



Subject	Progress Check on ARB's Delivery of its Equality Scheme		
Status	Open Session		
Purpose	For Note		
From	Elaine Stowell		
History	Parent Committee	First Submitted	Revision Number
	N/A	19/11/2015	1

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1. Purpose

To note progress made over the last year under ARB's Equality Scheme.

For Note

2. Terms of Reference

ARB Equality Scheme 2014.

3. Open Session

4. Contribution to the Board's Purpose and Objectives

In delivering the Act, ARB's objectives are:

Protect the users and potential users of architects' services; Consumers are protected from discrimination or barriers to our services.

Support architects through regulation: any barriers in ARB's policies and procedures either for architectural students or architects will be recognised and removed; and ARB will fulfil its obligations as a public body under the equality legislation.

5. Key Points

- i. ARB's Equality Scheme was introduced in December 2011 to incorporate the public sector equality duty established under the Equality Act 2010 which requires public bodies to have due regard to the need to eliminate discrimination and advance equality of opportunity when shaping policy, in delivering services and in relation to their own employees.
- ii. The scheme was updated in 2014 to reflect minor changes in the legislation, and is published on the ARB website at: <http://www.arb.org.uk/single-equalityscheme>.

iii. **Summary of Progress in 2015**

- Progress has continued on work started in 2014 including the collection and publication of Registrants' data as well as data about those who use the complaints process and the architects involved. This is central to understanding whether existing or proposed policies or procedures present barriers to any particular groups.
- Training for staff, the Board and its advisors has also taken place to ensure that principles of equality and diversity are embedded in all areas of ARB's work. See [Annex A](#) for a full update on progress for 2015.

iv. **Looking forward to 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.

6. Risk Implications

ARB has a legal responsibility to comply with the public sector equality duty. Failure to do so could cause reputational damage for ARB. Similarly, if ARB fails to demonstrate commitment to this duty, it could have a detrimental effect on the confidence of those who use our services.

7. Resource Implications

Delivering the requirements of the public sector equality duty and ARB's Equality Scheme is within the existing budget, both in terms of financial and human resources.

8. Communication

ARB's Equality Scheme is proportionate to the requirements of the public sector equality duty, but also demonstrates its continuing commitment to ensuring equality of opportunity to all.

9. Equality and Diversity Implications

ARB's Equality Scheme continues to take account of its responsibilities for complying with the public sector equality duty under the Equality Act 2010.