

Looking Forward in 2025 from our Managing Partner



As we enter the new year refreshed from our time with friends and family, the major issues facing our industry and clients remain much the same. Perhaps the biggest of these is meeting the requirements of the Building Safety Act, the most impactful piece of legislation on safety in construction in the last decade. We've made a lot of positive steps to demonstrate Baily Garner's commitment to building safety, and we're delighted to be kicking off the year as a Building a Safer Future Champion.

Another legislative hurdle, Biodiversity Net Gain requirements are already difficult to navigate and are likely to become even more so with the government targeting 'grey belt' land for its ambitious housing strategy. For existing properties, the pressure on social landlords to address damp and mould in accordance with the incoming Awaab's Law continues to grow, and with the largest amount of government funding to date on offer to improve the energy and heat efficiency of homes, securing a portion of the Warm Homes: Social Housing Fund will be a top priority for many this year.

We're proud of the work we've done at Baily Garner to raise the profile of these issues and will continue to guide clients with our industry-leading knowledge in 2025, as our experts detail below.



Andy Tookey

Managing Partner

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Ever since the Building Safety Act was introduced, we have been proactive in understanding and embedding the requirements into our project management approach for both High Rise Buildings (HRB) and non-HRBs. Six of our staff completed the RIBA Principal Designer training in 2024, with more enrolled this year.

As Head of Building Standards, it's been my job to ensure both our staff and clients are fully aware of responsibilities dictated by the Building Safety Act, and we are fully prepared to advise on its impact and how this effects how projects are procured and delivered.



Matt Hornsby

Partner



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Last year, we released our guide to demystifying Biodiversity Net Gain, which included the requirement to achieve a 10% gain and the strategies available to meet it. This year, with the Labour government ramping up plans to build new homes on ‘grey belt’ land, achieving that 10% gain could become more difficult.

Grey belt land often has existing habitats which are harder to enhance or replace, and understanding the level of ecological value is a critical first step. We have forged strong relationships with ecological surveyors and are adept at advising on how biodiversity improvements can be balanced with development goals.



Bonnie York
Associate Partner





We were key players in the drive to improve UK homes even before the market adopted ‘retrofit’ as the overarching term for achieving better quality and energy efficiency. We have since learned from our experience on some of the country’s largest Social Housing Decarbonisation Fund Demonstrator, Wave 1, 2.1 and 2.2 schemes, assisting numerous clients and providing an end-to-end service.

We’ve collated our knowledge within two volumes of our publicly available Retrofit Toolkit and will be providing technical advice through the government-funded RISE service, making us ideal partners for organisations looking to take advantage of Warm Homes: Social Housing Fund Wave 3.



Ben Lambon-Ralph
Associate Partner





Damp and mould isn't just unsightly, it's a threat to the health of residents. Awaab's Law is expected to come into force this year to address this and other hazards, and understanding the root causes is critical to ensuring remediation work is effective.

We released our Damp and Mould Toolkit in response to the legislation and have run workshops with organisations across the country. With dedicated teams in the South East, Midlands and North of England, we're able to provide pathological damp and mould surveys and expert remediation advice nationally.



Sonny Cook
Senior Associate Partner

