

2025 RIBA CPD Forum

Case Study: An Architects Perspective

22-10-2025

BUCKLEY GRAY YEOMAN

Today

Who are BGY?

Challenges in Competence

How does CPD Work at BGY?

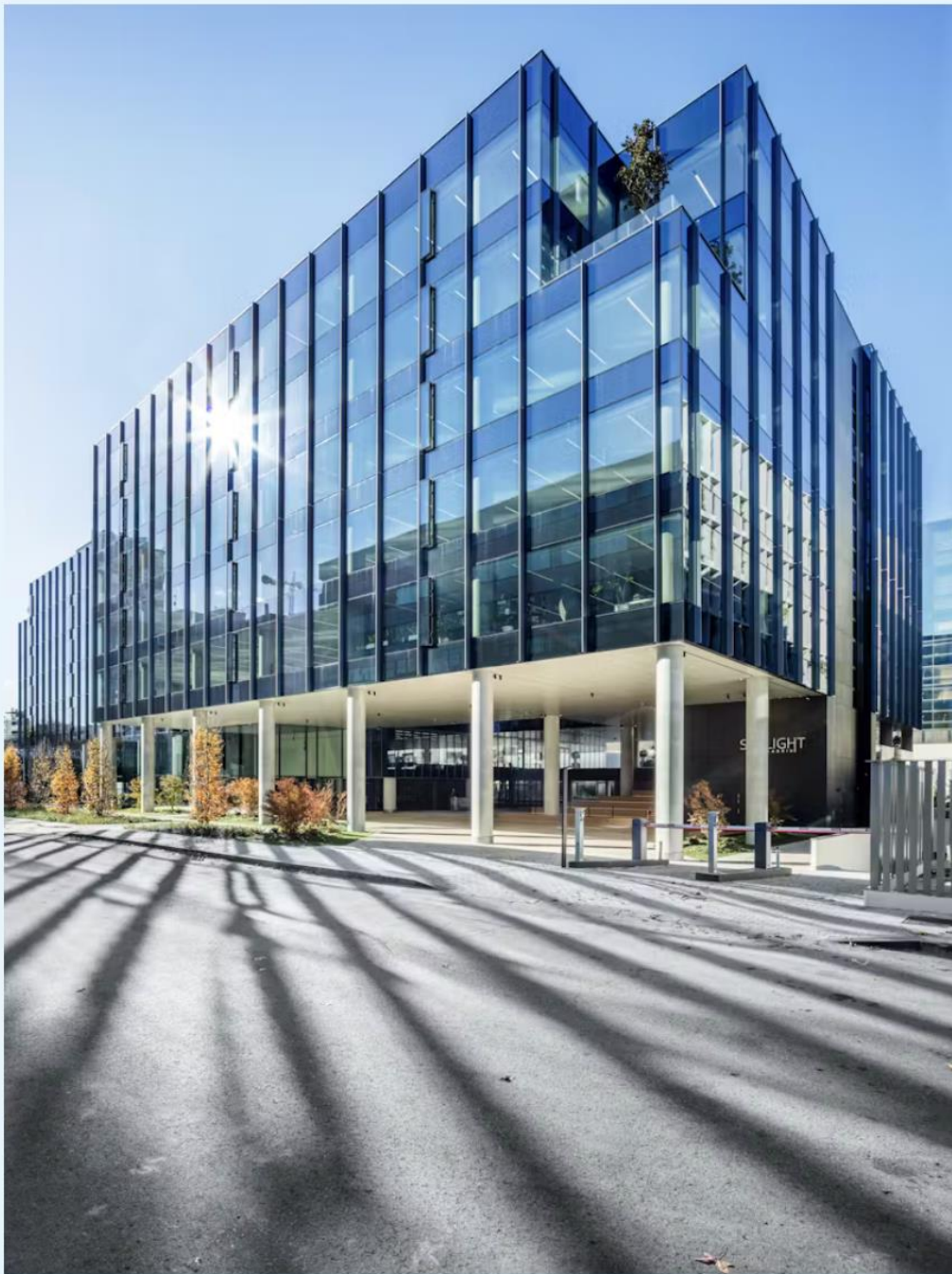
Challenges With Products and Systems

How Can Suppliers and Manufacturers Support CPD?

Overview of BGY

BGY

ABOUT COMMISSIONS CONTACT



INTERIOR DESIGN

Practicing what we preach

Shoreditch Arts Club



HERITAGE

BGY



What is the Architectural Technical Lead Group?



www.atlg.uk

Founded in September 2023

Membership: 540+ members
across 360+ practices, from sole
practitioners to large firms

Mission: A group for architects
and designers to discuss technical
issues, share knowledge and
resources, and drive
improvement in the UK
construction industry.

Buckley Gray Yeoman
EPR Architects
Broadway Malyan
3DReid
Veretec
Barr Gazetas
Haworth Tompkins Ltd
Jestico + Whiles
Allies and Morrison
Hawkins\Brown
Tuckey Design Studio
Levitt Bernstein Architects
Purcell
Make Architects
Studio Egret West
Howells
ArchitecturePLB
ADP Architecture
Laurence Associates
SpecStudio
David Miller Architects
Allford Hall Monaghan Morris
ECD Architects
ADAM Architecture
Bond Bryan Architects
Fletcher Priest Architects
Architype
Maccleanor Lavington
Morris+Company
JTP
Chapman Taylor
GRID Architects
Vincent & Partners
HLM Architects
AEW Architects & Designers Ltd
White Ink Architects
Bell Phillips Architects

Stanton Williams
Ackroyd Lowrie
Gensler
BDP (Building Design Partnership)
Studio PDP
Ikonic Architecture
Piercy&Company
Holder Mathias Architects
Lawray Architects
Studio Pringle
Rolfe Judd Architecture
LOM Architecture and Design
Supervene Architects
tp bennett
Atomik Architecture
BPTW
Architects in Practice
White Red Architects
Sonnemann Toon Architects
Floyd Slaski Architects Ltd
Threefold Architects
Fereday Pollard
NBBJ Ltd
Cousins & Cousins
Jo Cowen Architects
Pitman Tozer Architects
John McCall Architects
Corstorphine & Wright
dRMM Architects
Jeremy Blake Architects
Weedon Architects
Bailey Partnership (Consultants) LLP
HKS Architects Ltd.
GB Atelier for Architectural Services
rg+p
Formation Architects
vPPR Architects

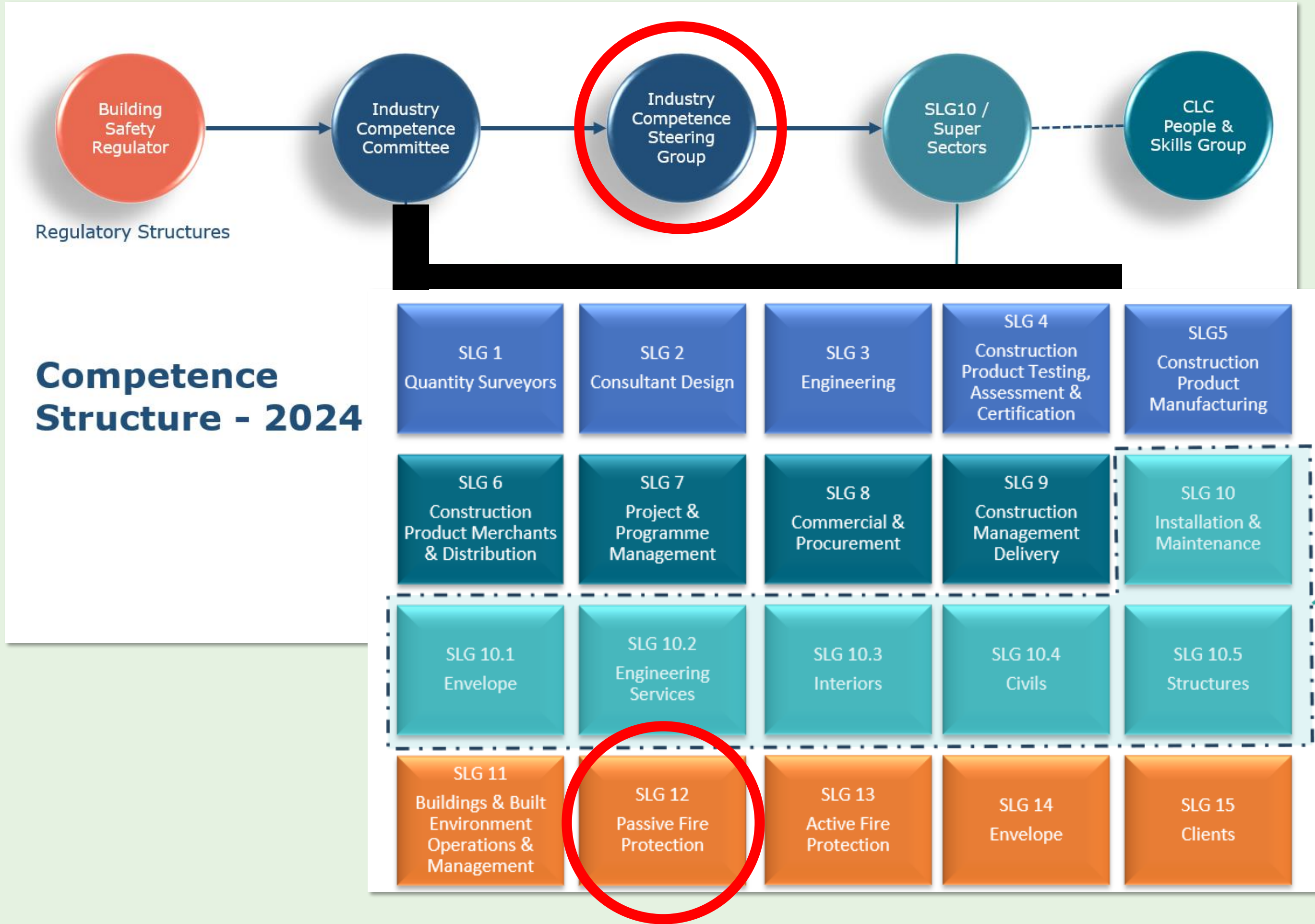
PRP Architects
Pollard Thomas Edwards
Gort Scott
Rowett Architecture
Waugh Thistleton Architects
CPMG Architects Limited
MSMR Architects
Basha-Franklin
shedkm
Fraser Brown McKenna Architects
Seven Architecture
RM_A
Laura Nica Studio
Lechler Hayes Architects
BPG Architects + Surveyors
Spratley & Partners Ltd.
Black Pine Group
LSI Architects
Associated Architects
Conran and Partners
Bailey Partnership (Group) Ltd
Woods Bagot
Child Graddon Lewis
DLA Architecture
Darling Associates Architects
Goldline Architectural Limited
Elements Architectural Studio
Donald Insall Associates
Leonard Design Ltd.
ACA Studios Ltd.
Assael Architecture
Create It Studio Architects
Hopkins Architects
Cartwright Pickard
Paddock Johnson
C4 Projects
Cudot Architecture Ltd

Studio Partington
KSA Architects Ltd
SASI Studio
Studio Grieveson
HUT
Gallus Studio Architects
Stiller Projects
Slab Design Union Architects
dMFK Architects
Adam Khan Architects
Shepherd Epstein Hunter
Maber Architects
GAA Design
WGP Architects
Horizon Fletcher Rae
Stockwool
Haptic Architects
5plus
Sabbadin Corti Limited
Office S&M Architects
Andrew Dobson Architects
Flanagan Lawrence
studioHA
KS Architects
Andy Matthews Studio
Gbolade Design Studio
56Three Architects
KSS Design Group

The Building Safety Regulator and CLC ICSG SLG12 Passive Fire Protection Competence



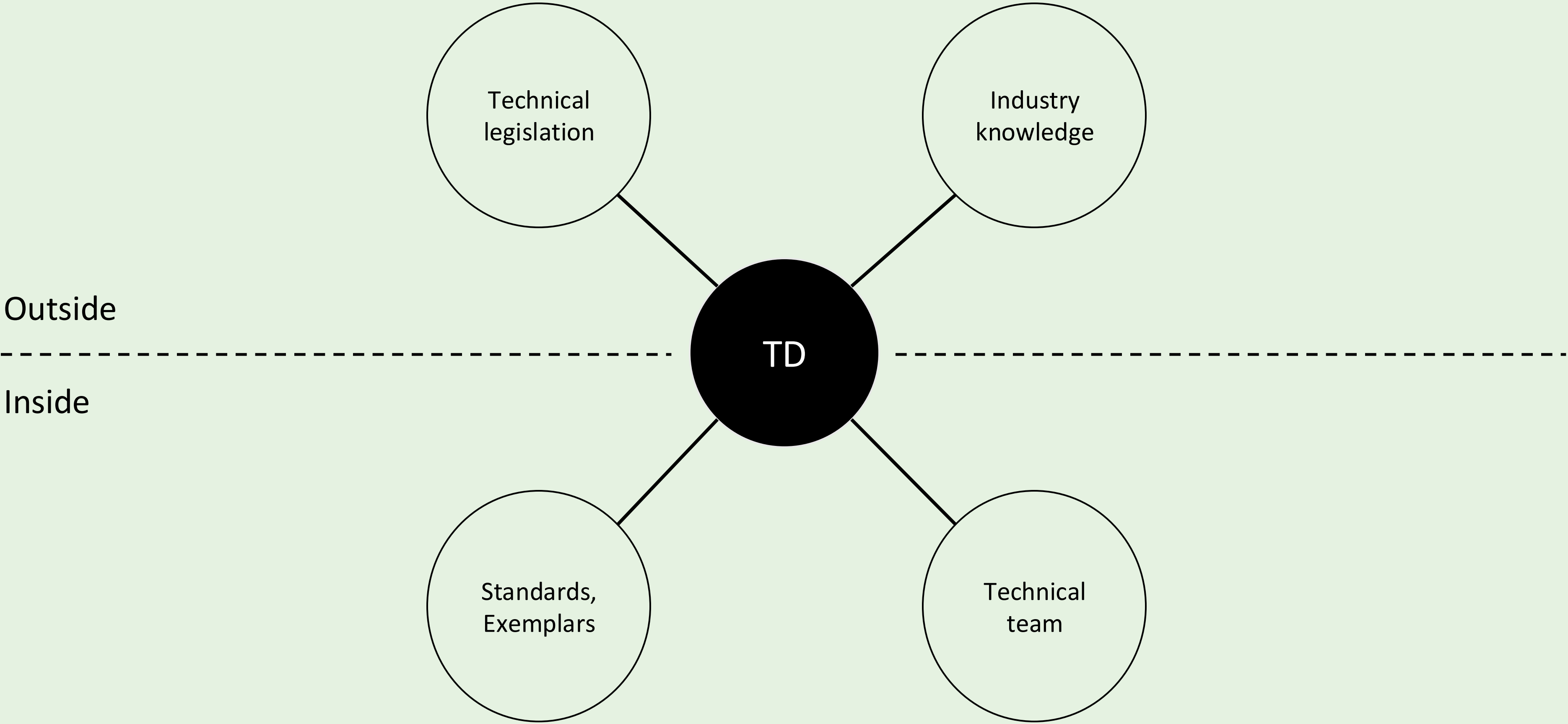
Construction
Leadership
Council



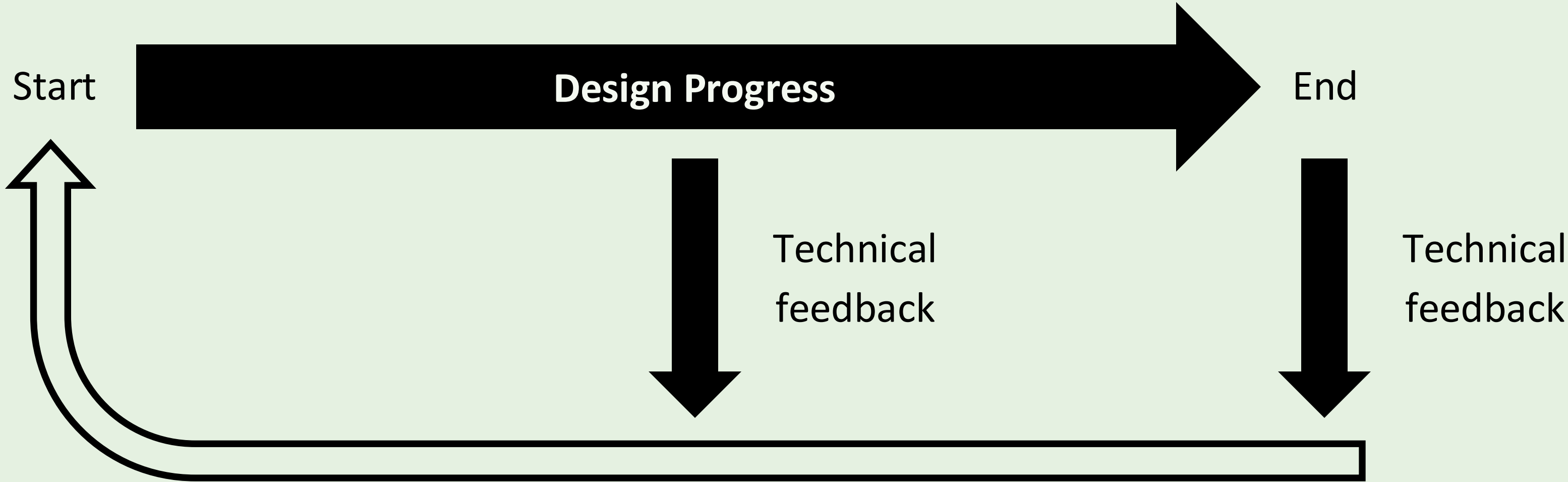
Sector Led Group 12 (Passive Fire Protection Competence)

Milford and Marah
Edinburgh Napier University
Laing O'Rourke
ASFP
Rockwool
Hilti
Siderise
Skanska
Fire Compliance Plus
Golden Thread Fire Delay
Skanska
AHMM
Vinci
BGY

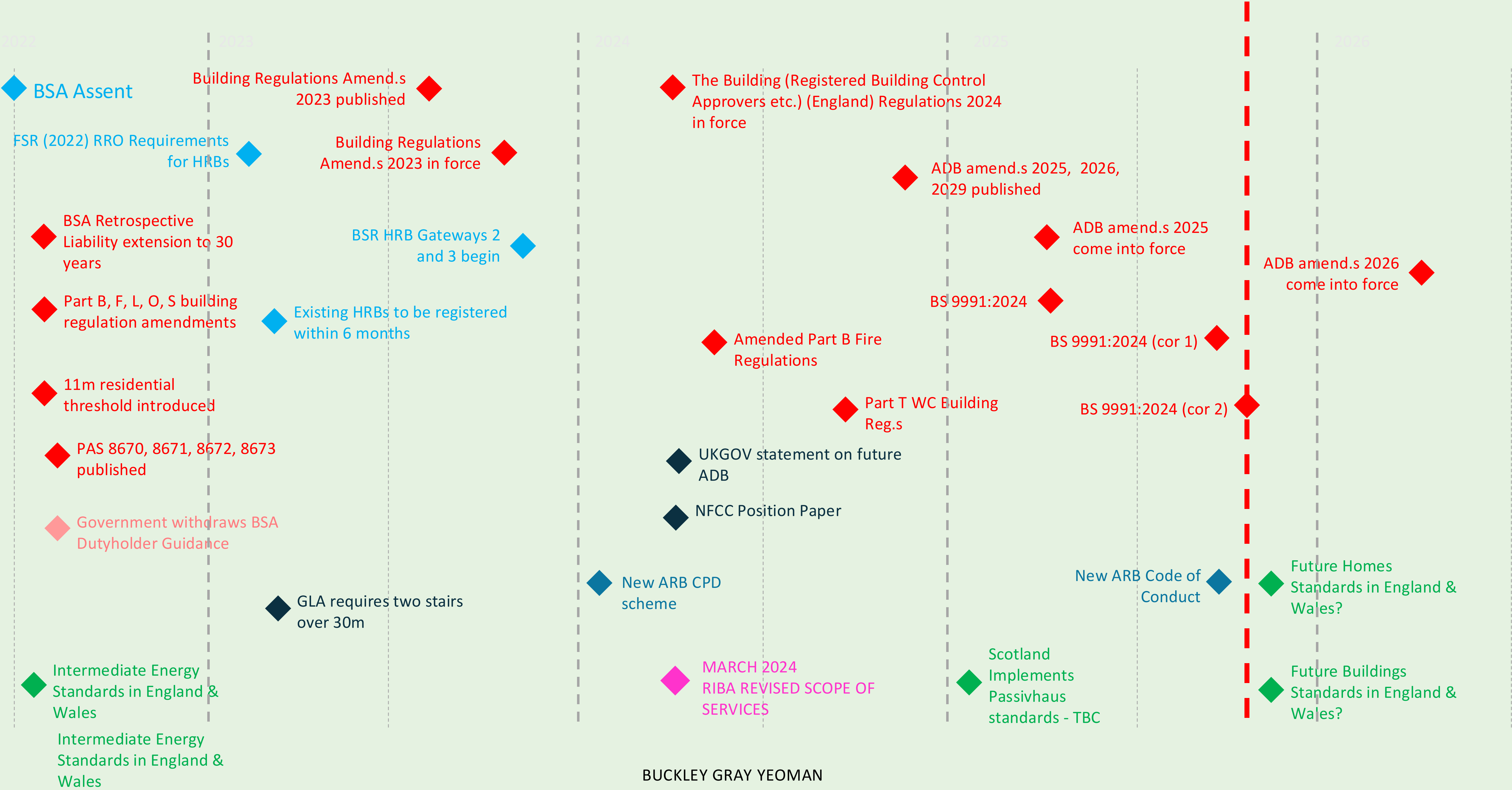
What Does the Technical Director Do?



Continuous Learning



Changes in Regulation & Guidance



Challenges in Competence

Obligations

Statutory

Building Regulations 2023 Amendment

Competence: general requirement

11F.— (1) Any person carrying out any building work or any design work must have—
(a) where the person is an individual, the skills, knowledge, experience and behaviours necessary,
(b) where the person is not an individual, the organisational capability, to carry out—
(i) the building work in accordance with all relevant requirements;
(ii) the design work so that the building work to which the design relates, if built, would be in accordance with all relevant requirements.

(2) Any person carrying out any building work as a contractor or any design work as a designer must have—
(a) where the person is an individual, the skills, knowledge, experience and behaviours necessary,
(b) where the person is not an individual, the organisational capability, to fulfil the duties of a contractor or designer, as the case may be, under these Regulations in relation to the work.

ARB

ARB Code of Conduct

Standard 3: Competence

Architects must maintain and develop their competence to deal with an ever-changing built environment by committing to continuous professional development throughout their careers

There are a number of ways to meet Standard 3 and below are examples of the conduct and practices expected.
Architects will meet the Standard when they:
3.1 Acknowledge and work within the limits of their competence
3.2 Ensure they are up to date with current standards and good practice
3.3 Adopt a reflective approach to their work by learning from feedback and addressing individual learning needs
3.4 Assure themselves of the competence of anyone they engage to carry out work on their behalf
3.5 Provide appropriate supervision and sufficient resources to people they engage to carry out work on their behalf
3.6 Encourage the professional development of those for whom they are responsible
3.7 Maintain their knowledge and understanding of guidance issued by ARB in support of these Standards

RIBA

RIBA Code for Chartered Practices

2. Principle 2: Competence

2.1 Chartered Practices should realistically appraise their ability to properly undertake any proposed work.

ISO

Assessment of requirements or gaps in capability

7.2 Competence - The organization shall:

- a) determine the necessary competence of person(s) doing work under its control that affects its environmental performance and its ability to fulfil its compliance obligations;
- b) ensure that these persons are competent on the basis of appropriate education, training or experience;
- c) determine training needs associated with its environmental aspects and its environmental management system;
- d) where applicable, take actions to acquire the necessary competence, and evaluate the effectiveness of the actions taken

NOTE: Applicable actions can include, for example, the provision of training to, the mentoring of, or the re-assignment of currently employed persons; or the hiring or contracting of competent persons.
The organization shall retain appropriate documented information as evidence of competence.

The Building Regulations

Building Regulations 2023 Amendment

Competence: general requirement

11F.— (1) Any person carrying out any building work or any design work must have—

Skills, Knowledge, Experience, and Behaviour

(b) where the person is not an individual, the organisational capability.

The Building Regulations set a broad requirement, but don't tell us how to get there

design relates, if built, would be in accordance with all relevant requirements.

(2) Any person carrying out any building work as a contractor or any design work as a designer must have—

(a) where the person is an individual, the skills, knowledge, experience and behaviours necessary,

(b) where the person is not an individual, the organisational capability, to fulfil the duties of a contractor or designer, as the case may be, under these Regulations in relation to the work.

Designers - Individual vs. Organisational Competence

Building Regulations 2023 Amendment

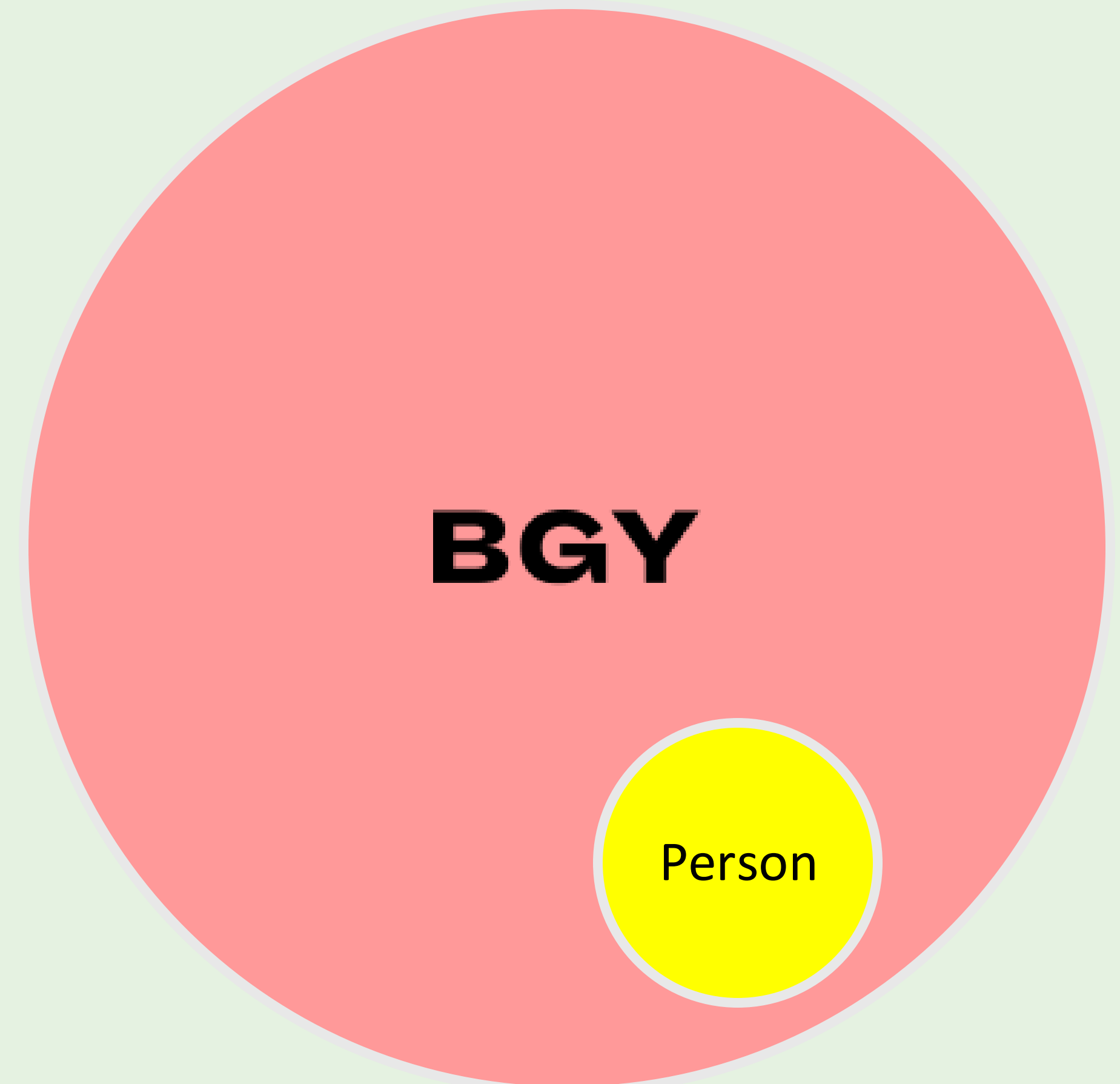
Competence: general requirement

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Requirements for Competence

Competence is the ability to put skills, experience and knowledge into practice in order to perform a job in an effective and efficient manner to an established standard *CIC Guide to BS Flex PAS 8671*.

Competence is customarily expressed as Skills, Knowledge, Experience, and Behaviour.

Skills

Examples:

- Ability to analyse a brief.
- Ability to plan, manage, and monitor a design process.
- Ability to coordinate and manage an internal team.
- Ability to coordinate and manage an external project team.

Knowledge

Examples:

- Have taken CWCT training on built up walls: Thermal and moisture performance.
- Have covered all twelve of the RIBA core CPD criteria.
- Have completed all the ARB compulsory CPD criteria.

Experience

Examples:

- Led the design of a twenty-storey residential tower from RIBA stages 1-6.
- Designed and coordinated a façade package from RIBA stages 3-5.
- Coordinated design packages in a novated role at RIBA stage 5.

Behaviour

Examples:

- Act ethically and contribute to safe Outcomes
- Demonstrate effective leadership, teamwork and communication as an individual or as a member of a team.
- Manage individual and contribute to organizational competence
- Demonstrate personal responsibility and accountability
- Understand and respect duty of care to others including building

Industry Competence Framework Standards

Built environment – Core criteria
for building safety in competence
frameworks – Code of practice

April 2021 Version 3



BSI Flex 8670: v3.0 2021-04

 Ministry of Housing,
Communities &
Local Government

bsi.

PAS 8671:2022

Built environment – Framework
for competence of individual
Principal Designers – Specification



 Department for Levelling Up,
Housing & Communities

bsi.

PAS 8672:2022

Built environment – Framework for
competence of individual Principal
Contractors – Specification

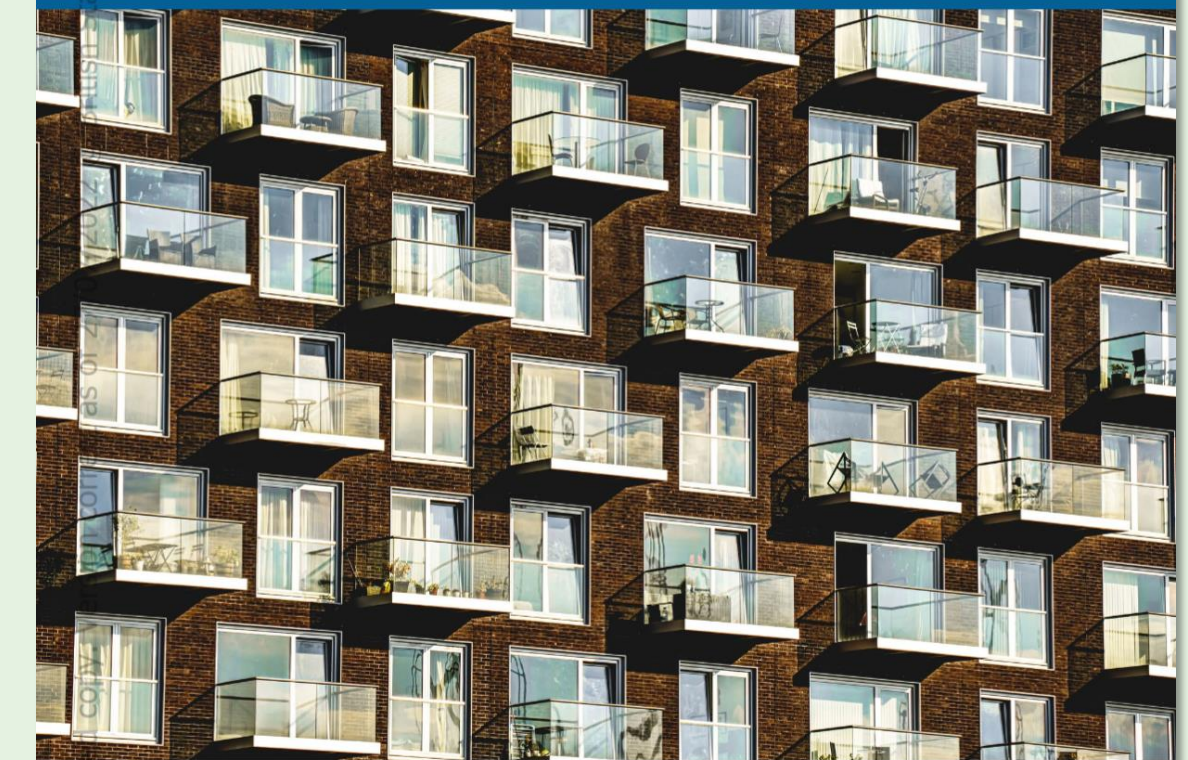


 Department for Levelling Up,
Housing & Communities

bsi.

PAS 8673:2022

Built environment – Competence
requirements for the management
of safety in residential buildings –
Specification



 Department for Levelling Up,
Housing & Communities

bsi.

Designer Competence Standards Are In Flux

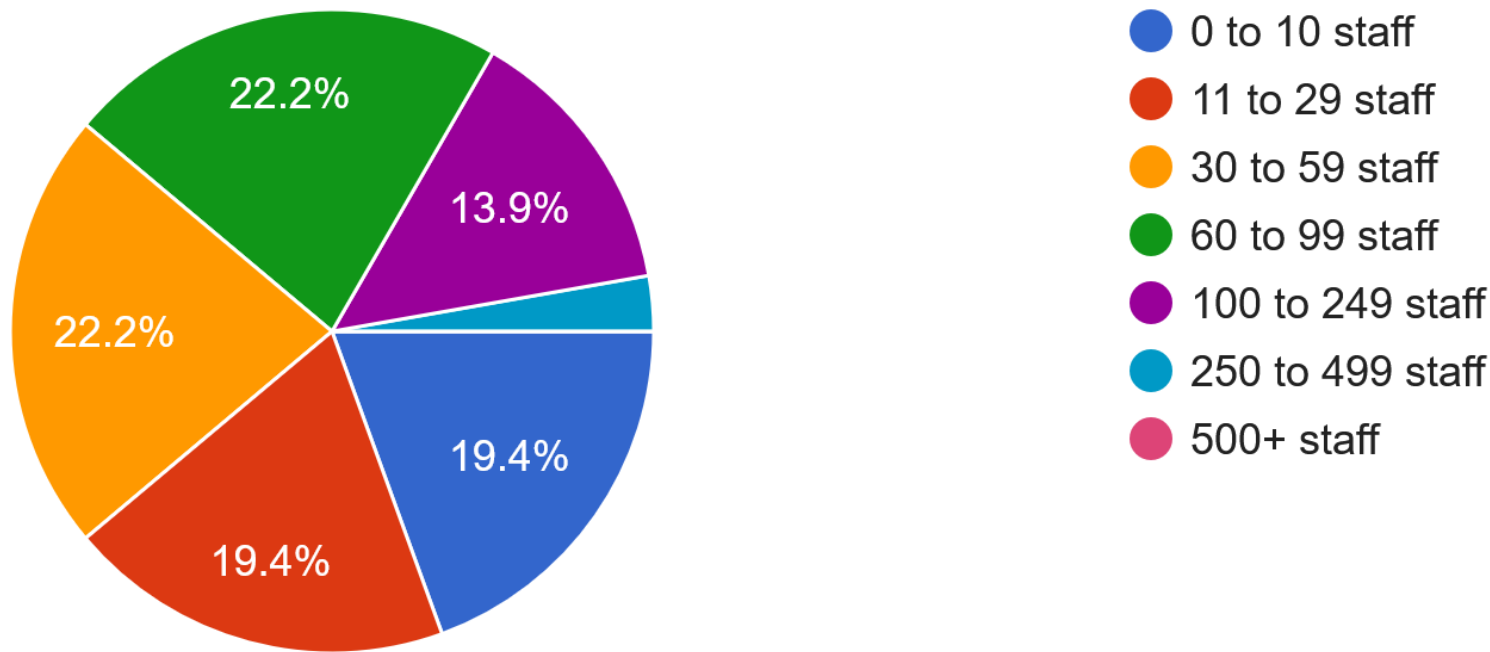
70+ standards in development

One standard released (that I know of)

ATLG Survey Q2 2025 – Competence Systems

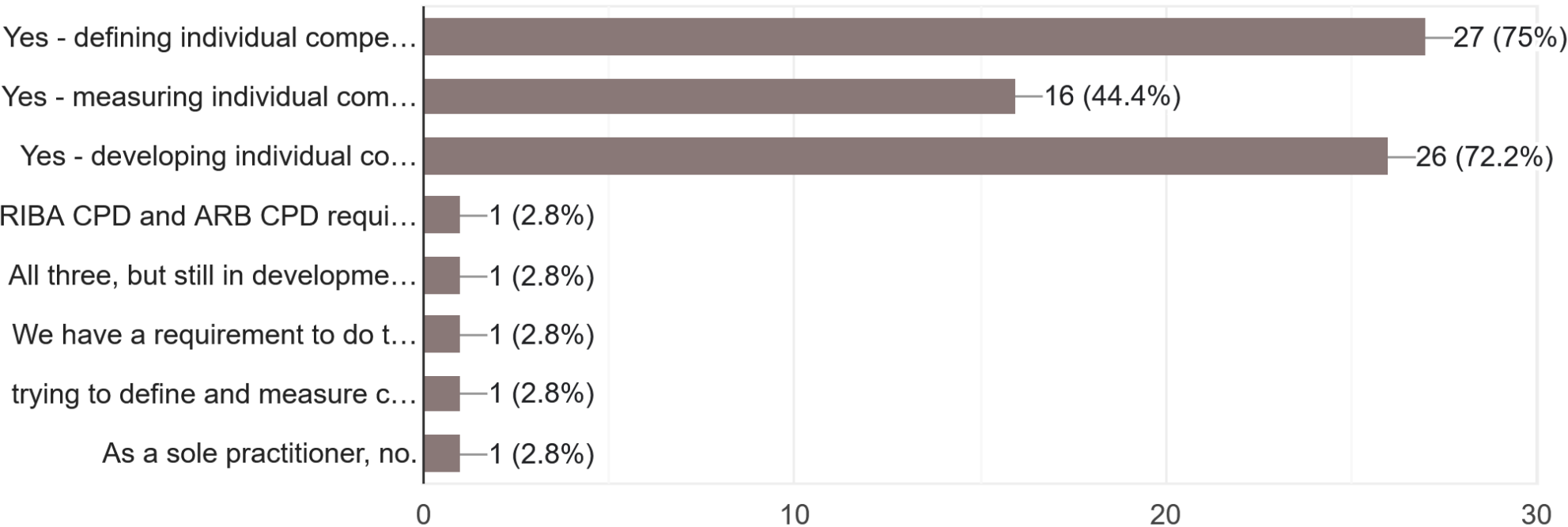
0. Size of practice in the UK (UK architectural staff)

36 responses



A1. Does your company have a system in place for defining, measuring, analysing, and developing individual staff competence?

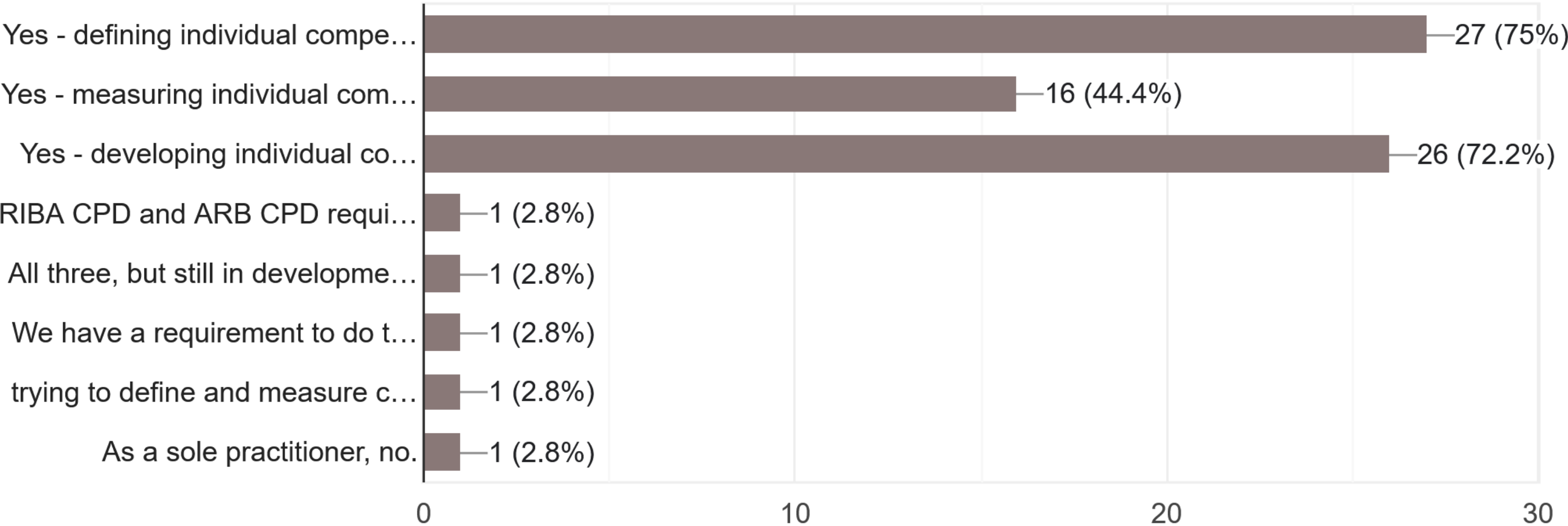
36 responses



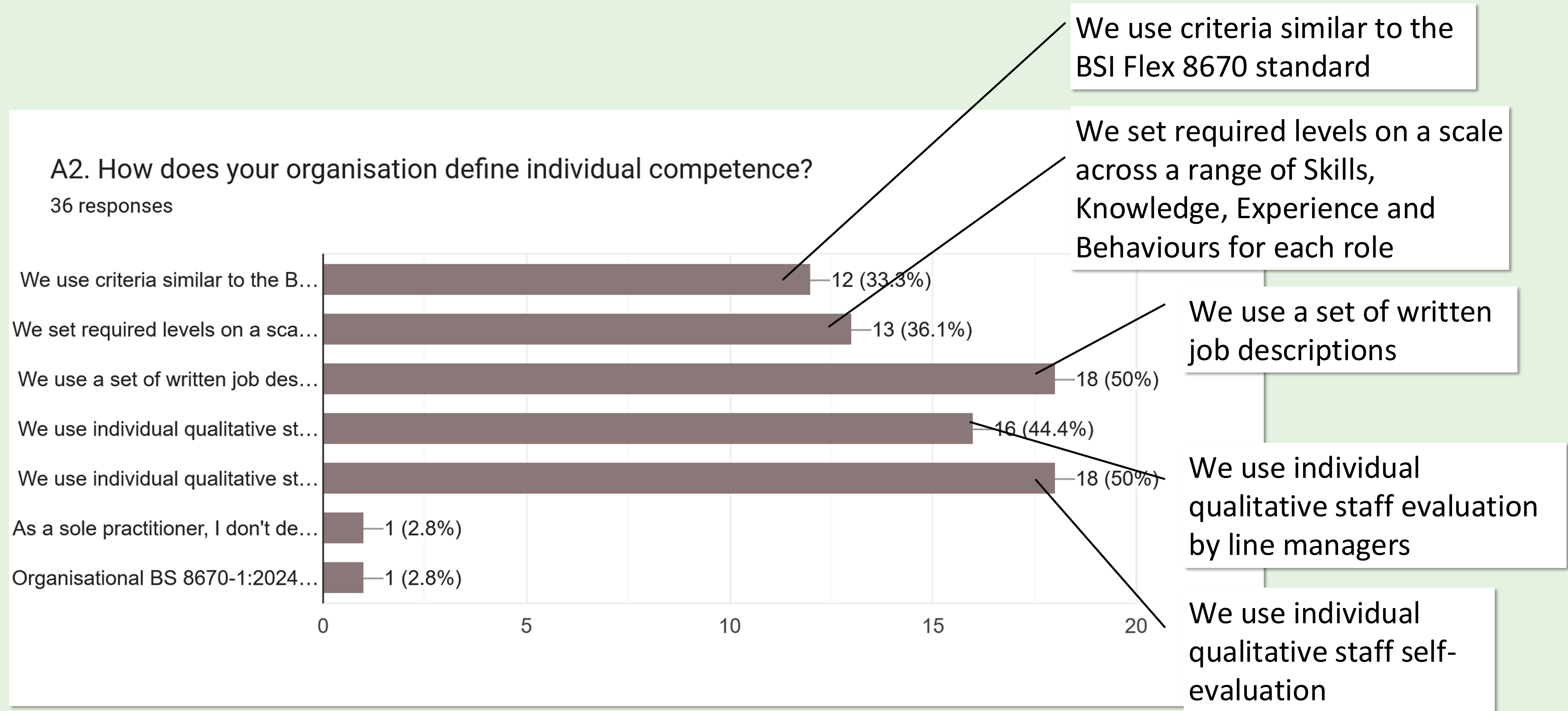
ATLG Survey – Individual Competence

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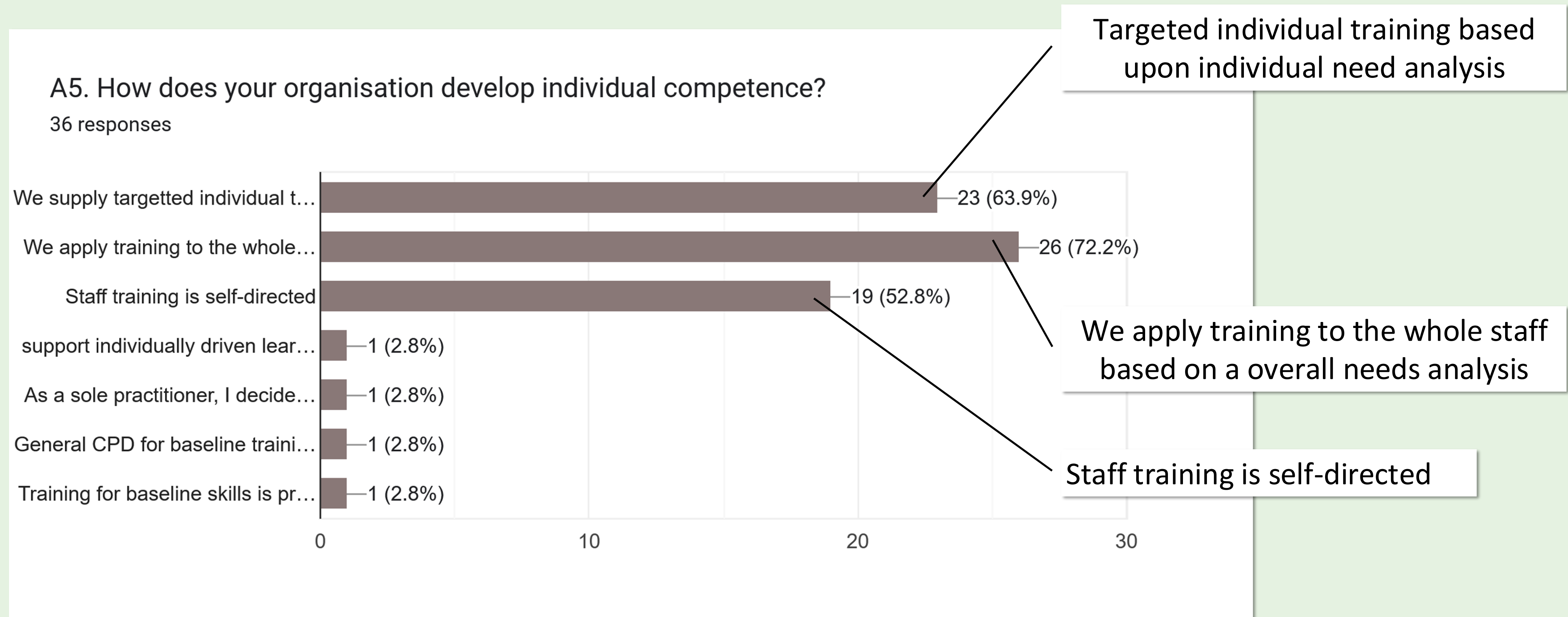
36 responses



ATLG Survey – Individual Competence



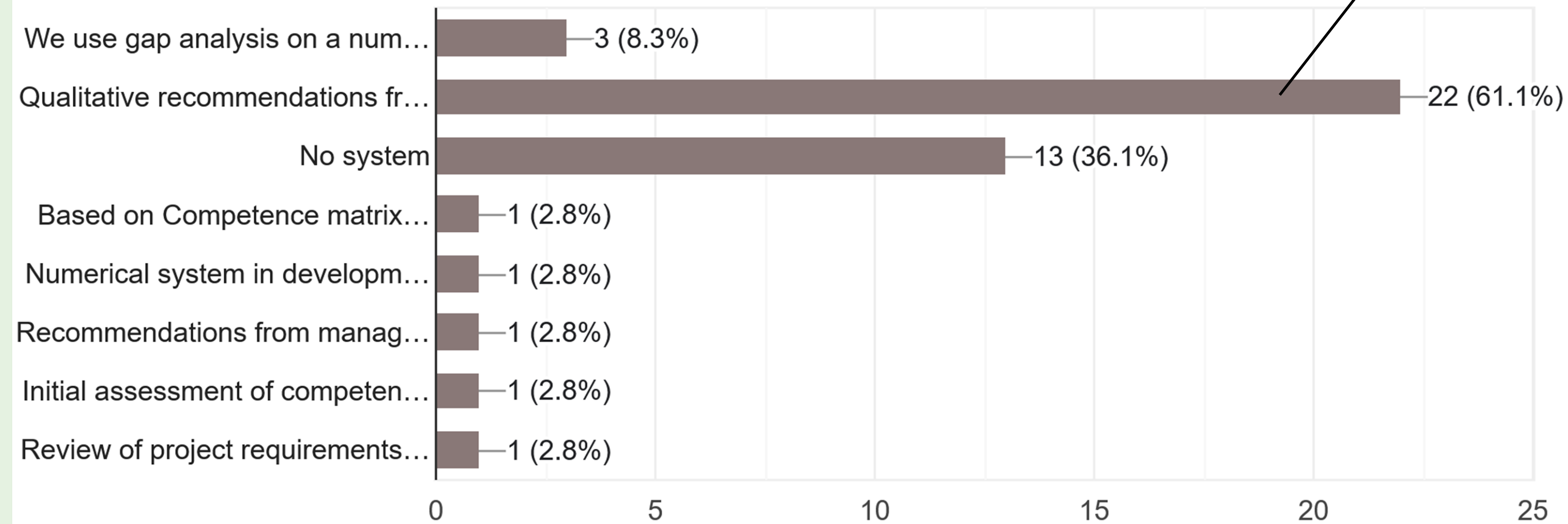
ATLG Survey – Individual Competence



ATLG Survey – Individual Competence

A6. How do you map individual project competence requirements?

36 responses



Qualitative recommendations from managers

Challenges

How do we **define** competence?

How do we **manage** competence?

How do we **allocate** competence?

How do we do all **efficiently**?

How does CPD Work at BGY?

BGY Approach

Technical Notes / Internal Policy

Technical lessons learnt

Specialised training

CPDs

Key Technical Notes



TN-S01 Rev1 Product and System Certification Requirements

Ben Oram
Head of Technical

Revision 1 – 8th of April 2024
Revision 0 – 16th of January 2024



TN-12 Rev0 Internally Insulating Solid Masonry Walls - Best Practice

Ben Oram
Head of Technical

Revision 0 – 6th of March 2024



TN-14 Rev0 Stage 1 and 2 Typical Element Thicknesses

Ben Oram
Head of Technical

Revision 0 – 3rd of July 2024



TN-09 Rev3 Drylining & Partition System Specification

Ben Oram
Head of Technical

Revision 1 – 11th of April 2024
Revision 0 – 2nd of February 2024

Specialised Training

Based on skills mapping within practice

Focussing on practice needs



Monthly Technical Office Updates

Industry wide problems

Lessons learnt on technical issues

Changes in guidance and legislation

Reminders on technical approaches and guidance

CPD is a Vital Part of Competence

BGY CPD Overview

Designed to cover the RIBA curriculum

Structured and planned by a practice group

Reviewed against internal policy before booking

Presented in-person and streamed to multiple offices

Recorded and distributed

CPD Booking Process

1. Must answer an issue in practice
2. Reviewed by CPD group
3. Contacted for slides
4. Slides reviewed
5. Booked

BGY Approach

[illegible]

DUCKETT GRAY TEUMIAN

But...

... CPDs are only one part of their technical communication. Designers need better technical knowledge from manufacturers outside CPDs

Challenges With Products and Systems

Designers Needs - Stolen from Dieter Bentley-Gockmann's, 2024 Presentation

Assess compliance with the functional requirements of the Building Regulations A to T

Require accessible, clear, concise, relevant, reliable documented technical information with version control

Independently certified & verifiable technical data not marketing material

Documented performance, including field of application, exclusions or limitations

Access to reliable, informed and consistent technical advice

From Dieter Bentley-Gockmann's, 2024 presentation

Common Specification Issues Encountered In Practice

Lack of supporting evidence

Non-supported arrangements are shown in supplier literature

Classifications and tests are not representative of proposed constructions

No way to map a route from the Building Regulations Relevant Requirements to a detailed specification.

Common Items Missing or Incomplete From Supplier Information

Scope of use

Inspection

Performance

Testing

Completion of design

Completion

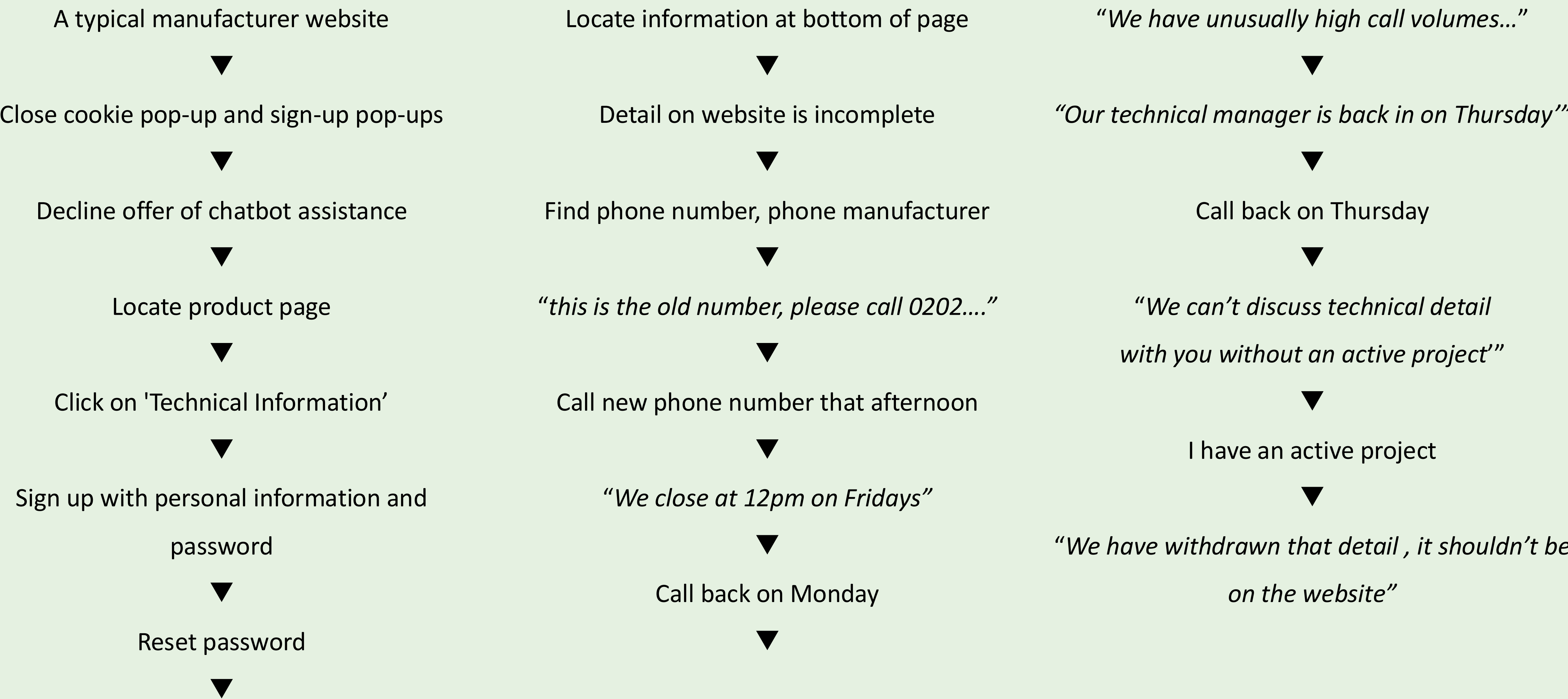
Interfaces / co-ordination

Maintenance

Submittals

Guarantee and exclusions

Evidence is key ... but it can be difficult to get



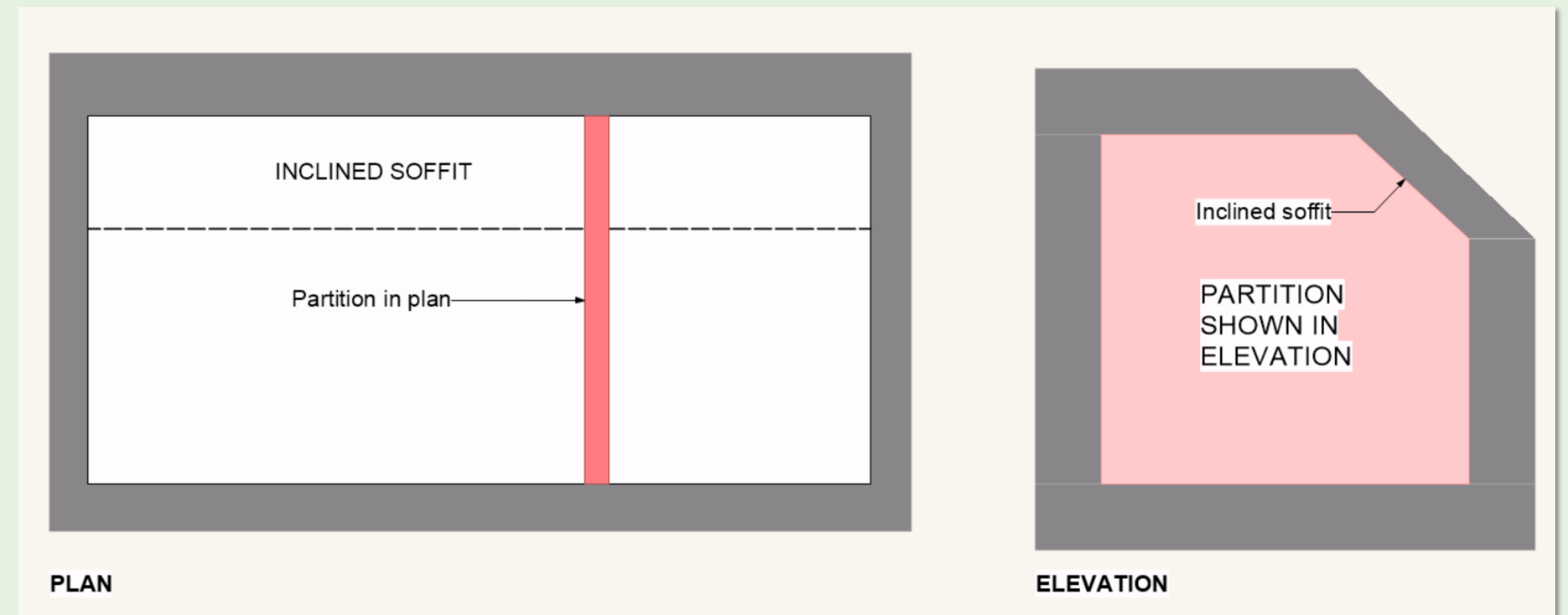
Designers Need System Information from Manufacturers to Design

April 2024 (one week later)

From: [REDACTED]

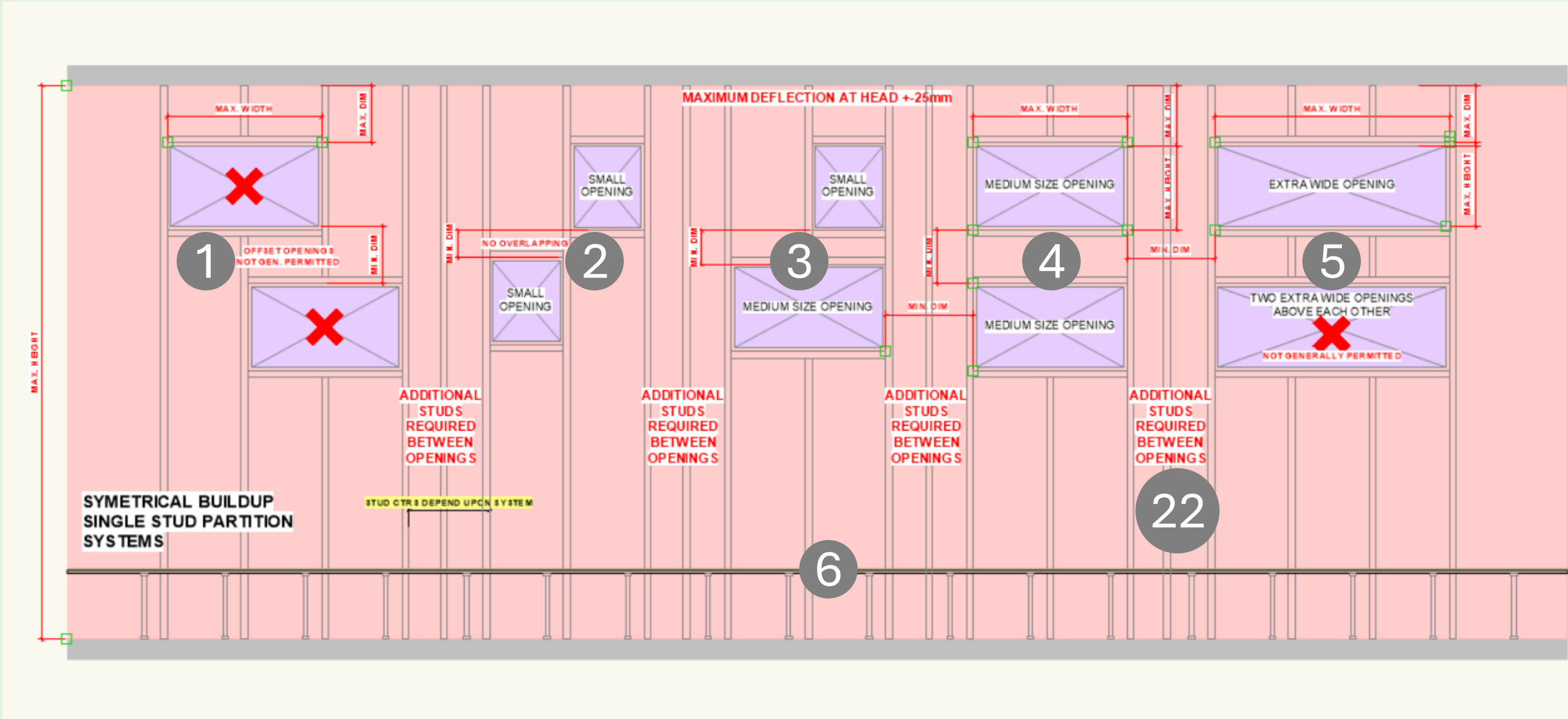
To: From: Ben Oram

We currently are not able to substantiate the fire performance of a partition head meeting a sloped soffit, therefore any such details are not from [REDACTED].

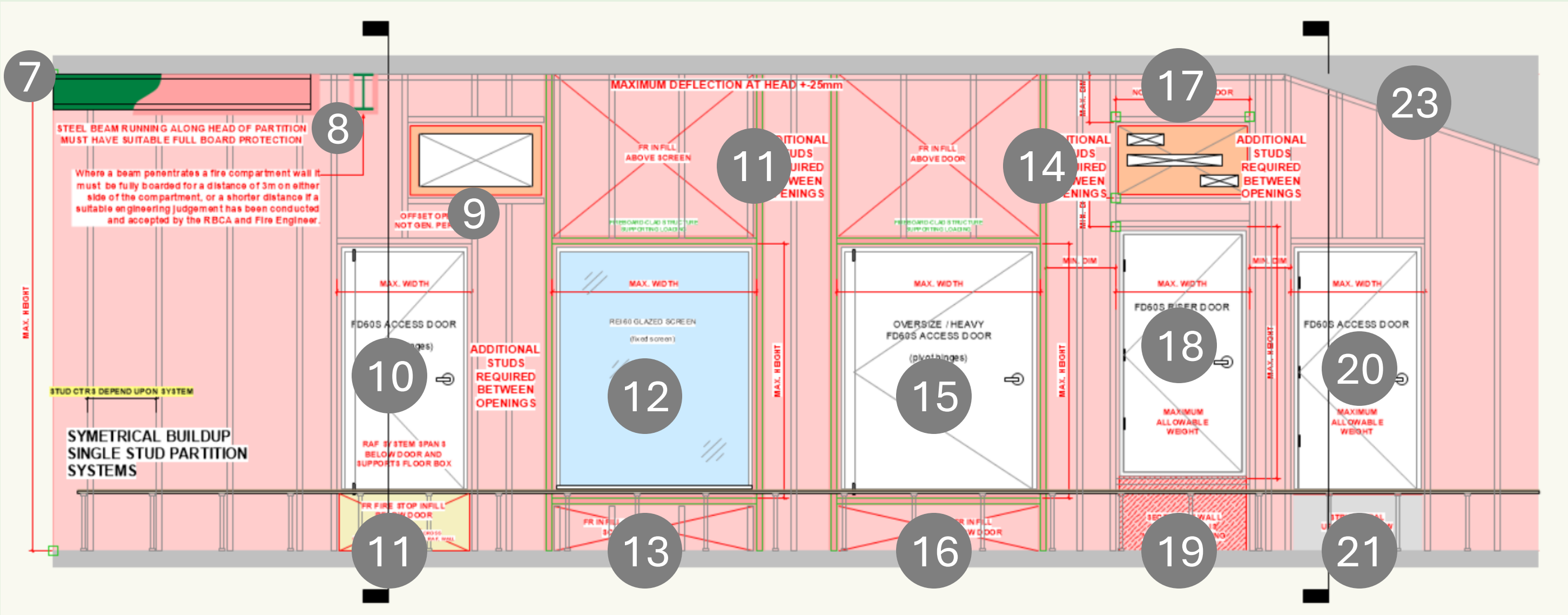


Which Arrangements are Unsupported by Manufacturers?

Example fire compartment dry-lining wall showing typical services penetrations, doors, screens

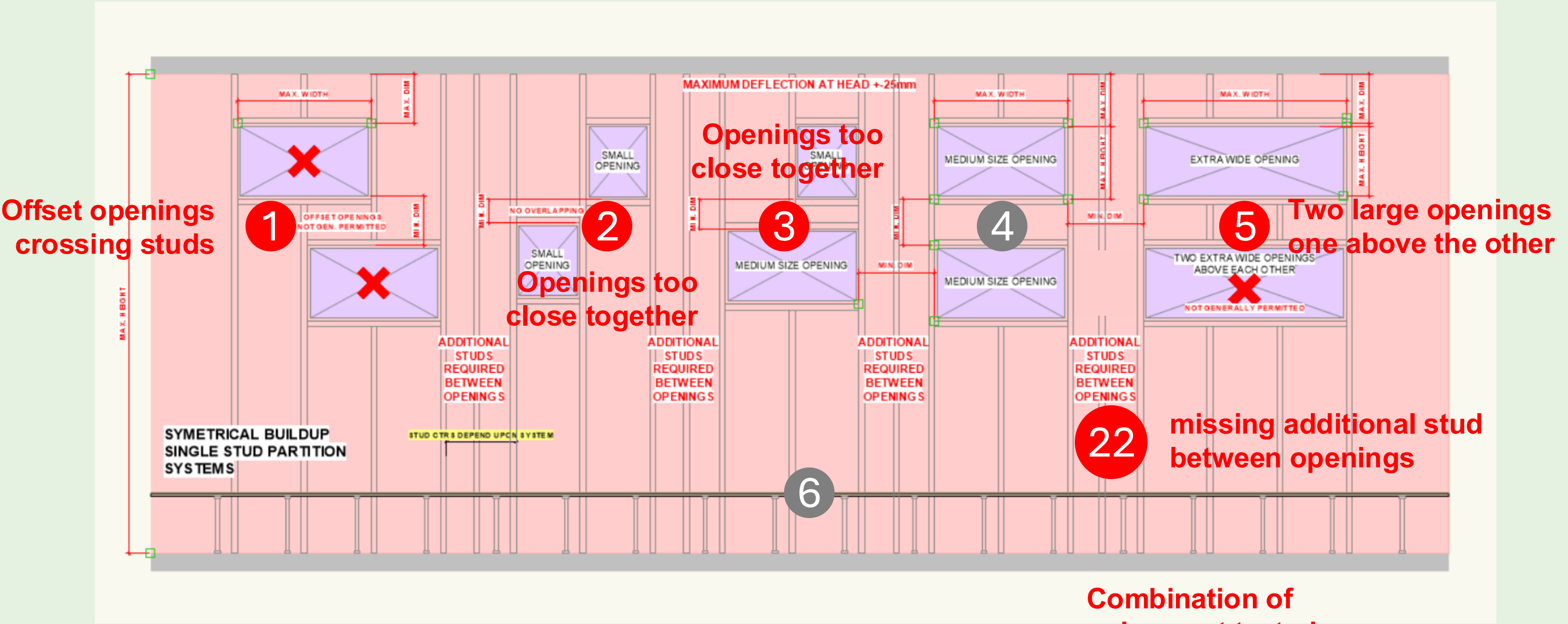


Compliant conditions vary between wall system, manufacturers, door, firestopping, services manufacturers

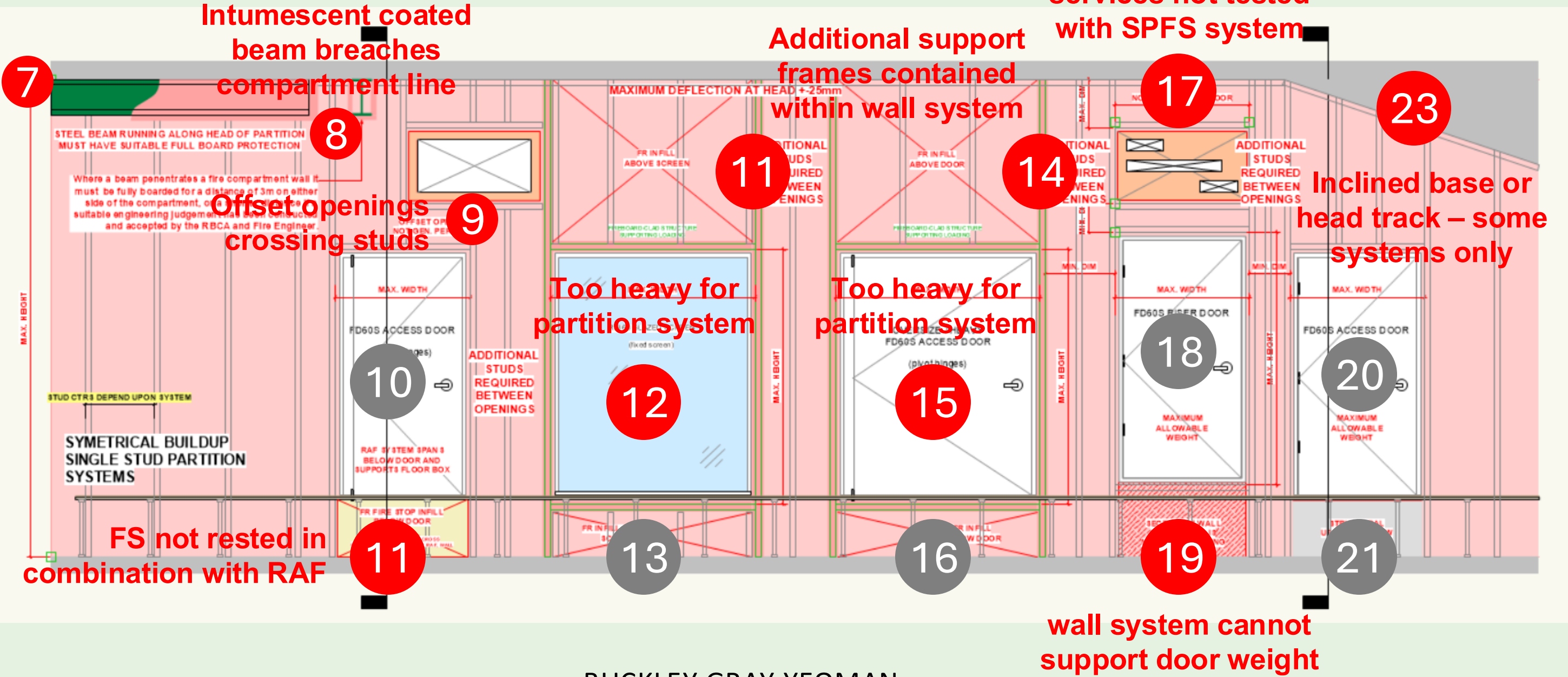


Which Arrangements are Unsupported by Manufacturers?

Example fire compartment dry-lining wall showing typical services penetrations, doors, screens



Fire boarded beam spans compartment line. EJ required



Compliant conditions vary between wall system, manufacturers, door, firestopping, services manufacturers

Designers need manufacturers to say in which arrangements they support the use of their systems

Example Manufacturer Information

Document	States Substrates Tested?
Details 1	No
Details 2	No
Details 3	No
Product Brochure	No
Technical Brochure	No
Test Certificate	No. Drawings do not state tested substrates, no field of application
Certificate Schedule	No
Technical Datasheet	Once, in passing, on page 2
Safety Datasheet	No

Evidence is Key

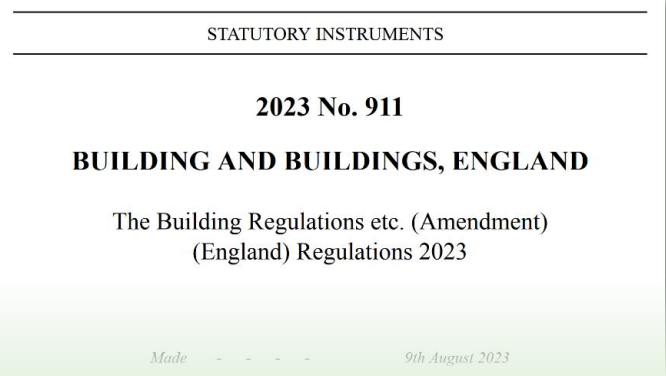
Each system and detail must perform

and

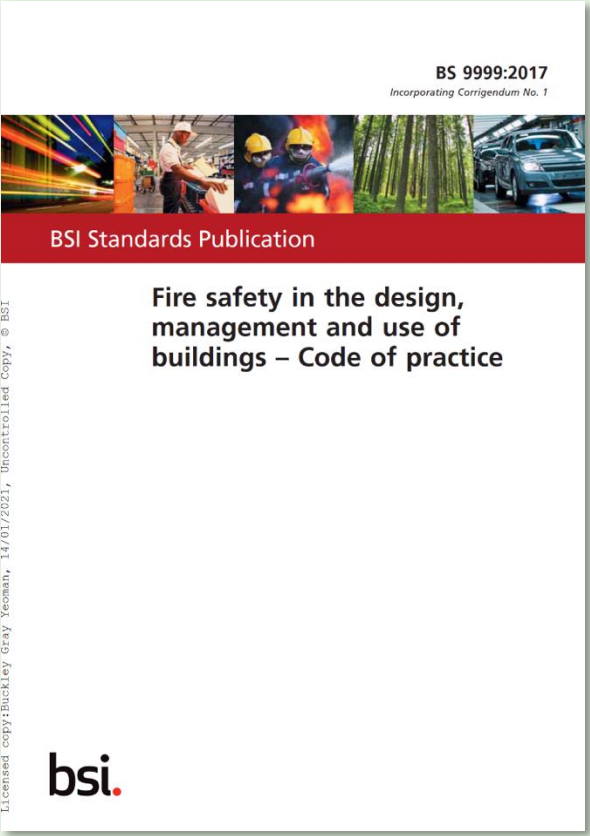
Must be evidenced to perform in its designed arrangement

Design Compliance Chain (Heavily Simplified)

Building
Regulations



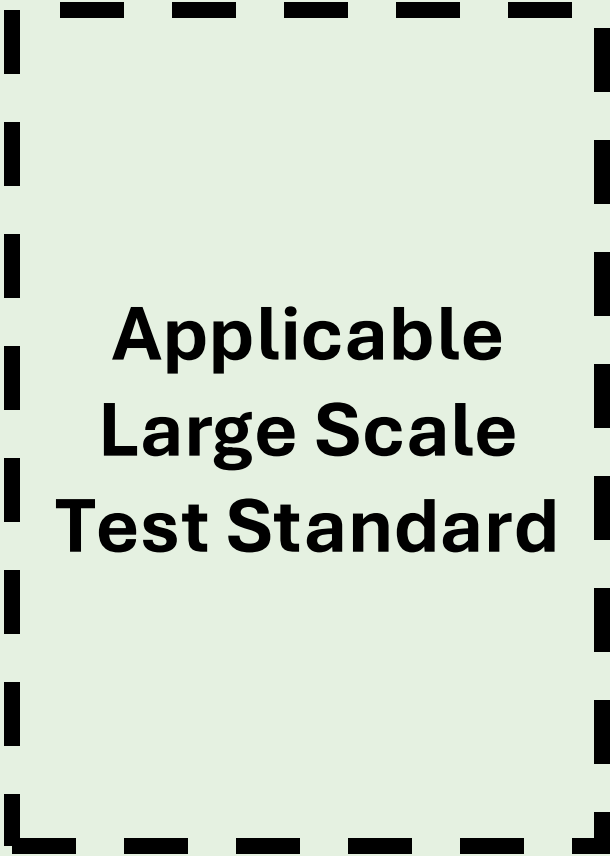
Guidance Used



Design
Strategy



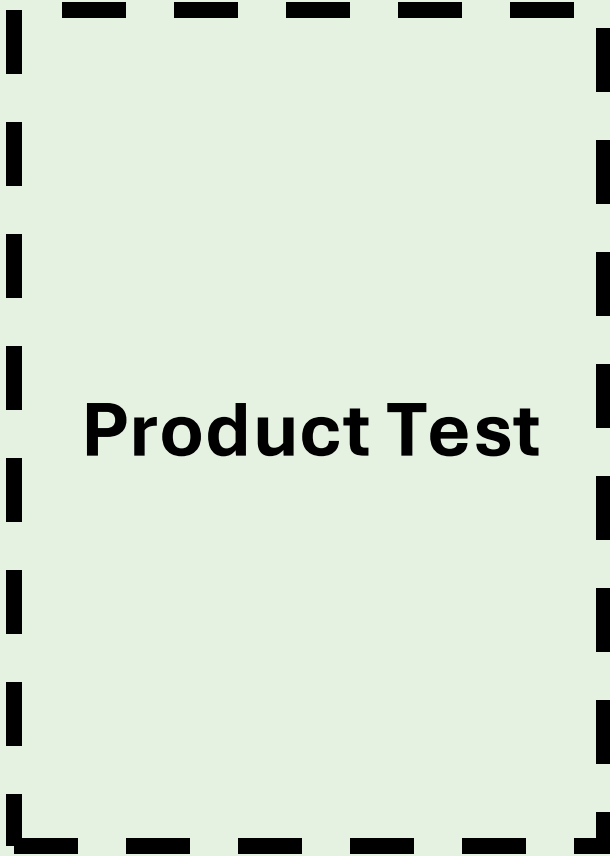
Relevant Standard



Specific
Products



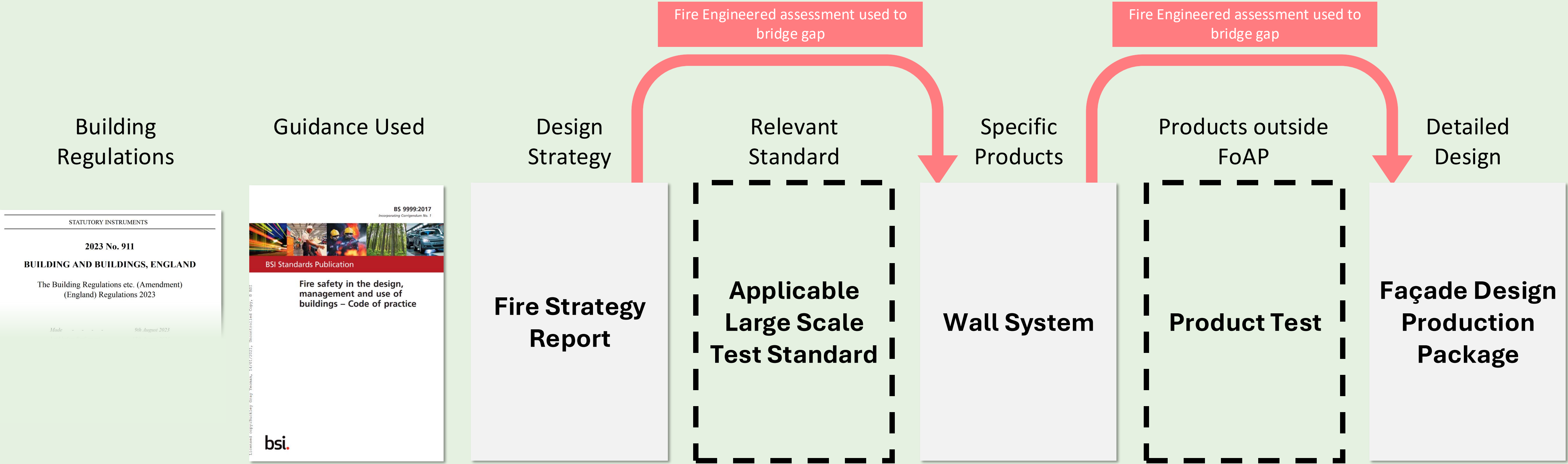
Products outside
FoAP



Detailed
Design



Design Compliance Chain (Heavily Simplified)



Designers develop their designs based on guidance
Few can develop a design from first principles

Designers need to be able to map out a route from the Relevant Requirements to the final design, step-by-step.

Takeaways

Manufacturer information is often insufficient for Designers to judge compliance in commonly used conditions.

The CPR Green Paper suggests carrying out risk assessments for product's normal or reasonably foreseeable conditions of use. We support this proposal.

Construction product suppliers hold information needed to design with their systems, but do not design, while designers want to design, but often can't get the information we need.

How Can Suppliers and Manufacturers Support CPD?

We base our judgement of suppliers upon all our experiences with the company

What problems do your products solve?

Are you open about where your products can be used, and not used?

Do you clearly explain the limits of your product guarantees and warranties?

What are common pitfalls of installation, what should we watch out for on site?

Do you say what specifiers should watch out for when using your products in combinations?

How to Attract Architects

Tell me how it solves a problem
If not, then why should I specify it?

Give me quick and easy contact information
I need to talk to an expert in less than 30 minutes?

Present your information clearly on your website
Can I get to technical data in five clicks or less?

Give clear scope – where and how can it be used AND not used
Why hide this?

The Best CPDs Are...

Presented within the context and structure of the industry

Presented by people with deep experience

Designed to answer our questions

Graphically simple

Focussed

Short

The Good News

Manufacturer information has improved significantly in the past year

Competence frameworks for designers are in development

Organisational competence standards have been released

We are moving in the right direction, but there is a long way to go...

Thank you