

Continuing progress on actions undertaken in 2014	
<p>1. Section on E&D to be included in the Annual Report</p>	<p>A section explaining our approach to Equality and Diversity was included in the Annual Report for 2013. At that time we were exploring how best to publish timely equality data to ensure it is used as effectively as possible.</p> <p>This was included again in the 2014 Annual Report and it is envisaged that this will become a regular feature. Historically the Annual Report has contained data about the M/F composition of the Register and of the different routes to registration. Following the E&D survey exercise we now have data for substantially more registrants.</p> <p>We will consider how to extend the E&D data we publish.</p>
<p>2. Equality and diversity data survey</p>	<p>The online survey was sent out in May 2015 to those architects for whom we have no E&D data and who have provided us with email addresses. The online format was chosen to enable responses to be made in confidence whilst also being cost and resource effective. This generated approximately 4,500 responses so that together with data we had already collected, we now hold data for around 35% of the Register.</p> <p>We are committed to growing the E&D data we have in future years but have judged that a further survey will be less effective. Consideration has also to be given to how often people can reasonably be asked to take a voluntary survey. There will however be natural growth. All new applicants and those reapplying to the Register must complete an E&D survey, although there is no obligation to provide any information.</p> <p>We aim to increase the amount of E&D data to 42% of the Register by the end of 2016.</p>
<p>3. Communications strategy</p>	<p>A commitment was made in 2014 to engage more widely with the lesser heard groups and in particular through social media.</p> <p>We have now identified a number of groups to contact and build relationships to fulfil this objective. We will continue this work in 2016.</p>

<p>4. Different ways of making complaints about an architect</p>	<p>The opportunity for complainants to make a complaint about an architect verbally was introduced in 2014.</p> <p>A number took advantage of this facility in 2015 either because they found it easier to do this over the phone or because their first language was not English. We will continue to ensure complainants are aware of this provision.</p>
<p>5. Routes to registration impact assessment</p>	<p>It was agreed by the Board at its meeting of 20 November 2014 that all aspects of the routes to registration project would be on hold until the outcome of the periodic review is published.</p> <p>This will now be undertaken when the project commences and at appropriate points throughout the review as new routes are considered.</p>
<p>What we said we would do in 2015</p>	
<p>1. Refresher training for staff and the Board</p>	<p>Training took place for staff on 20 October 2015 and is due to take place for the Board, after its meeting on 19 November 2015.</p> <p>Following from this, training for staff on equality impact analysis will be arranged (see below). Our commitment to embedding equality and diversity into our day to day work continues.</p>
<p>2. Follow-up on the E&D data survey</p>	<p>See 2 above.</p>
<p>3. Registration department to consider how E&D data for those applying for and taking the prescribed examination may be better utilised.</p>	<p>The examinations database is due to be amended to accommodate E&D data and will be completed by the end of the year, enabling us to be able to make better use of the equality and diversity data currently collected.</p>
<p>4. Greater integration in all stages of work – learning exercise with other public bodies.</p>	<p>This work is still in progress. Staff have also been working with other regulators to develop a common framework for E&D. Understanding how our peers have approached this objective is proving very helpful.</p>
<p>5. Section on working for ARB on website and how the equality scheme is applied by staff in day to day work.</p>	<p>Work has not yet started on this area. The website generally is in the process of being updated and certain sections will be prioritised e.g. Registration and Professional Standards.</p> <p>It is anticipated that this work will now take place in 2016.</p>

Additional actions	
1. Update of staff E&D data	An E&D survey was undertaken by staff. We now have data from all members of staff.
2. Collection of E&D data as part of recruitment process	<p>E&D data is routinely collected as part of the recruitment process for staff, examiners and advisers. This data is held by HR Services and is accessible through them.</p> <p>We will be making use of this data to identify whether adverts for vacancies are reaching a sufficiently representative audience.</p>
3. E&D training for examiners	A training session for examiners and independent examiners for the prescribed exam took place on 22 October 2015.
4. Further training for individual members of staff	<p>The Registrar attended the Disproportionality in Regulation seminar hosted by the Solicitors Regulation Authority (SRA). The seminar focused on both the internal and external factors which contribute to disproportional outcomes, for example in relation to gender, ethnicity, age and disability.</p> <p>A member of staff attended a one-day conference hosted by Maudsley Learning. The event aimed to increase understanding of the mental health challenges affecting the medical professions, and facilitate the sharing of learning and best practice.</p> <p>The Professional Standards Manager is part of an equality and diversity regulators group. This group has been set up to share best practice and discuss challenges in this area.</p> <p>We will arrange training around mental health awareness for all staff.</p>
5. ARB architects' elections 2016	Preparation for the 2016 architects' elections started in 2015 and included making contact with some minority interest groups to encourage candidates from more diverse backgrounds to apply. We anticipate that increased use of social media and providing opportunities for potential candidates experience a Board meeting and meet current Board members will also help to raise interest with a wider section of the profession.

Planned for 2016

- We will continue to identify opportunities for gathering E&D data to meet the target of 42% of the Register by the end of 2016
- Further work will be undertaken to ensure that E&D data is collated and fully available to assist the Board and influence policy decisions.
- The routes to registration equality impact assessment will be undertaken when the project commences and at appropriate points throughout the review as new routes are considered.
- An equality impact assessment will be undertaken when the review of the complaints and disciplinary process commences.
- Training will be provided on Equality Impact Analysis for all staff.
- Training will be provided on mental health awareness for all staff.
- We will add E&D fields to the Registrant Services section of the website to enable those who haven't provided data to do so. It is envisaged that this will only be flagged to those who have not already submitted this information.
- Our list of consultees will be reviewed to ensure that we consult widely and appropriately when reviewing policies and procedures.
- We will consider how we can be more focussed in our outreach work to engage with a wider diversity of stakeholders.
- As part of the review of the ARB website we will agree and implement standards for presentation and content in line with best practice in relation to E&D.