



# Social Impact Report Babcock's Devonport Facility

2025/26 report

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# Foreword from Brendan Staniforth

Business Planning Director

Plymouth is entering a decisive decade. National investment in HM Naval Base Devonport and Babcock's dockyard is reshaping critical defence infrastructure and securing long term support for the Royal Navy's submarine enterprise and the continuous at sea deterrent. The Government's programme represents more than four billion pounds of investment, supported by economic forecasts showing 25,000 new jobs across the city in the coming years, including 5500 roles required at Devonport alone. This is one of the most significant economic expansions Plymouth has ever prepared for, underpinning decades of future national defence capability.

Through Team Plymouth, partners are turning this investment into inclusive progress for people and place. The programme brings together government, the Royal Navy, Babcock, higher education and civic leaders with a shared mission to drive innovation, create opportunity and support a renewed city centre. As the programme moves from planning into delivery during 2026, it will focus on marine autonomy, a proposed defence technology education centre and enabling the development of new homes as part of a wider regeneration plan. Team Plymouth's ambitions include 10,000 new homes in the city centre, the creation of more than 1000 new businesses, and a commitment to grow the value of Plymouth's economy by one billion pounds over the next decade.

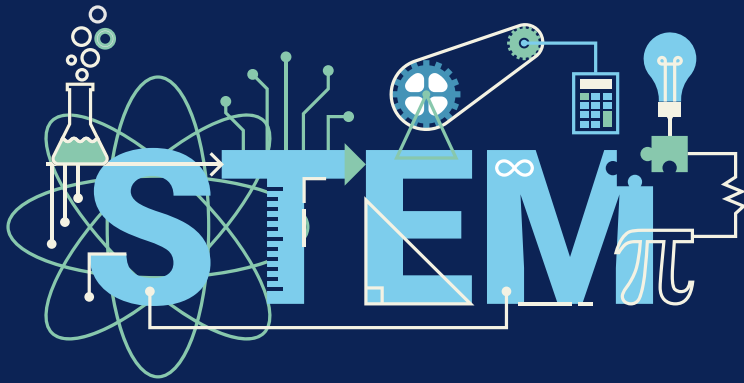
Babcock's role is to lead by doing. Our defence dividend blueprint commits us to relocating more than two thousand colleagues into the city centre to stimulate collaboration and economic vibrancy, modernising core dockyard capability, expanding early careers pathways and investing heavily in the local supply chain. These commitments align with Team Plymouth ambitions including new facilities in the freeport and a dedicated centre for engineering and nuclear skills, ensuring the benefits reach businesses, learners and neighbourhoods across Plymouth.

Going forward into the years ahead, we will continue to strengthen our relationship with the city and the wider region by supporting Team Plymouth, relocating 2,000 colleagues into the heart of the city centre, and deepening our long-standing commitment to STEM education across local schools, colleges, and community groups. But our contribution goes far beyond these flagship initiatives. Across Plymouth and the South West, Babcock plays a central role in skills development, economic growth, and regional resilience.

The future of Devonport Dockyard is assured well into the decades ahead, underpinned by major long-term defence programmes, significant capital investment, and a highly skilled workforce. As we modernise facilities, upgrade critical infrastructure, and introduce new technologies, we are securing not only the dockyard's future but also thousands of high-value jobs across the region.

Together with our partners, we are working hard to support Plymouth's ambition to be a vibrant, prosperous, and forward-looking city—a place where people can build careers, raise families, and share in the opportunities created by a strong and resilient local economy.

# Skills and Future Workforce



Over the last 12 months the Devonport STEM team have completed **147 events with 13,649** students engaged through targeted interactions designed to inspire the next generation to work in a STEM career through fun, interactive and educational activities.



## Festival of Engineering (FoE)

Devonport held it's first FoE at Foulston Park which welcomed 250 students from 11 local primary schools to take part in engaging STEM activities over two days. Following these events, the number of students in attendance who are interested in becoming an engineer rose by 60%.

## External Engagement team

over the last 12 months the Devonport team have completed **178 events/interactions with 13,736** students engaged

through careers events, CV and interview advice sessions, work experience and site visits.



Work Experience (WEX) – Five WEX events were held for students between the ages of 14 and 18. New sessions encompassed business related topics (finance, procurement, quality assurance and commercial) and we also held our first WEX dedicated to home schooled children.



## Students engaged and number of events

	# Events	# Engaged
2023	189	13,899
2024	228	14,909
2025	325	27,385



Students interacted with through STEM and engagement advisors

# STEM and future workforce

## Apprentices and Graduates

The DIJC (Defence Industrial Joint Council) STEM team is leading the national effort in STEM engagement by launching a targeted regional pilot programme in Plymouth.

Working in partnership with defence and STEM organisations, the project aims to inspire and equip the next generation with the skills and passion to pursue STEM careers, ensuring the UK defence sector has access to the workforce of tomorrow.

	App	Gra	Tot
2020	153	159	312
2021	152	77	229
2022	135	94	229
2022	180	94	274
2024	157	125	282
2025	235	127	362



# Supply Chain

## Sustainable Procurement & Innovation

Our supply chain recognise the role they have to play in our local economy and this year we have focused on maximising local spend where possible.

- › +8% increase in local goods procurement
- › Supplier platform launched to measure sustainability and climate change
- › Innovations: Hydrotreated Vegetable Oil from wastewater, waterless toilets, alternative supply sources
- › 100+ local individuals supported into employment through our supply chain
- › Armed Forces Covenant training launched
- › 2% increase in SME onboarding Workforce Development
- › Apprenticeship pathway launched for Supply Chain & Logistics
- › 10 subject matter experts lunch & learn sessions held to share best practice



# Diversity and Inclusion

A work group has been set up to create the Alternative Routes an innovative way to offer employment through non standard routes programme:

The programme includes:

- › Emerging Talent
- › Resourcing
- › Human Resources
- › Plymouth City Council
- › Department of Work and Pensions
- › Supply Chain



## Skills based Work Academy Programme (SWAP)

Plymouth is located in one of England's most deprived local authority districts.

Working closely with Plymouth City Council and the local Department of Work and Pensions, we delivered the first Babcock Project Leopard SWAP and later ran a second cohort.

SWAPs are aimed at individuals eligible for Universal Credit, focusing on sustained impact for those in the hardest-to-help circumstances.

We provide a bespoke SWAP based on the characteristics of a Babcock employee (Health &

Safety, Security, Purpose & Principles) alongside core employability skills.

All candidates leave with:

- › Level 1 Health and Safety qualification
- › Level 1 Employability qualification
- › A Babcock experience day

Across two cohorts, we welcomed 27 individuals, we provided 11 individuals who had been in long term unemployment full time permanent roles and remaining participants returned to the local career centre with a clear future employability plan.



# Supporting Argyle Community Trust

**Babcock is proud to have a strong partnership with Argyle Community Trust, supporting initiatives that make a real difference across Plymouth.**

Together, we've helped Foulston Park thrive as a vibrant community hub, enabling local residents to access vital resources and opportunities.

Through the Community Cup, we've given young people the chance to enjoy grassroots football at Plymouth Argyle FC, promoting teamwork and healthy lifestyles.

At Christmas, we've provided hampers to ensure those less fortunate can enjoy a festive meal.

In addition, we actively support Early Careers by delivering STEM projects across the city, inspiring the next generation to pursue careers in science, technology, engineering, and mathematics.

These efforts reflect our commitment to social value.



Our local Warm Space provides free breakfast, hot showers, internet access and a heated room for those struggling with the cost-of-living crisis.

The Argyle Community Trust and social enterprise group brought together 15 senior leaders across Devon's third sector to share ideas and build meaningful connections. This session consisted of exploring the impact of AI for Charities, staff recruitment, understanding funding, and opportunities to use technology to build staffing and fundraising.

In addition, the large training room continues to facilitate our Plymouth Post 16 BTFC program since April 2021. We have engaged 161 students and delivered 584 hours of training sessions. These sessions enable learners to build essential skills, knowledge, and confidence for their future pathways.

This year, we have welcomed 118 individuals across our Youth Zone, football sessions in the Classic Builders Activities Hall, and gaming sessions in the Babcock F-Sports Arena.

**229,950 visits to community provisions provided by us and local partners across our facilities.**

**87 local people supported to combat social isolation and loneliness.**

# Sustainability and Biodiversity

## Compliance:

Devonport and Submarine Support Engineering achieved re-certification to ISO 14001:2015 without any environmental non-conformances identified by the external audit team. ISO 14001:2015 is the internationally recognised standard for Environmental Management Systems (EMS). It provides a structured framework that helps organisations manage their environmental responsibilities in a systematic, measurable, and continually improving way

## Plan Zero 40

New design standards are being developed to assist projects advance on decarbonisation. All new building designs are considering renewables within their designs and where appropriate will be deploying the appropriate technology.

Other sustainability practices have been highlighted by 10 dock's Interim Design and Strategy achieving a Building Research Establishment Environmental Assessment Method (BREEAM) Excellent rating.

## Biodiversity Enhancement

The Devonport site has successfully started its journey toward enhancing biodiversity. This has been achieved by the introduction of the Eco-Permit process has helped mitigate any potential losses of biodiversity through construction works. This is successfully being utilised to offset identified biodiversity loss associated with electrical power repairs.

Our Devonport facility has dedicated £25K to on-site biodiversity enhancement projects. Further on-site biodiversity enhancement are being planned as part of the MIP portfolio of works.

## Embedding Circular Economy Principles & Food Poverty

The site is predominately focusing on re-using of and recycling. Re-use has been driven via the Not Open all Hours (NOAH) process, this has seen over four tonnes of office equipment being re-used within the site boundaries.

With the same mechanisms resulting in:

- > Plymouth Argyle receiving two shipping containers and one trailer
- > Dartmoor Zoo receiving debranded overalls and lifting strops
- > Local schools receiving 60 chairs, 11 tables and office stationery
- > 148kg of food has been delivered into the community, preventing unnecessary waste.



# Environmental Working Group (EWG)

<b>6 March 2025</b>	<b>World Book Day</b> - The 4th year the EWG has provided volunteers to read to over 700 students	
<b>June 2025</b>	First on site dock block situated at 10 Dock for wildflower planting to increase bio diversity and add vibrancy to the dockyard.	
<b>5 June 2025</b>	<b>World Environment Day</b> - Engagement with the Devonport workforce on ESG.	
<b>6 June 2025</b>	<b>Rame Peninsula Beach Clean</b> - 150 hours of Beach Cleaning delivered	
<b>6 June 2025</b>	Delivery of various litterpicks throughout the Dockyard. With over 40 hours of litter picking provided	
<b>24 &amp; 25 July 2025</b>	EWG stand at Devonport Open Days. Won award for best network stand.	
<b>5 December 2025</b>	<b>Christmas Market</b> - Local business delivering sustainable products to employees.	



# Transport

**MoveSmart is Babcock's drive for fair, sustainable transport made real.**

It tackles a simple truth: getting to work shouldn't limit someone's opportunities. By providing low-cost, carbon-neutral shuttles and flexible car-sharing, MoveSmart removes everyday barriers that hit lower-income staff, shift workers, carers, and those without cars the hardest.

Its impact reaches far beyond the gates.

MoveSmart eases congestion, cuts emissions, and supports healthier streets in one of Plymouth's most disadvantaged areas. By working with local partners and championing inclusive commuting, it strengthens community ties and helps create a more connected city.

This is transport as social value.

MoveSmart builds a workforce that reflects the community it serves — diverse, agile, and supported — while delivering long-term benefits for people and place.

**Join the journey and move smart**

MoveSmart offers a sustainable and scalable commuting solution, integrating robust shuttle services and a car club.

This initiative drastically reduces single-occupancy vehicle use, easing parking pressure and improving overall site efficiency.

For queries or further information please contact: [movesmart@babcockinternational.com](mailto:movesmart@babcockinternational.com)

-  Commuter Shuttle Services powered by Zeelo
-  App-Based Booking
-  Co Wheels Car Club

 **MoveSmart**  **Babcock**



**Be kind**

# Community Engagement

## Babcock and The Bridge Plymouth: Driving Community Impact Through Reuse and Collaboration

**Plymouth, Devon – October 2025**

Babcock is proud to continue its support for The Bridge Plymouth, a community charity working to combat food poverty across the city. Through a collaborative effort involving our internal Procurement & Supply Chain (P&SC) team, surplus PPE and equipment have been repurposed and delivered to support local initiatives — with logistics cleverly coordinated alongside dockyard operations, thanks to The Bridge’s proximity to our Belliver depot.

Sue Lorne at Babcock, shared:

**“This initiative has shown how small actions — like reusing equipment — can lead to big outcomes. From supporting foodbanks to enabling volunteers to safely gather fresh produce, we’re proud to be part of a movement that’s making a real difference in Plymouth.”**

Babcock remains committed to supporting local charities and driving social value through sustainable practices and community partnerships.

## Babcock Joinery Team Supports Local Charity ‘Improving Lives’ with Recycled Wood Donations

**Plymouth, Devon – October 2025**

Babcock’s Joinery Department has proudly partnered with local charity Improving Lives, supporting their mission to help individuals re-engage with activities of daily living through creative and practical workshops.

Over the past few months, the Joinery team has provided regular donations of recycled wood, enabling Improving Lives to run bespoke furniture-making classes for adults. These sessions not only foster creativity and skill-building but also promote confidence, independence, and community connection.

A spokesperson from Improving Lives shared their appreciation:

**“I just wanted to say a big thank you to all of you for our recent wood donations. This is very much appreciated as it has enabled our members to design beautiful pieces. We really value your ongoing support – thank you very much.”**

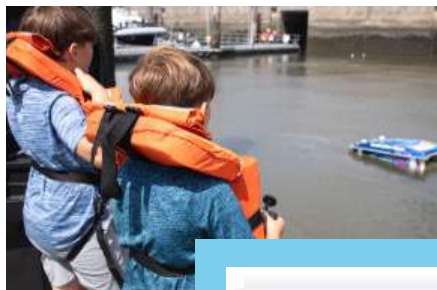
In Plymouth and the wider region our staff at Devonport have carried out over 5000 hours of volunteering across projects from Dartmoor Zoo, Ugborough Village Fair, Devonport Open Days and many many more.



# Devonport Open Days

In July we opened our gates for the first time in 19 years, on day one we welcomed over 5000 of our workers, supply chain and MOD & Royal Navy staff.

On day two we welcomed thousands of guests from across the city, to learn about what we do, why we do it and how they can join us.



What an absolutely brilliant day!! My boys, as did I, loved it! So much to see and do and all for free!! So interactive, informative, engaging and inspiring. There was A Great variety of activities and stalls and All the staff and helpers were brilliant, helpful and so friendly. Thank you so much for organising and I so hope you make it an annual event!

tw Like Reply

My little boy said on the way home 'that's was actually the best day I've ever had' One very inspired little boy! We had the best day, all the people working were so informative and friendly.

tw Like Reply

Thank you so much for today! My daughter (B) thoroughly enjoyed every second as did I. We would love to be able to attend an event like this again. As a Maths teacher in a Devon Secondary school I thought the STEM focus throughout and not just in the STEM village was fantastic. This would be a wonderful event for school groups to attend. Thanks again.

tw Like Reply

NEURO DIVERSE BUSINESS AWARDS

BAE SYSTEMS

disruptive

# Neurodiversity Internship Week

This year's dedicated neurodiverse internship was opened up to additional universities in the local area and saw 16 neurodiverse undergraduates work collaboratively on real life projects before presenting back to senior Babcock leaders. Feedback from the students was very positive and the business was impressed with the high standards of their finished projects.

## Neurodiversity in 2025

Babcock created a Neurodiversity Network in 2018 to support its neurodivergent people (around 30%). The demand for support grew and in 2024 the directors at Devonport stood up a full-time provision resulting in the formation of a neurodiversity team in 2024 to work alongside the network.

### In this time we have

- > We successfully rolled out Genius finder pro as a cognitive skills assessment tool across the business.
- > Supported a successful neurodiversity internship.
- > A dedicated client record system was set up to track cases and ensure continuity of support.
- > Created an analytical suite using sharpcloud was created to show trends and highlight the neurodiverse make up of Devonport.
- > Conducted multiple management training and awareness sessions to help influence a neuroaffirming culture with the dockyard.

Our Advisors are currently supporting approximately 500 staff members.

Retention surveys for employees under neurodiversity support at Devonport stated over 58% of staff wanted to stay at Babcock for the rest of their careers with psychological safety being the main reason.

### Recognition and wider impact:

Babcock are a founding member of Neurodiverse Plymouth Employers network (NPEN) raising awareness of neuroinclusive best practice across the city.





The team represented Babcock at the house of lords review of the Autism act.

In November we welcomed Sir Stephen Timms the minister for social security and disability to Devonport dockyard to showcase our neurodiversity provision and the wider work with the Jackel teams job swap initiative.

Members from the team and the network were invited to be keynote speakers in the Plymouth city council neurodiversity conference in March and we're recognised for the work helping to lead Plymouth in becoming the benchmark for neurodiversity in employment for the southwest.

In March 2026 the team and 2 members of the network were finalists in 4 categories at the neurodiversity in business awards, the event in Covent Garden was attended by hundreds of professionals from across the UK all passionate about neurodiversity. this was great recognition of the hard work put into supporting neurodivergent staff at Babcock.

#### **Working with the Civic agreement – community engagement team**

The community workstream were tasked with identifying how they can maximise our positive impact through our local hubs and charitable organisations across the city. In a large and diverse place such as Plymouth, this presents a particular challenge; numerous organisations are delivering exceptional work, and there is often overlap between their missions and our own objectives.



One of the team's initial priorities was to develop a comprehensive community map using the SharpCloud software platform. SharpCloud, a visual storytelling and strategic project management tool, enables organisations to connect, analyse, and interpret complex data to support clearer and more informed decision making.

By mapping organisations and their areas of focus within the platform, they can quickly identify key stakeholders for specific projects and foster meaningful, city-wide connections with just a few clicks.



# Armed Forces Day

**For more than a decade we have proudly supported Plymouth Armed Forces Day as title sponsor.**

With a fresh new look following our recent rebrand, our stand was front and centre on Plymouth Hoe, where 45000 visitors flocked to show respect to our service personnel past and present.

For a city with a proud military history, this was a real opportunity to come together and celebrate. The full day's programme included displays, parades, demonstrations, and entertainment, ending with an evening concert.

Visitors from far and wide came to explore the military villages and enjoyed tackling some of the hands-on challenges and climbing on-board the vehicles and equipment, including the Royal Marines Raiding Craft and the Army's weapon displays.

There were dynamic displays from the Royal Navy including the battlefield ambulance and dive tank whilst, the RAF recruitment team chatted to visitors about career opportunities and the Cadets were running desk-top simulators for visitors to try.

**John Gane, Site Managing Director at Devonport, said:**  
**"Hosting this military showcase annually in Plymouth provides an excellent opportunity for the community to learn more about the critical role that our Armed Forces play in keeping our country safe – something Babcock is proud to support. This year's events attracted more visitors than ever before, and we were pleased to welcome so many visitors to our busy stand on Armed Forces Day."**





# Civic Engagement Agreement

In July 2025, a Civic Engagement Agreement was signed Plymouth's four largest employers – Plymouth City Council, Babcock International Group (Babcock), University of Plymouth and University Hospitals Plymouth NHS Trust – in a pioneering, voluntary commitment to address the root causes of inequality and drive inclusive, city-wide transformation.

Local residents and businesses will see new, joined-up approaches through the Civic Engagement Agreement's focus on:

- › Being inclusive in employment practices
- › Strengthening local supply chains
- › Supporting staff, students and volunteers to work with communities to improve health, education and social infrastructure
- › Reducing the environmental impact of operations internally and in supply chains.



## Community Investment Group (CIG)

The Community Investment Group (CIG) is a panel of Babcock volunteers representing a number of teams and departments across the site. They meet every few months to review the many applications for support we receive from local community groups and projects.

Organisation	Date sent	Amount Granted
Central Amenity Fund (RM Tamar Gig)	3 March 2025	£500.00
Community Regeneration Outreach Projects	3 March 2025	£1,000.00
Devonport Amateur Boxing Club	6 March 2025	£250.00
Friends of Devonport Park	31 March 2025	£1,000.00
Marine Academy Plymouth	9 April 2025	£750.00
Plymouth J24 Association (J24 Championships)	17 March 2025	£1,000.00
<b>Total</b>		<b>£4,500.00</b>

**Meaningful and lasting social impact is delivered through collective leadership and shared responsibility. I am sincerely grateful for the leadership demonstrated by those recognised here, whose efforts continue to make a measurable difference for the people who live and work in Plymouth and the wider region.**



**James Smith**  
Head of Social Impact

- Debbie Joce** – Babcock Skills Director
- Gareth Kenward** – Senior Emerging Talent Manager
- Donna Lawson** – Supply Chain Manager - ESG
- Stacey Turner** – External Engagement Advisor
- Victoria Cope** – Partnership Director - Team Plymouth
- Karly Coulton** – Head of Communications
- Lisa Brammer** – Communications Business Partner
- Gemma Golden-Ham** – Programme Manager (Nuclear)
- Melodie Mapstone** – PR & Communications Business Partner
- Natalie Kent** – HR Business Partner • HR
- Jack Skorecki** – Environmental Advisor
- Peter Stokes** – Neurodiversity and Social Mobility Manager
- Alex Stannard** – Senior Environmental Protection Manager

**And all those who work in our communities across the city and region.**



“Babcock’s social impact work directly supports Plymouth’s strategic goals by bringing together industry, education and the public sector to unlock opportunity, build skills and drive inclusive growth. Babcock is a core founding partner of Team Plymouth, and as Babcock Partnership Director, I’m proud we are playing a central role in this collaboration, helping to unite organisations behind the shared ambitions of Team Plymouth.”



**TEAM PLYMOUTH**  
Defence-driven growth

**Vicky Cope**  
Partnership Director



Creating  
a safe and  
secure  
world  
**together**



**Babcock**