



Building **your** future

Starting your career at Turley

Turley

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Web
www.turley.co.uk

LinkedIn
linkedin.com/company/turley

A message from our Chief Executive



It is important to me that people love what they do, and this is a simple premise that we focus on here at Turley. We strive to be bold, and we support brilliance in our people so we can perform at our collective best.

We are proud to be active across all development sectors in the UK and Ireland and our reputation as the advisory of choice for outstanding strategic advice and delivery know-how.

As an employee-owned business, every person that joins Turley becomes a co-owner. This underpins our independence and culture, supporting our resilience and enabling sustainable growth. Our decisions are guided by what's best for people and the planet. Working collaboratively with our clients, we deliver communities and places that thrive. We are not constrained by the will of external shareholders and when we succeed everyone who contributes shares in the rewards.

Thank you for considering a future as part of our team. Joining us is an opportunity to make a real impact alongside other exceptional people doing equally extraordinary things.



Stephen Bell
Chief Executive

Who we are

Our story

Trusted independent advisors with restless ambition to shape a more sustainable future. We work collaboratively with our clients to deliver places and communities that thrive.

Built on over 40 years of planning consultancy experience, we offer expert advisory services across the built environment and beyond.

We have been employee-owned since 1996. Our people are at the heart of decision-making. We all behave like co-owners because we are.



Our purpose

Shaping sustainable futures together

What it means...

Shaping - Shaping is a creative and innovative process of always trying to improve on processes and outcomes. Our advice shapes our clients' thinking and the places they deliver. We work together with others and understand everyone's part in achieving success.

Sustainable - Being sustainable is essential to our company. We help our clients and protect the environment when we give advice and make decisions. We also want our business to continue being successful for a long time and make a positive impact on the world.

Futures - We are thinking about the future and working to make it better for everyone. This includes our co-owners, our clients, the planet, and the communities that we serve. We know that there can be many different futures, and we want to help shape a good one for all involved.

Together - We are an employee-owned business – we work together in the interests of all. We believe in the power of collaboration and all have our part to play. Our skills and services, particularly when deployed together, help us address complex problems and deliver sustainable solutions for, and importantly with, our clients. This is a key part of our value proposition; it adds value and makes Turley a special place to work and to work with.



Our services

We offer expert advisory services for the built environment and beyond.

Combining professional expertise with in-depth market knowledge we work with clients to deliver thriving places and communities across all sectors.

We bring deep thinking; smart strategy; and expert delivery.



Where we work

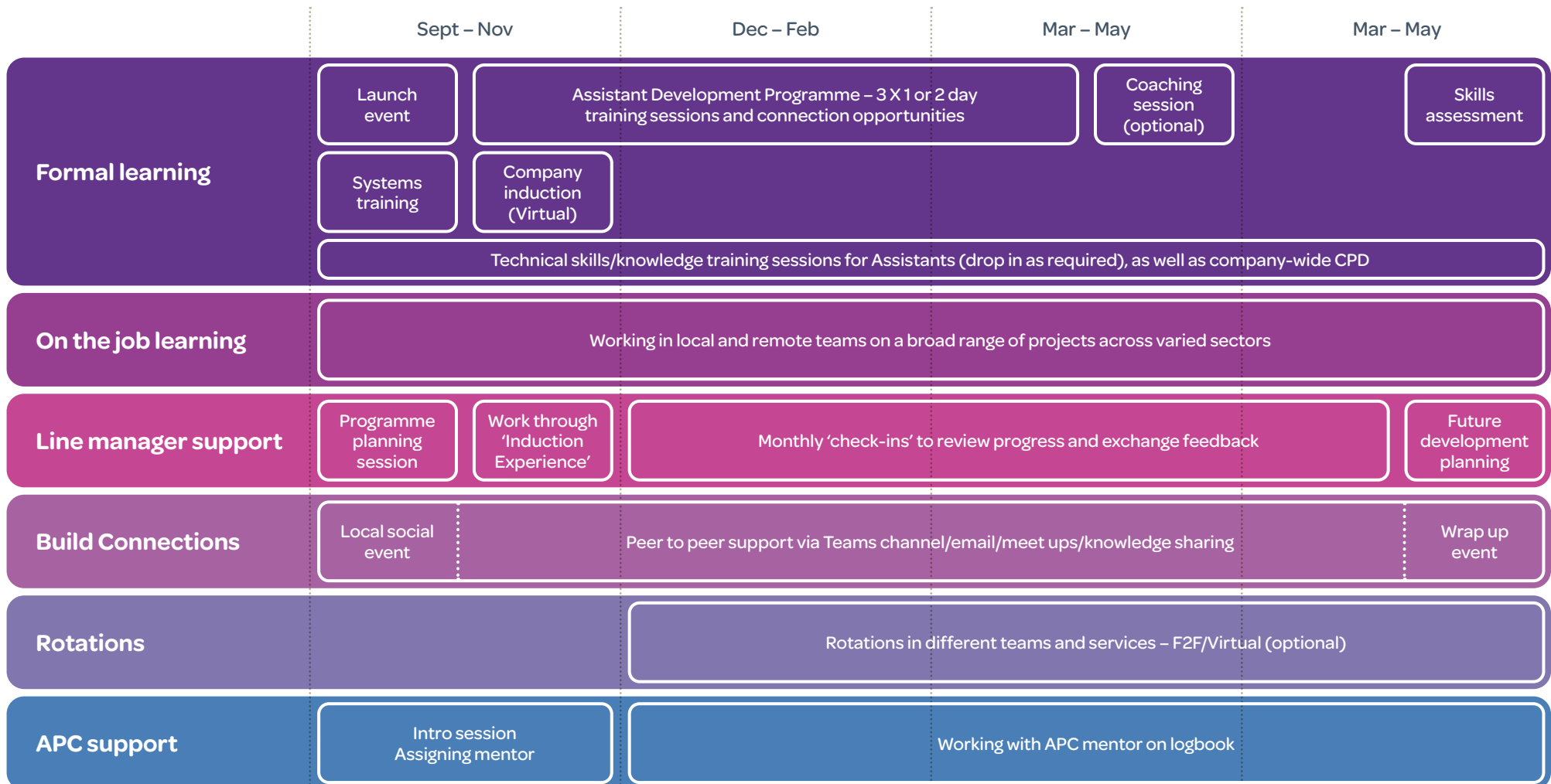
We are rooted in the places we work through social and business connections.

Our people invest in positive relationships with local authorities, businesses, communities and co-professionals across the UK and Ireland.

We bring local knowledge and networks.



Graduate programme overview



Formal learning

The formal learning input into the graduate programme will comprise a number of elements.

Programme Launch

Getting together to start the process of getting to know one another, and to map out how the programme will look for each person. Training will be provided on our systems and processes. Some of this will be online with the graduate group and some will be face to face in local offices.

You will be invited to a **Company induction** event which will provide an introduction to our central and support teams, to different action groups within the organisation and to all the other services the company offers.

You will take part in our **Assistant Development Programme**, alongside Assistants from other teams. This structured training programme runs over a number of months, and involves online and face to face sessions at different Turley locations. The series of training events covers many of the skill areas we feel are essential at this stage in your career and will include the following:

- Understanding yourself and others
- Personal effectiveness – assertive communications, stakeholder management
- Commercial Acumen
- Business Development and Social media
- Presentation skills

Turley will offer a series of online **Bite-Sized learning** sessions, which you can drop into as needed, on a wide range of planning related subjects from ‘what is a local plan?’ to calculating planning fees.

On the job learning

Different sectors - including residential, retail, mixed use and industrial.

Different scales - from a handful of homes to regeneration of urban quarters.

Different geographies and jurisdictions - from your home location to working across the UK.

- Complete and rounded learning of our profession within a leading consultancy business.
- Hands-on experience researching sites and opportunities, writing reports, providing professional advice, coordinating with project teams, participating in meetings and decision-making and driving exciting projects forward.
- Develop core skills such as research and report writing through to networking, building client relationships and greeting every challenge with optimism.
- High business exposure - starting with your first team and progressing onwards to working between different disciplines, across offices and understanding the company as whole.
- Succeed including sharing your interests, aspirations and industry challenges with opportunities to be involved in company initiatives, turning ideas and collaboration into thought leadership and action.

Line Manager Support

Programme planning

Work with your line manager to identify priorities, desired skills, areas of focus, and consider whether rotations are right for you and what you might be interested in. Consider what project types you should work on and what activities you need to get experience of, e.g. client meetings, completing fee proposals, presenting at a meeting, attending committees. Look for opportunities to shadow other team members on key activities, and local events. Are there other geographical regions/jurisdictions you'd like to find out more about?

Induction experience

Following the company's Induction Guide, to get an understanding of key policies and how the company works.

Check-ins

Regular meetings with your line manager to review your plan and progress made, exchange feedback, and reflect on formal learning.

Future development planning

As the programme concludes, work with your line manager to develop a bespoke development plan for the next year.

Rotations

The opportunity is available to spend time with other teams around the business, learning about their work, their projects, and their clients.

In discussion with your line manager, you will decide if rotations into different teams are right for you, and if so which teams, how many and for how long.

We know some people have one area they particularly want to focus on and while we want to encourage connections and a broad understanding of the business as a whole, rotations into different teams are optional.

Build Connections

With your local team

Your local team will give you a warm welcome and you will be assigned a 'buddy' to support you in your first few months with the company.

With the graduate group

You will be supported to build good connections with the graduate group via chat groups, Microsoft Teams and regular online and face to face social events.

With the wider company

Through the company mentoring scheme, you can draw on the experience of colleagues from around the business and broaden your connections by attending company events and spending time with other teams.

On the job learning

APC Mentor

You will be assigned an APC mentor to support you as you build your experience, complete your Reflective Journal and work towards submitting your Assessment of Professional Competence and achieving membership of the Royal Town Planning Institute.

APC Submission Review

An experienced Turley APC Coordinator will review your submission ahead of time, providing guidance to give you the best chance of achieving success the first time around.

Our culture

Our values

Think of our core values as our compass – constantly guiding us, pointing us in the right direction, and informing our decisions and actions, both internally and in our interactions with clients and communities.

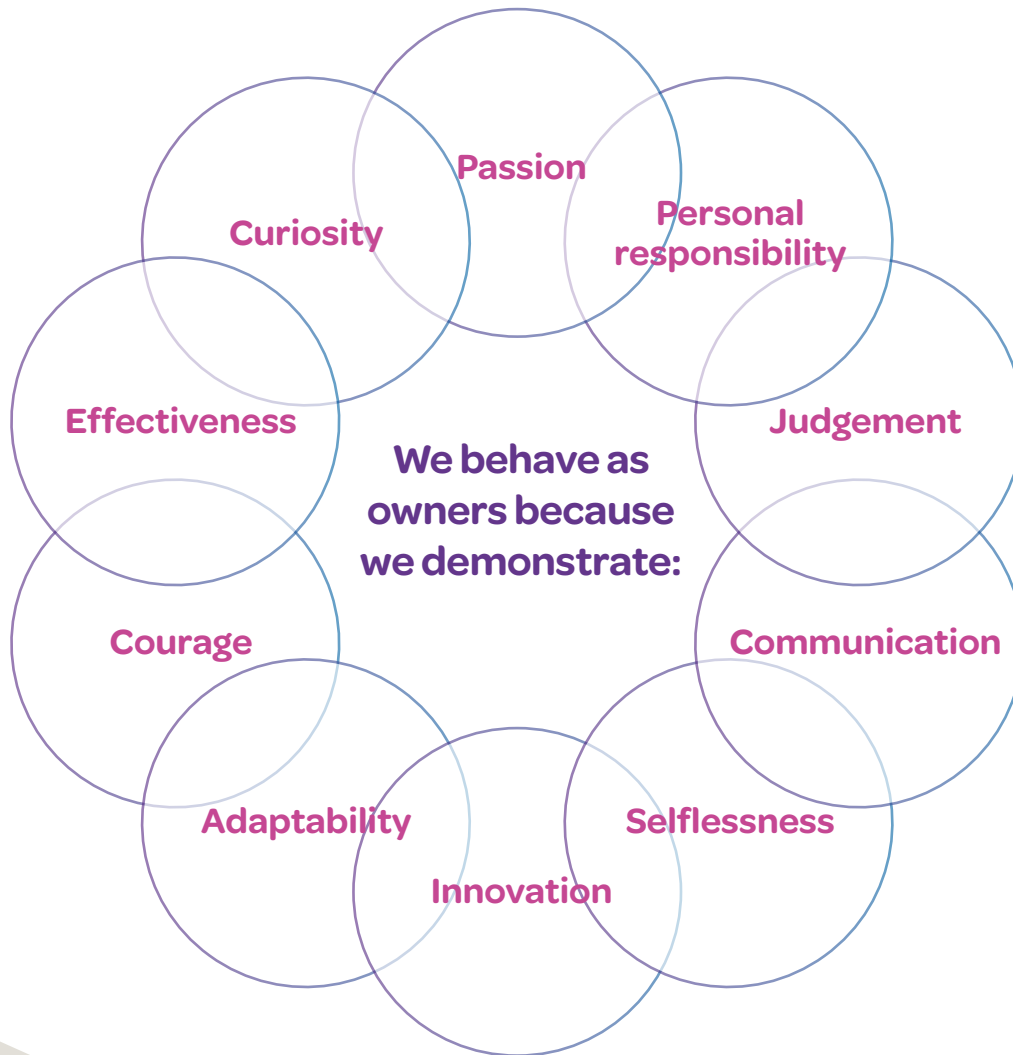


For nine years at Turley, I've thrived with diverse challenges in my workload, supported by a talented team and unwavering company support. The range of responsibilities keeps me engaged, while collaborating with skilled co-owners means we can tackle any project and gain the best outcome for our clients. Turley's flexible approach allows me to achieve at work and maintain balance.

Turley co-owner



Our attributes



Our attributes are the values, attitudes, skills and behaviours that we most appreciate in each other and which are most valued by our clients.

- We **invest** in what we own.
- We take **pride** in ownership.
- We **protect** and **enhance**.
- We make ownership decisions **wisely**.

This captures our one company ethos.

Equity, Diversity and Inclusion

We create an inclusive environment and believe that people perform better when they can be themselves.

We are members of **PREACH Inclusion**, **Real Estate Balance** and **Stonewall**.

Our EDI group, Embrace, works with our Leadership Team to progress our strategic aim to be an even more inclusive and diverse employee-owned company which has been integral to our company business strategy for over a decade.



I am proud to be a member of Embrace and work for a company that takes the need for equity, diversity and inclusion in the workplace seriously, particularly within an industry that has historically struggled in such respects. This forms an intrinsic part of our company values, and ensures that we provide an environment that allows everyone to be their true selves at work. Given the ongoing struggles we are facing as part of the pandemic, this culture is more important than ever.



Ella Murfet
Associate Director

Our EDI Action Plan sets out our strategic intent, actions, and measures of success, centred around four key areas. We will:

- Cultivate an even more inclusive and equitable culture to broaden diversity within our company.
- Promote gender equity; close our gender pay gap; and broaden diversity in leadership and decision-making.
- Implement Gender Mainstreaming (GM) across our products and services.
- Drive inclusive business processes and recruitment practices.

Pride

Pride at Turley is our internal LGBTQ+ network: supporting co-owners who identify as lesbian, gay, bisexual, transgender and queer, amplifying the voice of allies, and promoting change both at work and within the built environment.

The network allows co-owners to come together and connect in a work environment, acts as an advisor, supports the company in developing policy and company culture, and raises awareness of LGBTQ+ matters both internally and externally.



Freedoms - flexibility and responsibility

Our vision is:

Delivering exemplary client service, co-owner wellbeing, professional excellence and optimised productivity.

This vision is being delivered through our inclusive employee-owned culture, one which supports co-owner choice and flexibility, and strengthens connections with our clients and each other.

We have enhanced our 'freedoms' flexibilities and responsibilities framework and have implemented a blended, flexible working model. We focus on exceptional leadership; exemplary line management; virtual learning and creating opportunities for 'on the job' learning; and advancing our use of technology. All of which we know are critical to operational effectiveness and co-owner wellbeing.



The key message for me is responsibility – to our clients, our co-owners, and to us and our families. Having worked for consultancies with fixed hours, the additional flexibilities make a world of difference to me, and I believe makes me more productive and driven.”

Turley co-owner



I have been with Turley for 10 years. Through that period, I have grown personally and professionally. Whether building homes in Sierra Leone, taking part in a charity pantomime or leading the national design team, I have been supported to be my best self. The company is true to its values and inspires people to be true to theirs. Working at Turley has become so much more than a job for me, the friends I've made and opportunities I've been given have enabled me to craft a balanced and rewarding life that I am proud of.”

Turley co-owner

Your opportunity – our commitment to you

Development and progression

We support co-owners to realise their full potential at a pace that's right for them.



I joined Turley from the public sector in 2014 to be part of our growing Heritage, Townscape and Landscape team. Through support from my line manager, mentors and the sponsorship programme, I progressed from an Assistant role to Director within a decade whilst also starting a family and having two children. My skills, knowledge and confidence have expanded hugely during this time, and I have been encouraged to develop my own professional profile and areas of expertise.



Kerrie Melrose

Director, Heritage and Townscape



I joined Turley as an Assistant Planner in 2011 and have been supported to develop at my own pace and make my own distinct contribution to the company. The coaching and mentoring on offer is second-to-none and I have had the opportunity to work on, and increasingly lead, some fantastic projects. I was delighted to be promoted to Director in 2021, whilst on maternity leave, and now help to lead our Planning team in the North of England.



Anna Relph

Director, Planning North

Your learning opportunities

We work with co-owners to create Individual Development Plans to support aspirations.

Every day provides an opportunity to learn, working alongside experts in their fields, through on the job coaching and the wide range of learning and development opportunities available:

- Regular bite-sized CPD sessions
- Working towards formal qualifications
- Training courses – including leadership development and line management programmes
- Mentorship programme – an independent sounding board to support personal and professional development
- Sponsorship programme – an opportunity to build leadership capability and benefit from the advocacy and cultural capital of senior leaders
- Support with the Assessment of Professional Competence with the RTPI including an assigned mentor and submission review



As an Associate Director at Turley I have led high-profile, complex projects; developing both my planning expertise and project leadership skills. Collaboration is genuinely at the very heart of Turley, I often form part of a team of Planners / co-owners who collectively advise and deliver for our clients. Turley have enabled me to grow as an individual by providing opportunities and support for me to grow and develop my career in my own way.

Turley co-owner



The best parts about working at Turley are the people and our teams. It is a hugely supportive environment with a real emphasis on personal and professional development. There are lots of opportunities to get involved in a range of exciting projects from listed building consent applications to large-scale Net Zero Infrastructure schemes.

Turley co-owner

Environmental, Social and Governance

Shaping a more sustainable future

We know that actions speak louder than words. As a business, and through our client work, we strive to make a meaningful impact.

Our aim is to have a positive and lasting impact on the planet and communities through sustainable development, regeneration, our Charitable Trust and delivering social value.

Our approach to ESG drives positive impacts for our co-owners, the businesses with which we engage and the communities in which we serve.

We achieved CarbonNeutral® company certification in 2020; Bronze Carbon Literate Organisation accreditation in 2023; and are working towards B Corp status.

We undertake activities which make a positive difference in the places that we help to shape.

Highlights include:

- Charitable Trust volunteering and fundraising activities
- Partner with charities such as **10,000 Interns Foundation** and **Regeneration Brainery** to provide meaningful workplace opportunities
- Commitment to our Equity, Diversity and Inclusion plan
- Promoting sustainable development

For more information on our approach to ESG, click [here](#) to access our latest report.

Turley

Charitable Trust



Since establishing our Charitable Trust in 2008, we've donated over £1 million to charitable causes, and through volunteering initiatives our co-owners have helped make a difference to communities across the UK, Ireland and in more distant locations.



Our work

We are trusted independent advisors working collaboratively with our clients to shape a more sustainable future. Built on over 40 years of planning consultancy experience, we offer expert advisory services across the built environment and beyond.

We care about the places that we are helping to create and we are a market leader in delivering sustainable urban environments which are great places to live, work and enjoy.

Our role is to support and influence client project briefs; to understand and apply context; and to build authoritative evidence bases so as to compellingly interpret policy. In this way we can persuasively communicate and negotiate with communities and their local planning authorities to deliver intelligent planning permissions on sensitive and complex sites.

Our track record demonstrates a high degree of success – where value is added; opportunity is optimised and where complex projects have been delivered through our distinct approach.

We follow and influence change in policy, regulation and good practice so as to ensure best possible advice to clients. We work collaboratively and creatively with clients, project teams and decision-makers to add social, economic and development value through inspired placemaking.

We make a positive difference to the communities in which we live, work and play.



Paradise, Birmingham



Wolverhampton Docks Development

Pinewood Studios Ltd

Services: Planning, Expert Witness

Developing an international icon of the British film industry

Our role

- Worked with the Studios to prepare an ambitious, high-quality expansion scheme of over 1m sq ft on a Green Belt site to secure its long-term future, alongside the jobs, skills, creativity and economic contribution that it brings.
- The development is estimated to protect and create around 3,100 jobs and add £400m to the economy while providing a permanent home for Star Wars and Bond productions.
- Led an appeal against refusal of planning permission including providing expert planning witness. Following a six week public inquiry the Secretary of State accepted the Pinewood case for expansion and allowed the development under a 10-year outline planning permission.
- Worked with the studios to implement the £200m development securing reserved matters approval for Phases 1 (now built) and 2.

Results

- 319,160 sq ft of stages.
- 350,840 sq ft of workshops.
- 370,883 sq ft of offices.
- 14.21 ha of backlots (outdoor film sets).
- Four streetscapes have been created.
- Pinewood Studios was named Development of the Year in the Thames Valley Property Awards 2016.





Titanic Quarter, Belfast

Services: Planning, Strategic Communications, Economics, Sustainability

Exciting redevelopment of historic Belfast waterfront site

Our role

- We negotiated the removal of land use and height restrictions, resulting in planning permission for a mixed-use development of 25 ha. The site, formerly used for ship building, consists of docks, slipways, the former Harland and Wolff Headquarters and Drawing Offices (all listed buildings). The area was originally designated for low rise industrial use.
- We secured planning consents for the conversion of the former Harland and Wolff Headquarters and Drawing Offices to a boutique hotel and tourist and event facilities.
- Redevelopment of former shipyards is a complex process, our team of experts ensured early identification of issues at the scoping stage, prepared high-quality planning applications and maintained positive working relationships to ensure timely decision-making.

Results

- Maintained positive working relationships with stakeholders.
- Assisted in delivering a portfolio of projects including: Gateway Offices (occupied by Citi), Belfast Metropolitan College, Titanic Belfast (World Class Visitor Centre), Arc Apartments and Abercorn Arc Public Realm and the refurbishment of the former Titanic & Olympic Slipways.
- Further projects are planned, including research and development facilities and additional film studios, resulting in a substantial increase in land value and a more competitive Belfast.
- Titanic Hotel opened in September 2017.

Paradise, Birmingham

Services: Planning, Heritage and Townscape, EIA, Landscape and VIA

The largest current redevelopment project in Birmingham City Centre

Our role

- Acting for Paradise Circus Limited Partnership on the second phase of the Paradise redevelopment scheme. Phase Two includes One Centenary Way, Three Chamberlain Square, a hotel, and associated public realm.
- Advising on all matters relating to planning, heritage and visual impact on the project. Our role includes (but is not limited to) the provision of strategic planning advice for the wider scheme, preparation of reserved matters applications, input into the design process, and securing amendments to the original outline planning permission where required.

Results

- In March 2018, following extensive pre-application negotiations with Birmingham City Council and a number of successful amendments to the original outline planning permission, we secured reserved matters approval for One Centenary Way, the first building in the second phase of the Paradise development.
- A collaborative design and planning process was undertaken, underpinned by a clear understanding of the importance of the building's one-off location and surrounding context.
- The outcome is a building which will strengthen and positively celebrate Birmingham's unique identity and be an asset to the city.
- We have been integral in facilitating the design of this unique building and negotiating the necessary changes to the outline planning permission to allow for this exemplar and landmark building in the city centre to be brought forward.





The London School of Economics

Services: Planning, Heritage and Townscape, Landscape and VIA

Largest redevelopment project in the history of London School of Economics (LSE)

Our role

- Setting the planning and heritage briefs to inform a series of international design competitions for the Centre Buildings redevelopment, the Saw Swee Hock student centre and the Marshall Building at 44 Lincoln's Inn Fields.
- Advising the judging panel.
- Engaging with Westminster City Council at pre-application negotiations.
- Preparing and submitting the applications, and persuasively advocating the merits of the proposals.
- Securing planning permission on behalf of LSE for all projects.
- Demolition of existing buildings to create state of the art flexible and highly sustainable academic and teaching buildings, including the Stirling award nominated Saw Swee Hock Student Centre, the 18,000 sq m Marshall Building and c. 23,000 sq m of Centre Buildings.

Results

- The Planning, Heritage and Visual Impact Appraisals informed the winning designs prepared by Rogers Stirk Harbour + Partners; O'Donnell + Tuomey; and Grafton Architects.
- The creation of world class academic buildings which reflect the international status of the LSE.
- The Saw Swee Hock and the Centre Buildings have been completed. The Marshall Building is currently under construction and due for completion in 2021.

Liverpool Football Club, Anfield

Services: Planning, Strategic Communications, Sustainability, Heritage and Townscape, Creative Design, Economics, EIA

Planning for Anfield's expansion

Our role

- Plans to increase the overall capacity of Anfield Stadium from about 45,000 people to 61,000 following the phased redevelopment of the Main Stand and the Anfield Road Stands.
- Initial expansion plans were opposed by the local community and we previously led successful applications for a new stadium in nearby Stanley Park. Following the football club changing hands in 2012, the current owners revisited the plans and we led a successful planning application for expanding the existing stadium.
- Prepared the Planning Statement, Heritage Appraisal and the Statement of Community Engagement. Co-ordinated the planning application and production of technical reports and led negotiations with the local planning authority and statutory consultees.
- Led subsequent successful planning application for a new free standing club store adjacent to the stadium.

Results

- The scheme is an integral part of Liverpool City Council's vision for the wider Anfield area to which significant public sector investment has been committed.
- Played a pivotal role in devising the planning strategy for the club's proposals, working in close collaboration with Liverpool City Council, key stakeholders and the local community.
- Successful planning application for the stadium expansion with work having been completed in September 2016 on the first phase of doubling the size of the Main Stand, and creating enhanced public realm around the ground.
- Established strong working relationships with all interested parties, including community groups, meaning the once controversial proposals have attracted significant community support.





Protos, Ellesmere Port, Cheshire

Services: Planning, Economics, Sustainability, EIA, Design

Creating an energy and innovation hub

Our role

- Protos is a resource recovery park being developed in Ellesmere Port, Cheshire. The park, once fully developed, will extend to over 100 ha and comprise a Biomass Renewable Energy Plant, a 49MW energy-from-waste plant, a broad range of industrial developments and multi-modal infrastructure. It will be the largest development of its kind in the UK.
- Our role has been to navigate successfully the planning regime for what has been a very contentious proposal. Protos is highly technical and complex, addressing issues of highway capacity, and impacts on biodiversity, air quality, landscape, sustainability and economic impact. Our role has included preparing the planning strategy, negotiation with the Local Planning Authority and other key stakeholders, and co-ordinating a multi-disciplinary team in preparation of the planning applications and EIA.

Results

- We have secured the necessary consents to enable development to proceed, including the overall outline planning permission, separate full planning permissions, and various amendments to existing consents.
- It is now recognised as one of the largest transformational projects in the north, being identified in the Northern Powerhouse Investment Opportunities Portfolio.
- We are now working with the client, Peel NRE, to explore how the park can be extended and act as a catalyst for wider transformational activity in this area. The aspiration is to create a hub of energy, innovation and industry, with unrivalled links to research, facilities and infrastructure.



Our business is kept healthy by talented and committed people at all levels, as leaders, as managers and in support roles. We want to retain and recruit the best.

We offer market-leading remuneration and a flexible benefits package including a flexible working allowance (for travel and to support our blended flexible working model), pension, ownership dividend and performance related bonus.

If you would like more information, please contact:



Sweetie Carvalho
Business Partner, People & Culture
sweetie.carvalho@turley.co.uk



Jessica Green
Assistant, People & Culture
jessica.green@turley.co.uk

0161 233 7676

turley.co.uk

[in linkedin.com/company/turley](https://www.linkedin.com/company/turley)

Turley