



REAL WORTH

Annual Impact Report
2025/2026

Certified



Corporation

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A Message From Our Director

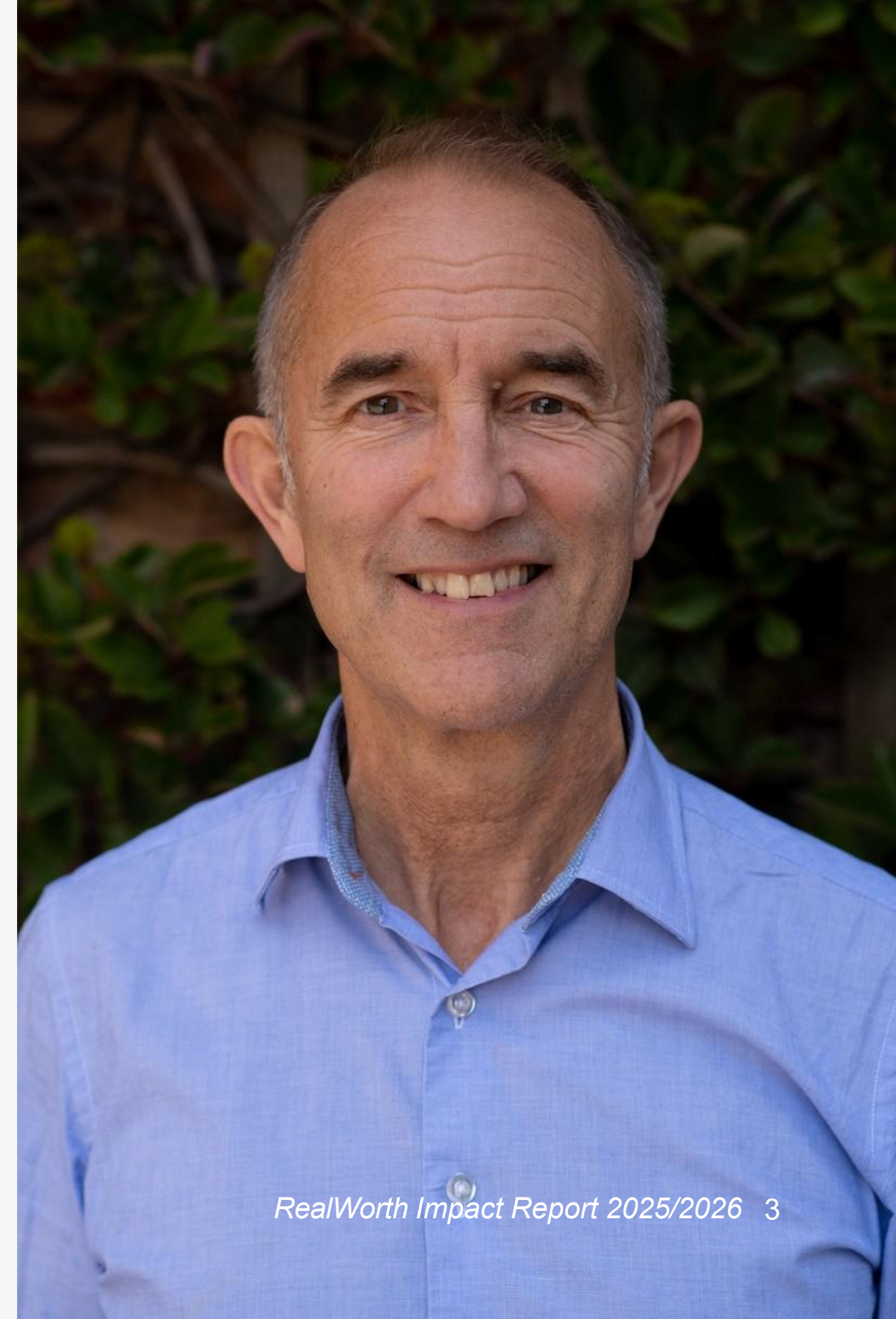
The past 12 months have been challenging. Several large projects we were appointed to took longer than anticipated to get underway. Momentum is now building and we are optimistic about what lies ahead.

These delays have inevitably impacted some of our plans, however, we have continued to make meaningful progress where we can.

In April, we successfully recertified as a B Corp, achieving a score 7% higher than our original certification in 2023. It is a modest step forward, and we recognise there is still much more to do, but it is progress, nonetheless.

We remain an active and engaged member of the UK B Corp community. It continues to be, in our view, one of the most valuable networks for responsible business, providing both challenge and inspiration as we work to continually improve our impact.

(May 2026)



WE ARE REALWORTH

We exist to create places and outcomes that are better for everyone.

We believe that



Good decision-making creates places and outcomes that are better for everyone.



The built environment can and should be used more effectively as a “force for good.”



The built environment should:

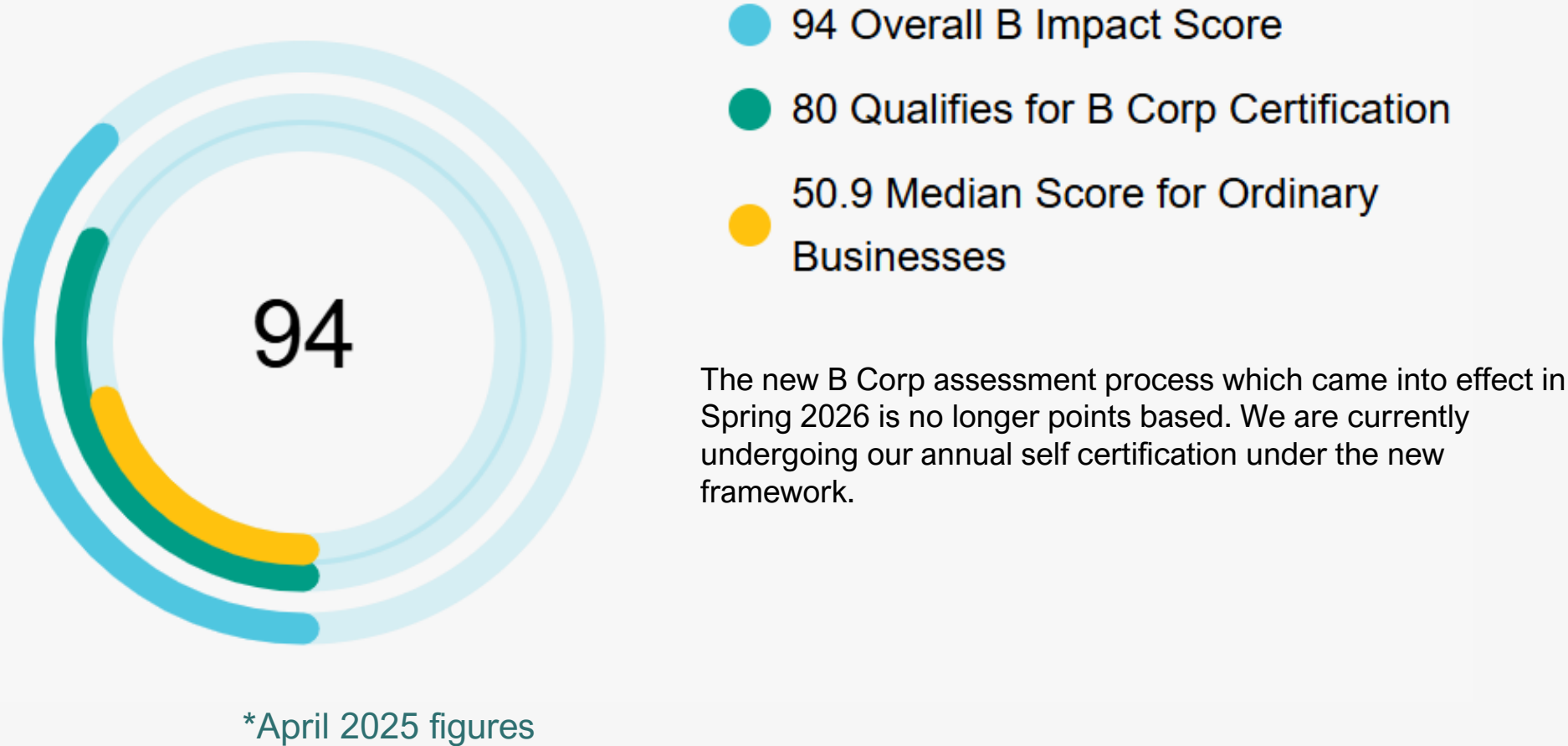
- Better serve a wider range of people
- Enhance social equity
- Improve community cohesion

We believe that this can all be done whilst at the same time providing better, lower risk, longer-term financial returns for commissioners and investors, by more carefully and systematically considering how people’s lived experiences can be improved during the planning, design and occupation of places.

Recertification and Our B Corp Journey

We initially became a certified B Corp in April 2022 with a B Impact score of 88.8. We recertified in April 2025, with a verified B Impact Assessment score of 94.0.

This compares to a qualification score of 80 and a median of 50.9 for ordinary businesses and is a 7% improvement on our initial 2023 certification score.



We remain committed to transparency and continuous improvement and will continue to share our progress as our recertification process concludes. Visit our B Corp page [here](#).

RealWorth in 2025/26

2025 saw us extend our work in large-scale, complex, long-term regeneration schemes, securing appointments on a number of significant new projects in this space. While many of these remain in their early stages, they reflect increasing confidence in our ability to support the social impact of major developments.

These commissions have strengthened our ability to:

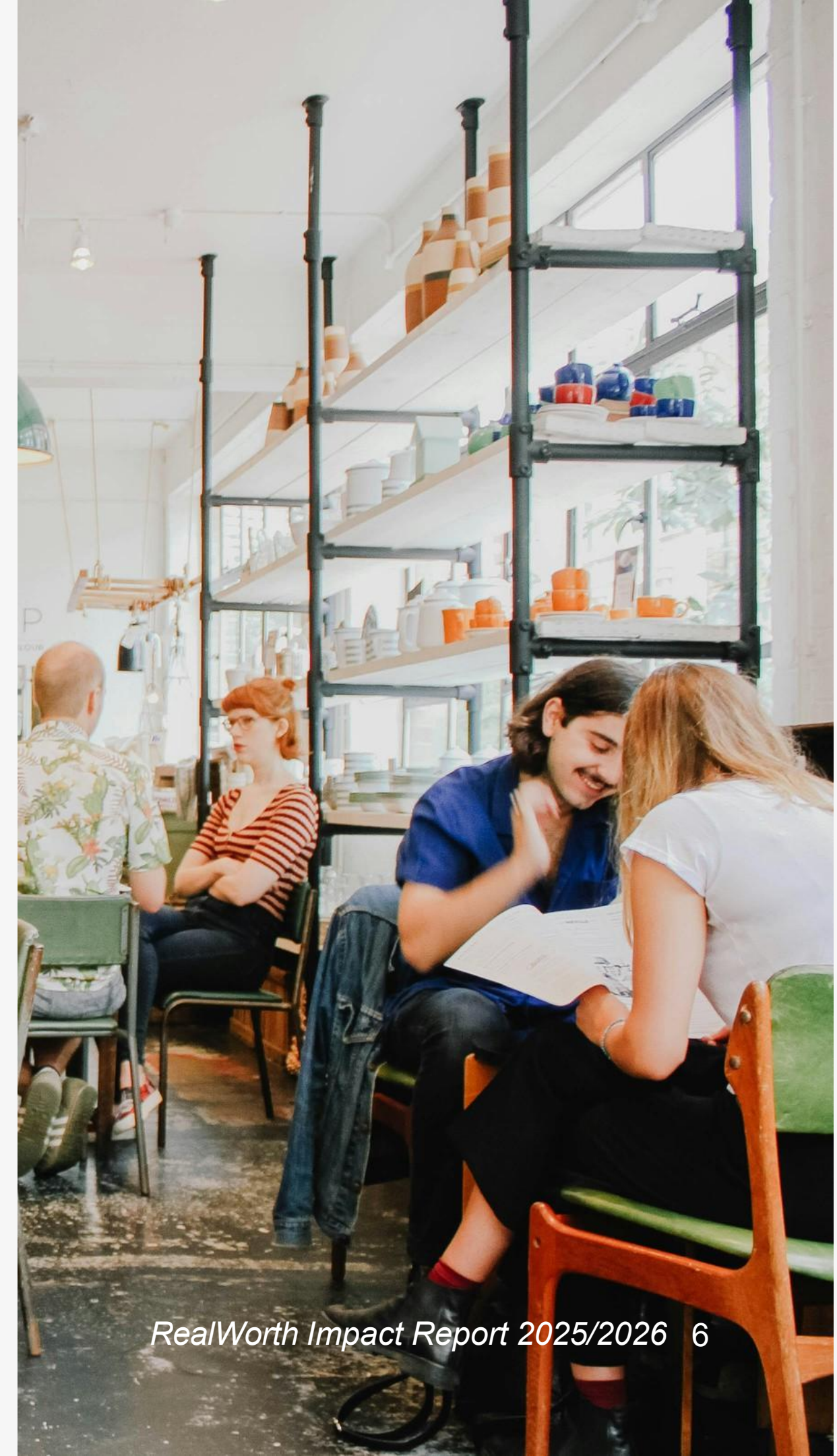
- Amplify our voice in the urban regeneration sector
- Help clients build lasting partnerships that deliver meaningful social legacies
- Support our broader ambition to shift how society understands, realises and values the impact of large-scale development
- Demonstrate our ability to translate strategy into meaningful, neighbourhood-level activity that drives positive social regeneration

Alongside our regeneration work, we continued to grow our advisory and advocacy services, strengthening the connection between the work we do and the tangible impact it creates for clients and wider society.

This included winning and delivering work in new sectors with several of socially-minded “third space” organisations genuinely committed to optimising their social impact. We see this pro-social corporate advisory work as a key growth area for the year ahead.

We also continued to invest in thought leadership and sector development, shaping the wider social value agenda. We contributed to the cross-sector *Social Value Matters* initiative, which presented its findings and recommendations at UKREiiF, and continued to facilitate the Institute for Social Value's Thought Leadership Built Environment Group.

Throughout the year, our focus remained consistent: combining robust evidence with practical advice to help clients create lasting social impact for people, places and communities that is better for everyone.



Our Impact: People



TODAY'S LOGISTICS

- We have 2 cohorts
- Sessions are 15 minutes long
- Six kinds of sessions
- Third Sector Organisations will stay at their allocated table
- While the B Corps will move to the selected matches
- There are printed schedules around the room - if you need order of your session details

Our Team



Phil Higham
PROJECT DIRECTOR



Erik Bichard
SPECIAL ADVISOR



James McGowan
PRINCIPAL CONSULTANT



David Noble
CONSULTANT



Abbey Jones
CONSULTANT

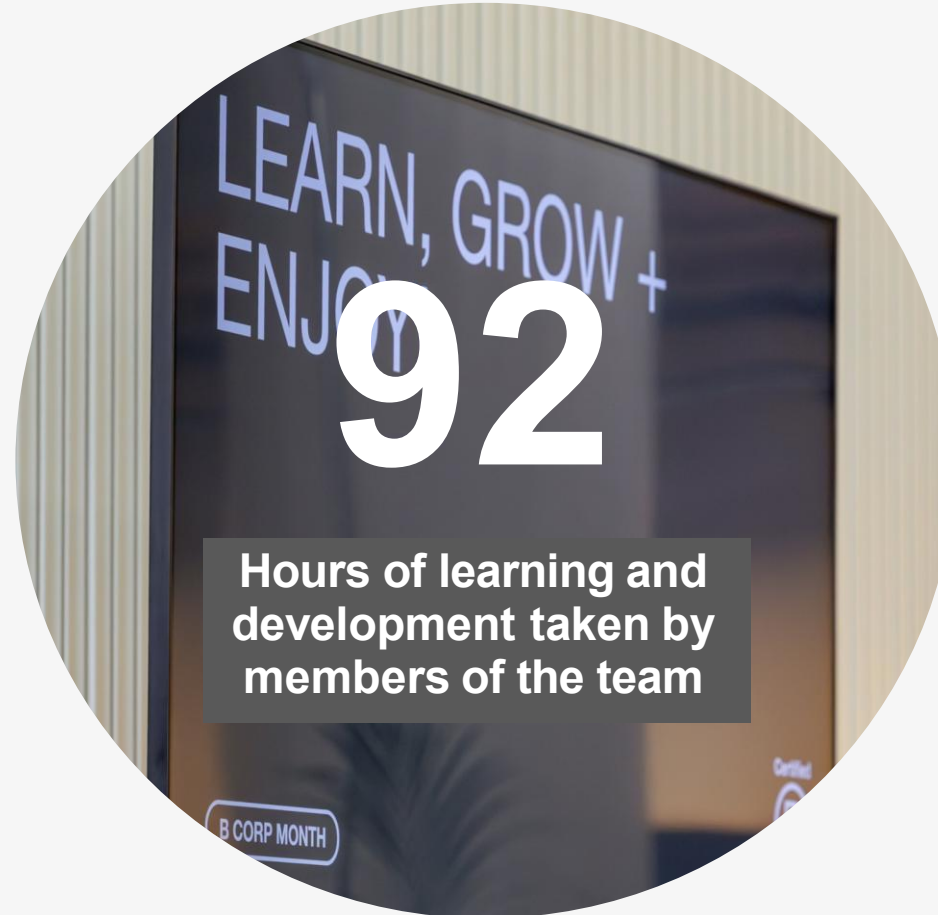
Team Updates



Off-Site Team Days
this year

Team Days

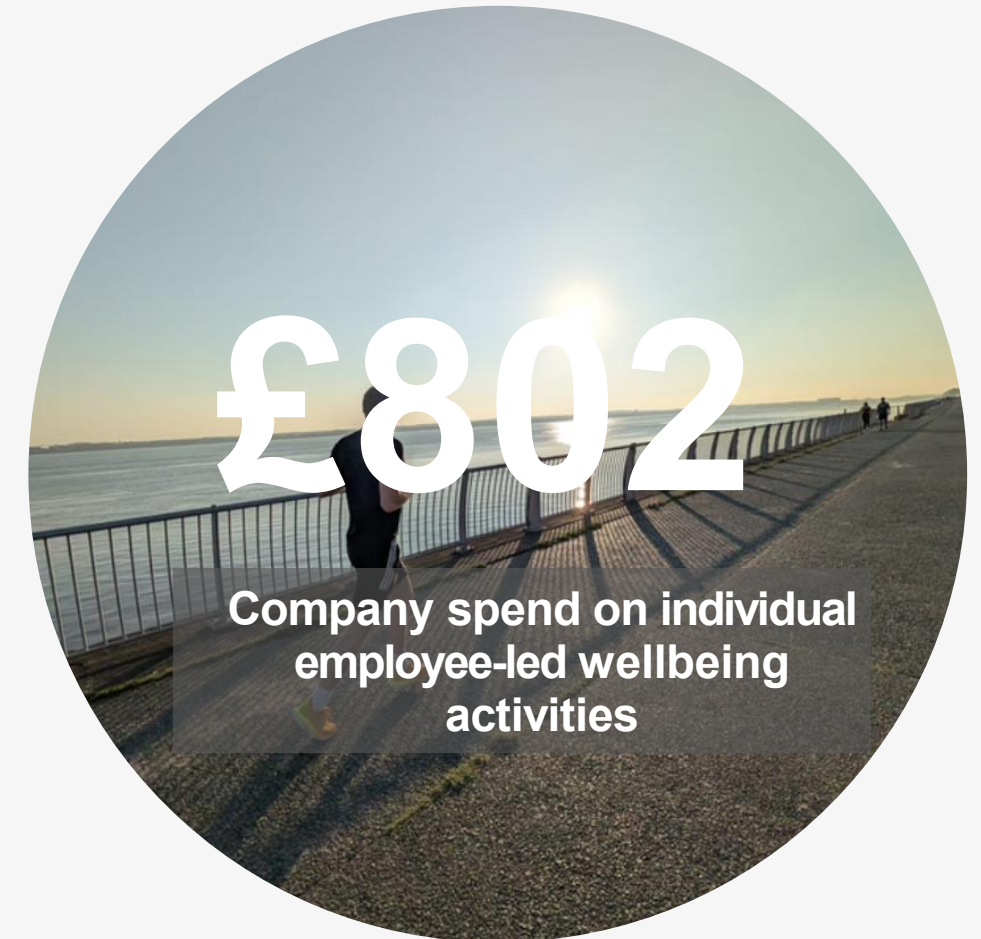
We held four team days, bringing together colleagues from our Liverpool and London offices to strengthen relationships, share ideas, and maintain our 'two locations, one office' culture.



Hours of learning and
development taken by
members of the team

Learning & Development

David has recently completed Level 1 in Social Value certification undertook accredited Oral History Training at The British Library. Abbey is also working towards Level 1 Social Value certification and is currently awaiting results of her exam.



Company spend on individual
employee-led wellbeing
activities

Wellbeing Support

We have continued to offer all staff a Wellbeing Allowance to support their health and wellness activities, which they have spent on a range of activities including yoga, fitness equipment and gym membership.

Staff Satisfaction

In March, we carried out our annual staff satisfaction survey, in which employees are asked to evaluate a wide range of aspects involving how we work, using a 1-5 scale. The results are shown to the right.

Staff were invited to comment on successes in each of the areas and make suggestions on how improvements could be made.

Comments included:

“Friends are often surprised when I mention things that I take for granted - for example, not having a 'finishing time'. A good reminder.”

“We have been taking a broader view of the work that we do over the past 12 months to meet clients needs”

“Plenty of room for self guided development - outside training provision is a very good addition”

Autonomy is our lowest performing area, and discussions are underway on how we can improve this.



Wellbeing



Professional Growth



Workload



Accomplishment



Relationships



Autonomy



Pay and Reward

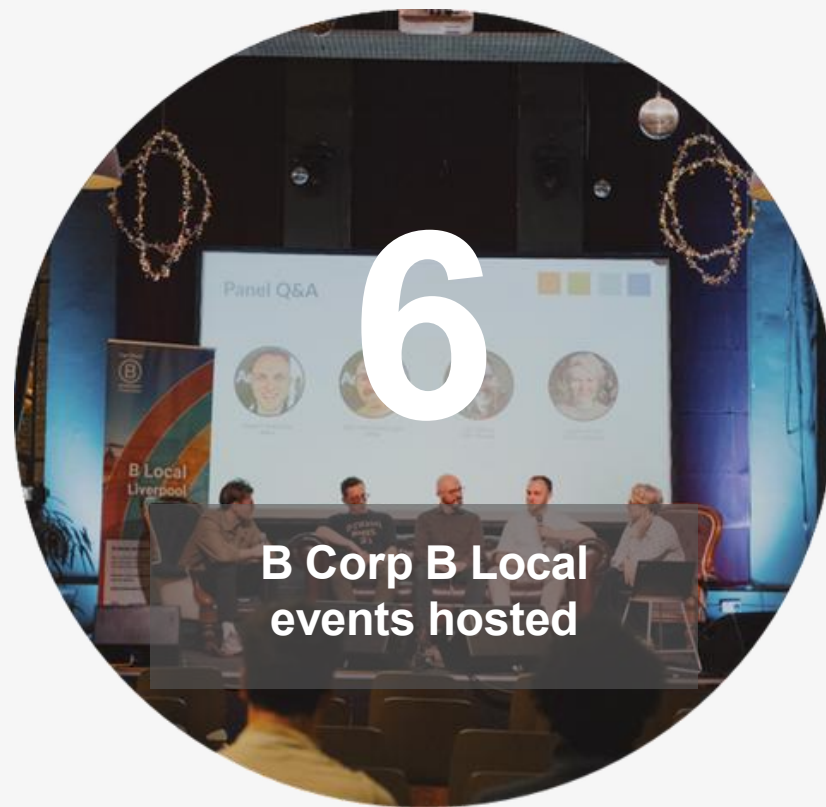


Satisfaction

Our Impact: Community



Community Action



B Corp Community Leadership

Abbey Jones, Co-Chair of the Greater Manchester B Corp Community, led the organisation of this years' B Corp Month event in Manchester, facilitating a deep dive into fellow B Corps' purpose and mission.

Abbey has also been instrumental in programming a series of regular and varied B Corp events across the Greater Manchester region and partnering with other B Corps in the North West.

Both Phil and James stepped down from their posts as Co-Chairs of B Local Manchester and B Local Liverpool respectively.



Giving Back Policy

We continued our Giving Back policy, which allows team members to take up to 3 hours paid time per week to volunteer for charitable causes of their choice. In total, over 80 hours of company time were used by the team to give back to their local community. This includes volunteering at a community meal provider, organising music fundraisers, and continuing our support of a prison charity.

As part of this policy, we also match any fundraising by staff, doubling the impact of their contributions to the causes they care about. This year we donated over £300 to various causes.

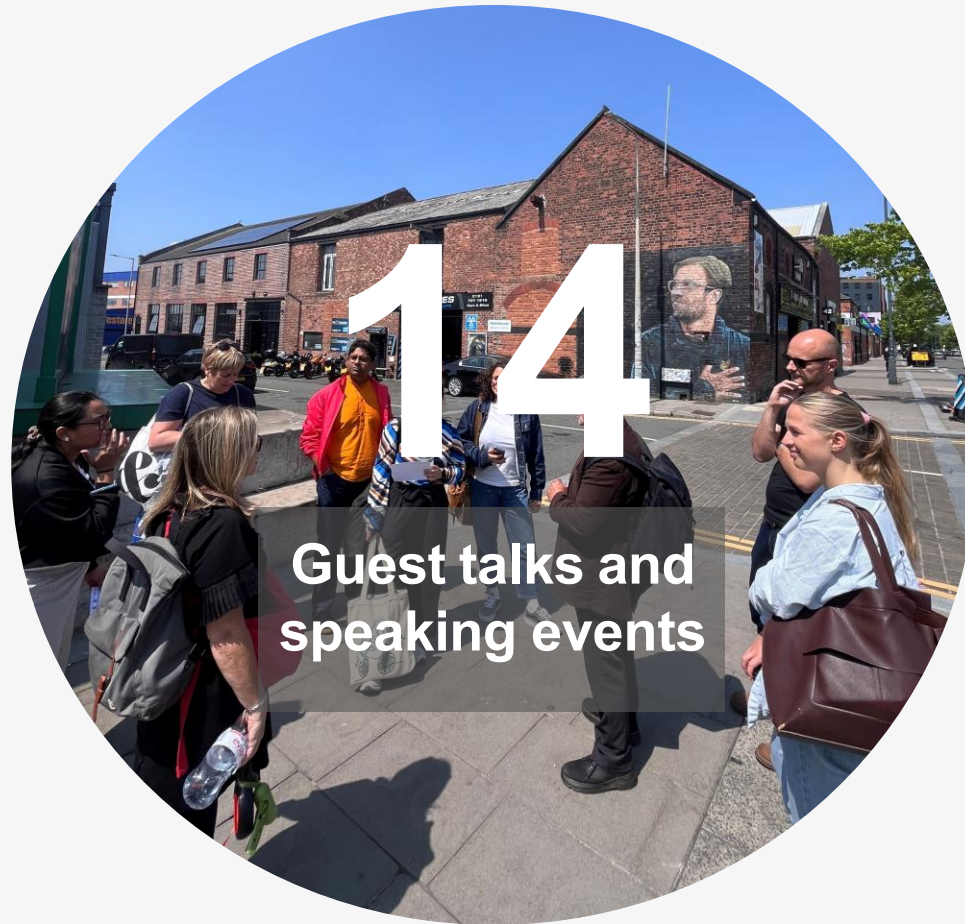


Pro Bono Support

We continued to offer pro bono services to community organisations helping them unlock and demonstrate their social value potential. The organisations supported this year include Animorph, Woolton Cinema and Luma Creations, totaling over £16,000 worth of services.

For Woolton Cinema, James led an extensive SROI forecast to demonstrate the potential impact of the cinema. Over 1,000 local residents responded to our survey, showcasing local passion for the cinema.

Community Action Cont.



Guest talks and speaking events

Community Education and Thought Leadership

In June 2025 we led a cross-sector walking tour of the Baltic Triangle in Liverpool with Baltic Creative. The tour was a fringe event in connection with the Liverpool based *Better Places Together* conference.

More than 10 guests attended the tour, which highlighted changes in Liverpool's Baltic Triangle regeneration area over the last 15 years. The group discussed how social value has been generated and how it can be preserved for creative and independent business' as the area becomes more residential.



Summer internship

Internship Opportunities

We offered a second-year university student a paid placement, designed to provide insight into our work and build understanding of social value while supporting their progression into their final year of study.

It proved to be highly successful, with strong mutual benefit and a permanent role following the completion of their degree.

Staff Giving Back: Case Studies



MRes Supervision: Supporting Research into the Impact of Culture in Liverpool

Through our work helping clients understand and grow their social value, we began to notice a structural imbalance: the benefits of social value assessments are largely exclusive to those who can afford professional support.

As a result, we formed a partnership with MusicFutures, a research and business innovation programme, to develop a Masters course examining the social value of culture. The aim was to develop a self-assessment framework for community and cultural organisations to improve their own social impact.

James' supervision has supported the student to structure their research and achieve the intended goals. The framework is due to be released in 2027.



Womens Equity Panel: Making the Liverpool City Region Better for Women and Girls

Abbey Jones said: *"I am delighted to use my staff 'giving back' hours to sit on the Liverpool City Region Combined Authority's (LCRCA) Womens Equity Panel. By coming together with a diverse group of women from across the City Region, we are able to give feedback and inform policies that shape the city, making it a better, safer place for women and girls to live."*

The Equality panels embed equality, diversity and inclusion into the work of LCRCA, aiming to tackle discrimination, injustice and inequality across the region. Abbey's work on the Womens Equity Panel has involved looking at new transport plans, analysing their impact on women, and will include a variety of different policy analysis going forward.

Pro Bono Work: Case Study

Helping Bring Woolton Picture House Back to Life

The Woolton Picture House, Liverpool's oldest surviving cinema, has been a cherished local landmark for nearly 100 years. But the pandemic forced its closure in 2020, leaving the building in disrepair and the community without a much-loved cultural hub.

Under a new Community Interest Company, a campaign is underway to restore the cinema and re-open it as a centre for film, heritage, creativity, and community connection. RealWorth was proud to contribute on a pro-bono basis, producing an impact report to forecast the social value of the planned activities.

Using Social Return on Investment (SROI) principles, we combined local insight, community voices, and monetary valuation to show the potential impact. Our work highlighted that the cinema could:

- Boost wellbeing through film screenings, workshops, and inclusive events
- Strengthen social connections across generations
- Nurture creativity and personal development
- Provide a trusted community hub in an area lacking social infrastructure

The report is now supporting fundraising efforts, helping the CIC make informed decisions about programming. When the Woolton Picture House reopens, it will be a place where the community comes together, learns, and thrives.



Our Impact: Clients



Client Satisfaction

We ask our clients to rate specific and general aspects of RealWorth’s performance and service on a scale of 0-10. This year RealWorth’s average scores were all at least 8 or higher. We are pleased to say that no clients gave a score lower than 5 and therefore that we have maintained a high quality of service across all of our projects.



Quality of Service

“Really, really happy. We are delighted with the work RealWorth did and amazed at how it has enabled us to unlock new opportunities and expand our operational impacts.”

– Max Alder, *Operational Director, LUMA Creations*



Overall Performance

“It’s been an absolute pleasure working with RealWorth. They’ve been consistently professional and provided us with some very useful data and insights into our approach and how it can be improved. We really value their collaborative approach and look forward to developing our partnership into the future.”

– Rebekka Ruscher, *Asset Management & Strategic Investments, The Social Hub*



Value for Money

“I’d definitely recommend using RealWorth again... they just got exactly what we needed, and they didn’t ask too many questions. They showed very good judgement in balancing ambition and realism.”

– Lauren Gavaghan, *Development + Regeneration Consultant, igloo*

Where RealWorth Have Been Working

We are an international consultancy, with clients spanning the length of the UK, as well as in Europe and the USA.

This year we have continued our work in mainland Europe, visiting Amsterdam, Florence and Rome to conduct capacity building workshops and visit sites to inform our SROI evaluation.

Key locations in 2025/26 include:

- London
- Manchester
- Liverpool
- Glasgow
- Kent
- Essex



- Florence
- Rome
- Knowsley
- Newcastle
- Leeds

Key Projects: Case Studies

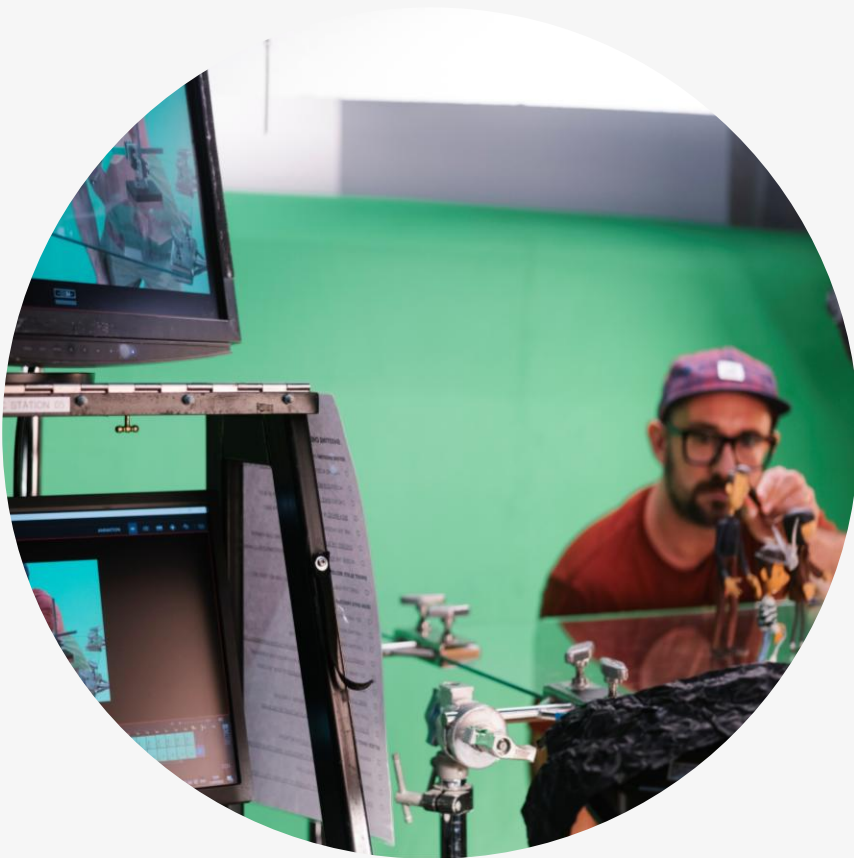


Building Societies Association

We measured and evaluated the social value of the building societies' branch network across England and demonstrated the impact that branches have on the communities they operate in.



Addressing trends across banking services, BSA is able to demonstrate the value of branches.

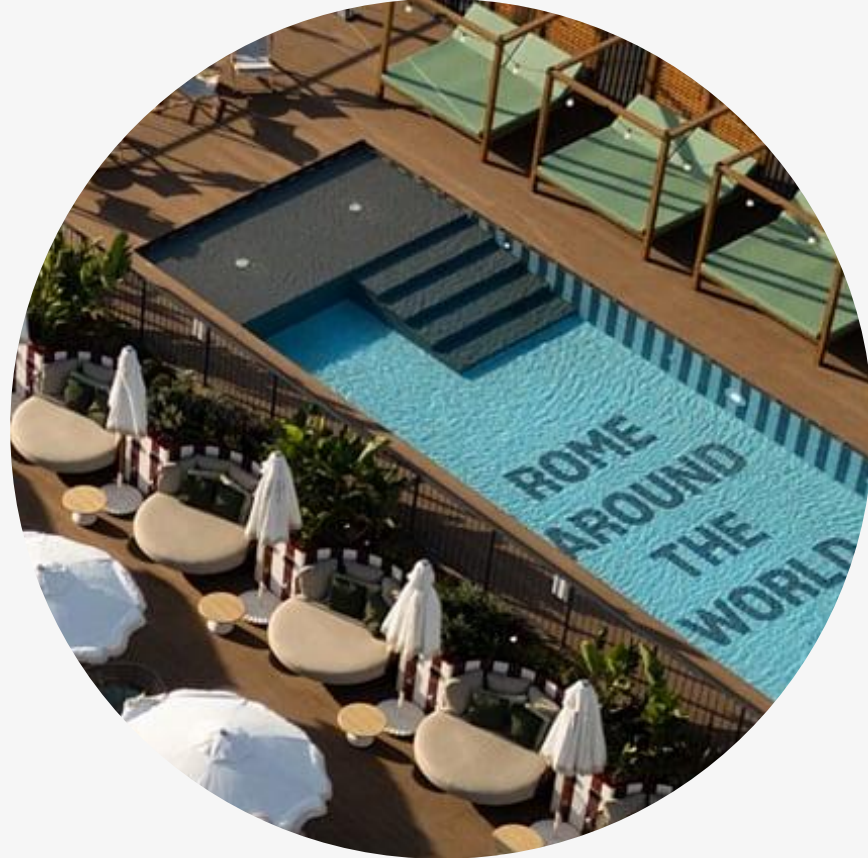


Creative Estuary

We created an Evaluation Framework to measure and enhance the social impact of the Creative Estuary. We used the framework to capture impact. This formed a basis for a Social Return on Investment study into the value that was created.



Armed with evidence, Creative Estuary can campaign for continued funding for the arts across the Thames Estuary



The Social Hub (TSH), Europe

We continued our partnership with TSH, evaluating the impact of its sites in Rome and Florence. We engaged with hundreds of key stakeholders to understand the social change caused by TSH, which assisted TSH in demonstrating the benefit it brings to Italian cities.



Mapping outcomes gives TSH a clear picture of what impact its sites have and how to improve.

Our Impact: Environment

6.32

Metric Tons of CO2 saved
by travelling sustainably

31,650

Miles travelled by public
transport

£175

Donated to Forest Carbon
to offset the carbon
produced

As a relatively small organisation, our direct environmental footprint is modest, but we remain committed to operating as sustainably as possible. We take conscious steps to minimise our impact and embed environmentally responsible practices into the way we work.

Key highlights include:

- **Supported Low-Carbon Commuting:** We operated the Caboodle Cycle2Work scheme, enabling employees to reduce the cost and carbon impact of their travel.
- **Encouraged Sustainable Travel:** Our holiday policy rewards low-carbon travel: if staff choose to travel by train or car instead of flying, they are able to reclaim the extra time as time in lieu, promoting greener choices without penalising personal time.
- **Minimised Paper Use & Travel Emissions:** We have continued to operate as a paperless company and minimise unnecessary travel, particularly air travel, to keep our operational emissions to a minimum.

Looking Forward

2025/26 has been a period of reflection, with a shift in numbers, our team has changed both in membership and service offering. This year has taught us the value of staying adaptable and continually improving to meet market demands, whilst staying grounded in our purpose.

Looking ahead, we're investing in our future and are delighted to be taking on another team member in the London office. We're excited to deepen our expertise while building capacity in purpose-led organisations through the roll out of more social value frameworks and tools that can be applied in-house. By investing in our continued development and service expansion, we will continue creating ground breaking social value in 2026-27 and beyond.

What we did in 2025/26:

- ➡ Continued to evolve the RealWorth that our clients, staff and community know and trust to continually improve our offer to them
- ➡ Expanded our research and methodology, particularly in the culture, music and arts sector
- ➡ Developed our B Corp community, hosting events in Manchester and Liverpool
- ➡ Put over 80 hours and £15,750 back into our local community with our staff giving back scheme
- ➡ Adopted the use of new tools and services including AI and data analysis tools
- ➡ Hosted capacity building workshops for local authorities and non-profit organisations seeking to evaluate their impact

Next Years Ambitions:

- ➡ Continue to win work that supports the arts and culture sector
- ➡ Formalise and amplify our approach to Giving Back and pro bono services
- ➡ Increase our support and capacity building activity, particularly to the VCSE sector
- ➡ Continue our awareness raising and Thought Leadership activity
- ➡ Continue to work with local schools and universities to provide internships and work experience.



Get in touch

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Sign up for our mailing list [here](#)

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