse small business to enhance supply chains
- Celebrate diverse talent across the built environment through events and Award Ceremony
- Join a platform help create better social impact

SETTING INCLUSION STANDARDS

Breaking Barriers

Creating Opportunity

Item	Description	Outcomes	Small Business	Standard	Delivery	Strategic
Membership and Inclusion Assessment	BPIC Network is a built environment Inclusion certification and assurance organisation. Our membership involves initial assessment to ensure organisations have the right tools in place to attract and retain talent. Our membership, in line with Good work standard and assurance is supported by British Standards. Regular checks are carried out, with recommendations issued to assist organisations in being inclusive. We also issue a yearly Impact Report. We are recognised by the UK Government and Industry bodies such as the Office of Government Property, Chartered Institute of Building (CIOB), Construction Industry Council, The Greater London Authority (GLA), and the Cabinet Office	Inclusion Assessment	✓	✓	✓	✓
		Workforce and Career Progression				
		Inclusion Policies and Procedures				
		Membership Certificate				
		Policy Templates				
Inclusion Resource Portal	Including resource modules including e-learning for company wide Inclusion Guidance	Industry Research	✓	✓	✓	✓
		Best Practise guidance and Social Value				
		Social Media Adverts	✓	✓	✓	✓
Social Media Job Adverts	Job advertisement on BPIC's Social media outlets Including Early Careers	Social Media Adverts	✓	✓	✓	✓
Cross Industry Employee Resource Groups Collaboration	Employee Resource Groups (ERGs), also known as affinity groups or employee networks, are voluntary, employee-led organizations within a company. These groups are designed to foster a sense of community, support, and inclusion among employees. Your team will join our Network's cross sector collaboration on best practice with other industry network leaders	Industry cross sector network leaders knowledge sharing	✓	✓	✓	✓
Impact Report	Yearly Impact Report Summarising activities carried out, Impact and also scores if necessary. This can be shared with the wider Industry and Clients	Yearly Impact Report	✓	✓	✓	✓
Job Board and Company Page showcasing your business and Opportunities on BPIC Website	Dedicated Company Website showcasing your opportunities and company profile on the BPIC Page. This Includes directing candidates to your website	Job Board and Company micro Page	✓	✓		
Inclusion Webinar and Lunch and Learn	Inclusion Webinars, Resource Hub and Knowledge Sharing Lunch and Learns	Webinar and Lunch and Learn	✓	✓		
BPIC Leaders Network	Access for a Leader from your organisation to attend the BPIC Leaders Network Group - a Cross sector collaboration of Industry Leaders promoting Small business and Inclusive Leadership	Infrastructure Leaders Network	✓	✓		
Monthly Account Manager Check in	Monthly check ins to check in on progress	Monthly Check In				✓
Social Value Delivery Assistance	Work with our BPIC team to help fulfil your social value Initiatives. With an extensive network of speakers, community groups, charities and training providers, we are able to facilitate social value deliverables. This also includes providing work experience candidates	Work Experience, Training	✓			
		Diverse Small Business Access				
Inclusion Programs, Bid and Tender/Procurement Support	A discounted dedicated Consultant working with your Bids team to assemble bids/tender documentation and other elements	Bids and Admin Support				✓
Supplier Tracker - Benchmarking Standards with your Contractors and Construction Supply Chain	Working with you and your delivery partners and contractors on Projects - ensuring inclusion and social value is being delivered to the benchmarked standard through BPIC membership. You will be able to check which contractor is a BPIC member and their activities through our system	Infrastructure Leaders Network	Request	Request	Request	Request
BPIC Inclusion Audit	A BPIC high level Audit to enable your organisation to see which areas need to be worked on to improve inclusion.	BPIC Audit	Request	Request	Request	Request
BPIC Awards	Be Part of BPIC Network's Yearly Awards Ceremony - Celebrating built Environment Inclusion with over 500 people	BPIC Awards	Request	Request	Request	Request
Inclusion Action Plan and Reports	Work with your team to help produce Inclusion Action plans and Reports	Action Plan	Request	Request	Request	Request

Inclusive Talent Strategy and Leadership	Social Impact Strategies	Seconded Talent Consultant	Seconded Social Impact Consultant
<p>We help organisations strengthen inclusive leadership and embed equity across their culture. Our consultancy offers practical training, leadership development, and best-practice guidance to attract, retain, and progress diverse talent. We also create tailored policies and inclusion action plans that drive measurable, long-term impact.</p> <p>Key highlights:</p> <ul style="list-style-type: none"> • Practical inclusive leadership development and training • Diverse talent attraction and retention best-practice support • Creation of bespoke policies and inclusion action plans 	<p>We support organisations in designing meaningful social impact strategies that align purpose with performance. Through Social Impact Action Plans, Social Value 106 frameworks, and tailored programme design, we help you deliver measurable value to communities and stakeholders.</p> <p>Key highlights:</p> <ul style="list-style-type: none"> • Social Impact Action Plans to strengthen your organisational commitments • Social Value 101 frameworks to build internal understanding and capability • Design of diverse talent and social impact programmes for projects 	<p>Our Seconded Talent Consultant becomes an integrated member of your team, providing hands-on expertise and access to our extensive talent network. We support inclusive hiring, enhance recruitment processes, and help strengthen your internal capabilities.</p> <p>Key highlights:</p> <ul style="list-style-type: none"> • Embedded consultant providing on-the-ground recruitment support • Access to our diverse and highly engaged talent network <p>Strengthening of inclusive hiring processes and candidate experience</p>	<p>A Seconded Social Impact Consultant works directly with your organisation to build, implement, and expand social value initiatives. Using our frameworks, partnerships, and sector insight, we help you drive authentic, measurable social impact across programmes and projects.</p> <p>Key highlights:</p> <ul style="list-style-type: none"> • Embedded consultant delivering hands-on social impact support • Access to our tools, frameworks, networks, and partnerships • Support to design, implement, and measure social value initiatives



How we help benchmark your Supply Chain and Contractors on Inclusion

Collaborating on Projects to Drive Inclusion and Social Value

By working with you and your delivery partners, contractor and sub-contractors, we ensure that inclusion and social value are consistently achieved in line with benchmarked standards through BPIC membership.

Our system allows you to verify which contractors are BPIC members and review their associated activities and performance. They will also receive impact reports

You can also track and benchmark key inclusion and social value indicators, including (see column on right for details)

INCLUSION BEST PRACTISE

Inclusion Policies
Zero Tolerance Policy
Workforce Career Progression
Recruitment Practises

DIVERSE SKILLS PIPELINE

Site Labour supply through our Social enterprise - Building Professionals
Diverse Job Board
Career Fairs
Events

SOCIAL VALUE DELIVERY

Connecting with local Charities and community groups
Facilitating engagement with communities

SKILLS TRAINING

Connecting suppliers to local training providers and training opportunities for local workforce

WORK EXPERIENCE

Candidates for work experience on projects from our network and community partners

LOCAL AND DIVERSE SMALL BUSINESS

Access to diverse and local small business from our network.
Access to our small business breakfast



UTILISING YOUR BPIC NETWORK MEMBERSHIP

BPIC Resource Portal

Toolbox Talks
Webinars
Policy Templates
Lunch and Learns
Construction site signange

For HR and Compliance

BPIC Membership Certificate
Inclusion Resources
BPIC Online Company Wide
Compliance Training

For Talent/Recruitment

Join the BPIC Job Board
Work with our Talent team for
diverse talent
recruitment/headhunting

For Social Value Teams

Work with the BPIC Skills
Academy team - Skills Training
and site jobs opportunities
Social Value best practice
Local job offers and small
bussinesses

For Employee Resource Groups (ERGs)

Join Industry wide Employess
resource group and learn from
other ERG eladers

For Procurement Teams

Access to diverse small
bussinesses
Work with team on Tenders

For Site Based Teams

BPIC Toolbox talks
Site Signage with BPIC Job board

For Marketing and Events

BPIC Events and Calendar
BPIC Social media teams and
campaigns

For Leadership

BPIC Leaders events and
Breakfast sessions
Inclusion Leadership Training

HOW IT WORKS

Agreement: Our team agrees partnership and how we will work with your organisation

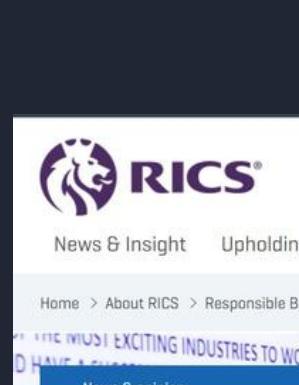
Assessment: Our team will carry out an Onboarding assessment in line with Good work Standards - to ensure the business can be assisted properly on its journey. Recommendations are issued for implementation after the assessment with follow ups

Onboarding: Your organisation is onboarded to our network system – connecting all parts of your organisation to the network – from employee resource group, events, talent and job and BPIC Awards

Monitoring and Impact report: In Partnership with Industry Partners - Throughout the year, our team will provide support and check in to ensure our work is being effective. We will also offer regular checks and a yearly Impact Report



PRESS



Black History Month and the importance of built environment inclusion

Advancing a more ethnically diverse built environment

MAYOR OF LONDON LONDON ASSEMBLY

INDUSTRY LEADERSHIP

The **BPIC Network** (Black Professionals in Construction) is a platform for black and

Higgins Partnerships

Higgins Partnerships joins BPIC Network as a Partner

adair

BPIC celebrates New Office

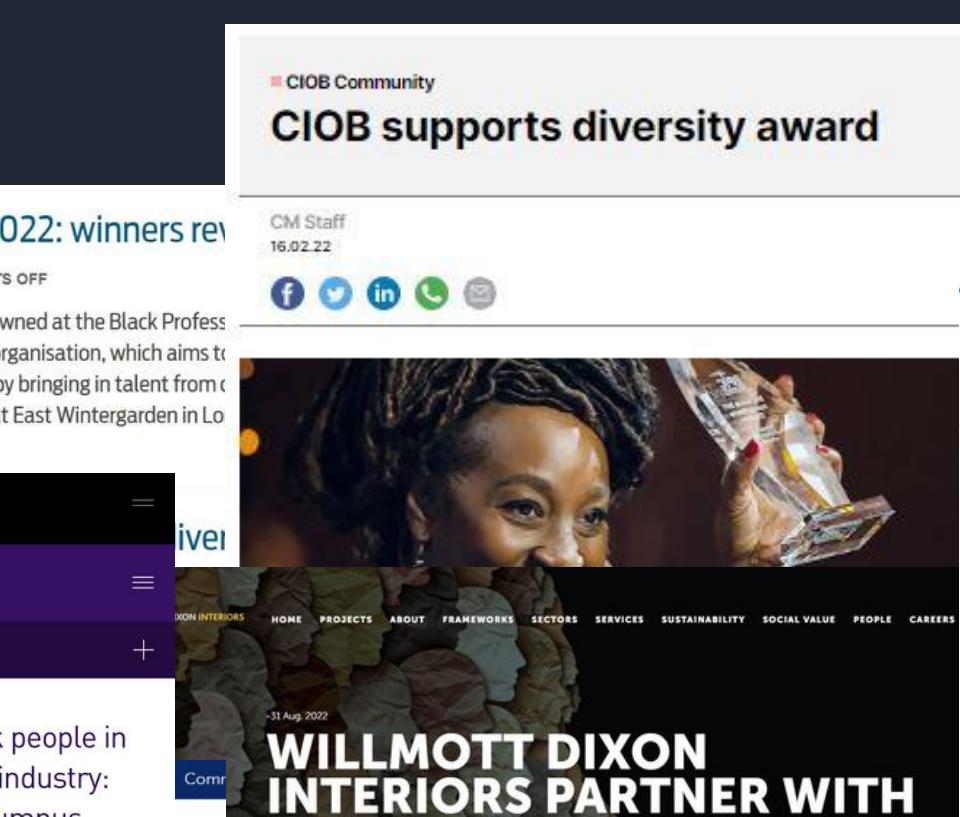


CIC BUILT ENVIRONMENT PROFESSIONS TOGETHER

CIC welcomes BPIC Network as an Associate Member

Planning Portal

Planning Portal Adair Simbo, Founder of BPIC in Construction



WILLMOTT DIXON INTERIORS PARTNER WITH

RTPI Royal Town Planning Institute

Countrywide joins BPIC Network to further extend the ethos of diversity and inclusion



Our Partners

Amplifying the impact of the 50:50 Project with our global network of partners

BPIC Network

Professionals Network

Amos Simbo

"We need to start looking at brand new ideas about how to address this issue, as the current approach is clearly not working"



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