



# Consultation Report

**Analysis report on ARB's Consultation on a Scheme for Continuing Professional Development**

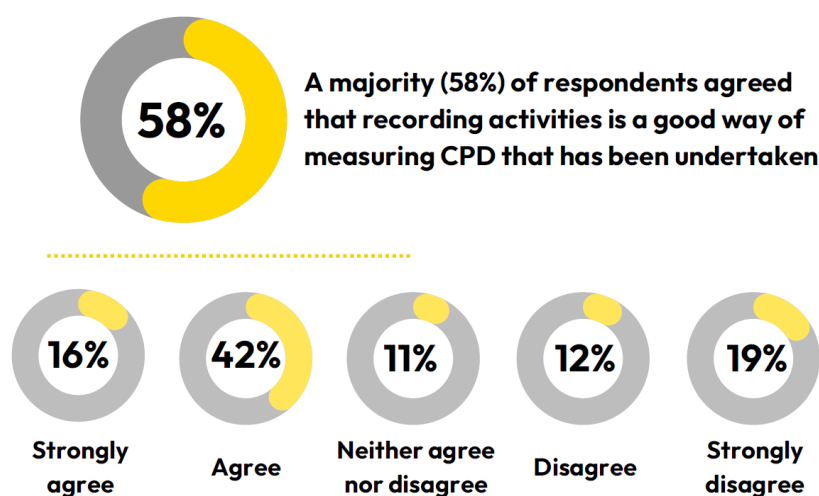
**September 2022 – January 2023**

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# Executive Summary

- As the regulator of architects, the Architects Registration Board (ARB) ensures only those who are suitably competent are allowed to practise as architects. We do this by approving the qualifications required to join the UK Register of Architects, setting the standards of conduct and practice the profession must meet, and taking disciplinary action in the small number of cases where serious misconduct or professional incompetence occurs.
- The Building Safety Act 2022 gives ARB the power to monitor the training and development architects carry out throughout their careers. We will do this by implementing a new and mandatory CPD scheme. The scheme will be underpinned by guidance to help architects understand what will be required of them to meet the terms of the scheme to maintain their registration. From September 2022 to January 2023, we consulted to invite views on a draft of the guidance before it is finalised.
- The consultation asked for feedback on key parts of the guidance, including minimum activity requirements, suggestions on mandatory topics, views on the reflective statement, as well as the inclusivity of the scheme and further recommendations. Respondents were given the opportunity to share their views.
- We received 1,350 unique responses in total. Most responses (96%) were from registered architects (1,302) including registered architects who are also academics (65). We received responses from people across the country and the profession, with responses from different sized practices and architects at various stages in their career.
- A majority (58%) of respondents agreed that recording activities is a good way of measuring CPD that has been undertaken. Sixteen percent of respondents strongly agreed and 42% agreed with this draft proposal. Twelve percent disagreed, 19% strongly disagreed and the remainder neither agreed nor disagreed.



- Views on ARB’s proposal to recommend a minimum number of eight activities were split, with slightly more respondents agreeing than disagreeing. ARB proposed recommending that

architects carry out a minimum of eight CPD activities over the year. Twelve percent of respondents strongly agreed and 33% agreed that it would be helpful, while 17% disagreed and 23% strongly disagreed. The remaining 15% neither agreed nor disagreed.

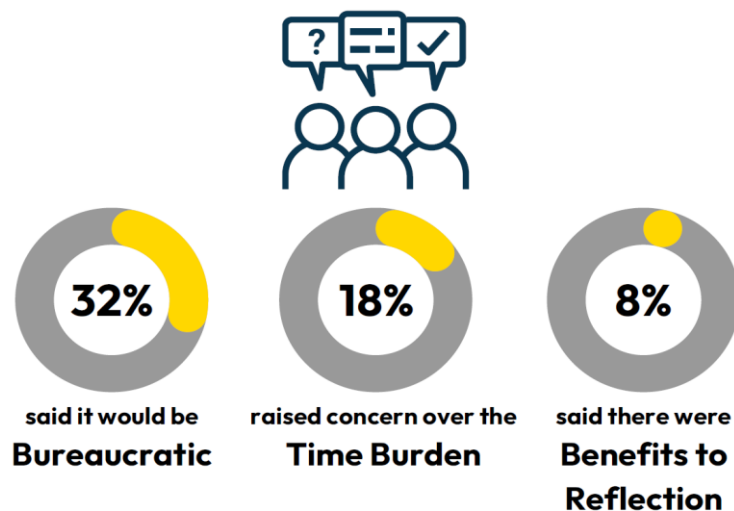
- Fifty-five percent of respondents made recommendations for mandatory topics, with the most popular recommended topics from respondents being regulatory changes (24%), sustainability (22%) and safety (21%). These topics have also been raised with ARB through previous engagement and research exercises.

**A majority of respondents gave consistent examples of mandatory topics that ARB should set...**



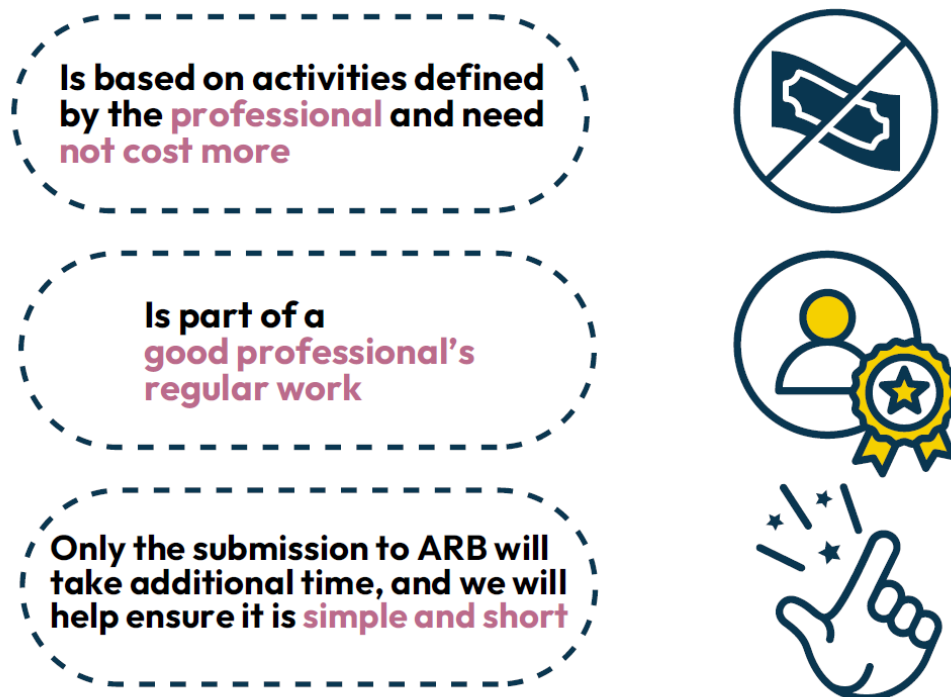
- Overall, respondents did not support the proposal for a reflective statement (68%), where an architect would need to discuss how their chosen activities have supported their practice and informed their future development. The most common concerns around the requirement of reflective practice were that it was too bureaucratic (32%) and took time away from fee-earning work (18%). Respondents also made suggestions on how to make the reflective statement element less onerous. These included a word limit, publication of examples to show how to complete it, and encouraging employers of architects to allow time to complete reflection during business hours.

**Common views on the reflective statement**



- Two-hundred and eight (15%) respondents were recorded expressing a concern about the scheme relating to money, disabilities, caregiving responsibilities, online access, location or gender. Affordability and the exclusion of those on lower incomes was the most common concern, raised by 65 (5%) respondents. Concerns around disability and the online format of the portal mean we will need to ensure the portal is accessible and offer reasonable adjustments. One hundred and thirty-four respondents (10%) included other considerations in their response. These points included protected characteristics, retired people, part time workers, mental health and anxiety, language and international issues.
- Eighteen percent of respondents raised what they thought were concerns about the scheme but were in fact misconceptions about our plans or confusion about the legal framework. These included the view that architects should be exempt from the scheme on the basis they already take part in other CPD schemes, or they are registered but do not practice. Older male architects were more likely to provide feedback which appeared to be a misconception about the guidance. Sixty-three percent of misconceptions recorded were from male respondents, while males accounted for 58% of consultation respondents. Forty-three percent of misconceptions recorded were from architects who qualified 21 or more years ago, while this group accounted for 35% of consultation responses. We will continue to communicate the requirements of the scheme as clearly as possible.

## ARB's CPD Scheme



- Four hundred and ninety-nine respondents registered their interest in participating in a CPD pilot scheme. The scheme is now underway and will close in September 2023.

## ARB's conclusions and next steps

- Following a positive response to both the principles underpinning the scheme in our last survey, and to the activities-based nature of the scheme we proposed in this consultation, **ARB will introduce the outcomes-focused CPD scheme**. This means that architects will need to carry out CPD activities every year and confirm they have undertaken it when they pay their retention fee in order to remain registered. Architects are free to identify their own CPD activities. If an architect has developed professionally and can apply what they have learnt to their practice, then it can be considered continuing professional development.
- There will be **no minimum number of activities that an architect must complete**. ARB will suggest, not but mandate, that architects undertake eight activities a year.
- Based on feedback from respondents on mandatory topics, ARB will make it an **initial requirement of the scheme that architects carry out mandatory CPD on sustainability and building safety** in a way that is relevant to their practice. We will issue guidance to support architects in doing so, and work with professional bodies to signpost knowledge sources. We will review the CPD scheme as it embeds to better understand its effectiveness and consider whether different areas of architecture should be the subject of mandatory CPD in the future.
- A reflective statement is a crucial outcome-focused aspect of the scheme. Concerns from respondents focused on how this requirement would be implemented rather than its underlying purpose and benefit. **ARB will retain the reflective statement** and will consider how to improve our guidance and support on the statement, such as examples of completed statements, so that its value is better understood, and so that it is straightforward for architects to complete. We will also pilot the scheme so we can better understand how it operates in practice, and consider whether suggestions made by consultees would improve the process (see Chapter Four).
- Following feedback on the equality, diversity and inclusion implications of the scheme, we will **develop and test the online portal so that it is accessible, and we will offer reasonable adjustments**. Basing the scheme on activities and giving architects the flexibility to define their own activities makes the scheme inclusive; architects can opt for activities based on the best learning style for their needs and their practice, and that need not cost money.
- ARB will finalise the scheme based on the conclusions above and feedback we have received from our pilot study. We will publish updated, final guidance by the end of 2023. The scheme is expected to be launched in 2024, becoming mandatory for registered architects from January 2025. We will share further information on the detail of the scheme and the result of the pilot is planned for later in 2023.<sup>1</sup>

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<sup>1</sup> Find out more about how to stay informed about ARB's work on our website: <https://arb.org.uk/talk-to-us/>

# Chapter One: Introduction

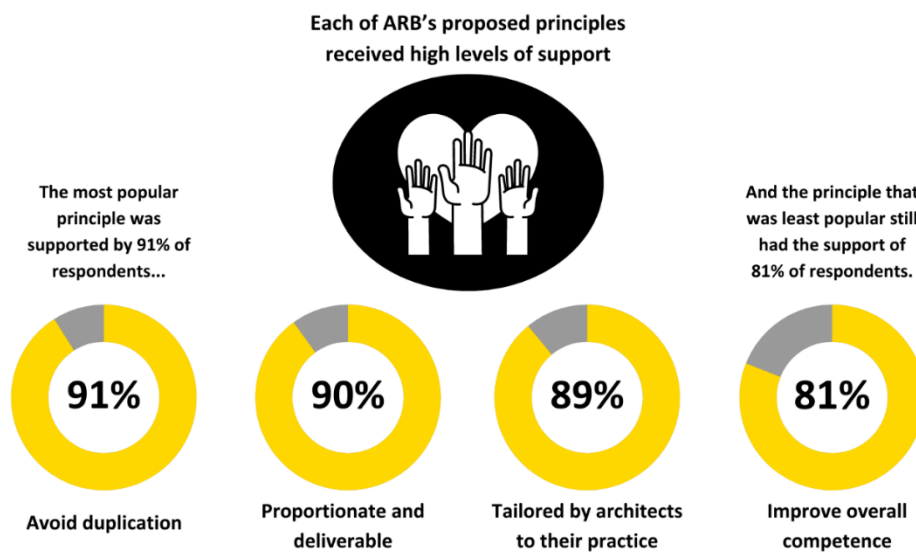
## ARB's role

- 1.1 ARB is an independent professional regulator, established by Parliament as a statutory body through the Architects Act, in 1997. We are accountable to government.
- 1.2 The law gives us several core functions:
  - To ensure only those who are suitably competent are allowed to practise as architects. We do this by approving the qualifications required to join the UK Register of Architects.
  - We maintain a publicly available Register of Architects so anyone using the services of an architect can be confident that they are suitably qualified and are fit to practise.
  - We set the standards of conduct and practice the profession must meet and take action when any architect falls below the required standards of conduct or competence.
  - We protect the legally restricted title 'architect'.

## Changing context

- 1.3 The Building Safety Act 2022 gives ARB new powers to monitor the training and development architects carry out throughout their careers. As a result of this, ARB will implement a mandatory CPD scheme within which all architects on the UK Register will have to confirm they have undertaken CPD on an annual basis, as a condition of their ongoing registration.
- 1.4 We want to be able to demonstrate architects' commitment to a culture of continued learning throughout their professional lives, which will uphold public confidence in the competence of the profession. ARB has developed a CPD scheme that connects an architect's commitment to maintaining competence to their continued right to registration. Undertaking yearly CPD and confirming it has been undertaken will be a condition of registration for all architects and compulsory.
- 1.5 In August 2021, ARB published a set of initial principles to guide the CPD scheme. These are that the scheme should:
  - Improve overall competence of the profession
  - Be tailored by architects to their own practice and needs
  - Be proportionate and deliverable
  - Avoid duplication where possible

1.6 Between August and November 2021, ARB launched a public survey to invite views on this approach. The full report of the results, published in April 2022, [showed strong support](#) for the principles and the approach we planned to take.<sup>2</sup>



1.7 We used these insights alongside further research and engagement to develop draft guidance for the scheme. This guidance sets out the proposals for the CPD scheme as well as the requirements for architects to comply with the scheme and remain registered.

## Our proposed requirements

1.8 On 23 September 2022, ARB published the proposals for the CPD scheme, along with guidance to help architects understand how they will need to demonstrate compliance in order to remain on the Register.<sup>3</sup> The guidance set out the following proposals:

- Architects will need to carry out CPD every year and confirm they have undertaken it when they pay their retention fee in order to remain registered.
- There is no minimum number of activities or hours that an architect must complete. Architects can do the CPD that is most relevant to their practice, in a way that works best for them.
- Architects may have to do CPD on core topics mandated by ARB. If ARB does choose to mandate a topic, this will be communicated to architects in advance and with guidelines to assist them.
- CPD can be recorded on the ARB platform, or another compatible platform identified in ARB's guidance. Architects will need to record the CPD activities they carry out and the outcomes from them. They will also need to write a reflective statement on the

<sup>2</sup> The discussion paper is available on ARB's website at <https://arb.org.uk/wp-content/uploads/CPD-Draft-Scheme.pdf>

<sup>3</sup> The Draft Guidance can be accessed here: <https://arb.org.uk/wp-content/uploads/CPD-Draft-Scheme.pdf>



development they have carried out over the last 12 months, and their future development requirements.

- ARB will annually review a selection of architects' CPD records. If an architect is selected to be reviewed, ARB will write to them asking for documentation about their CPD.

1.9 The consultation invited views on these proposals and provided the opportunity for respondents to share their views on other topics related to CPD. Our analysis of the responses we received is published in this report.

## How we analysed responses

1.10 In addition to some gateway questions to help us understand the types of stakeholders responding, the consultation survey was comprised of six questions. Two were 'closed' multiple choice questions, with three using an 'open' free-text element where respondents could provide more insights into their views. One question featured both a 'closed' multiple choice element alongside an 'open' free-text element. The questions are reproduced in order below.<sup>4</sup>

**Question 10: To what extent do you agree or disagree that recording activities is a good way of measuring CPD that has been undertaken?**

*Respondents were invited to select one of the following options for the proposal: Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree*

**Question 11: To what extent do you agree or disagree that it would be helpful for ARB to recommend a minimum number of activities?**

*Respondents were invited to select one of the following options for the proposal: Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree*

**Question 12: Do you have any suggestions about topics we should mandate?**

*Respondents were invited to write a response in an open text box*

**Question 13: To what extent do you agree this reflective statement should be an important part of the CPD scheme?**

*Respondents were invited to select one of the following options for the proposal: Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree*

*To explain the rationale for their response, respondents were also invited to write a response in an open text box*

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<sup>4</sup> The question numbers are taken directly from the survey. Earlier numbered questions asked respondents for details about who they are, demographic information, and details about how we could handle their response.

**Question 14: Is there anything within the scheme that could have an impact on ARB’s commitment to equality, diversity, and inclusion, or have a positive or negative impact on anyone with particular protected characteristics?**

*Respondents were invited to write a response in an open text box*

**Question 15: Do you have any other suggestions as to how the draft CPD scheme could be improved?**

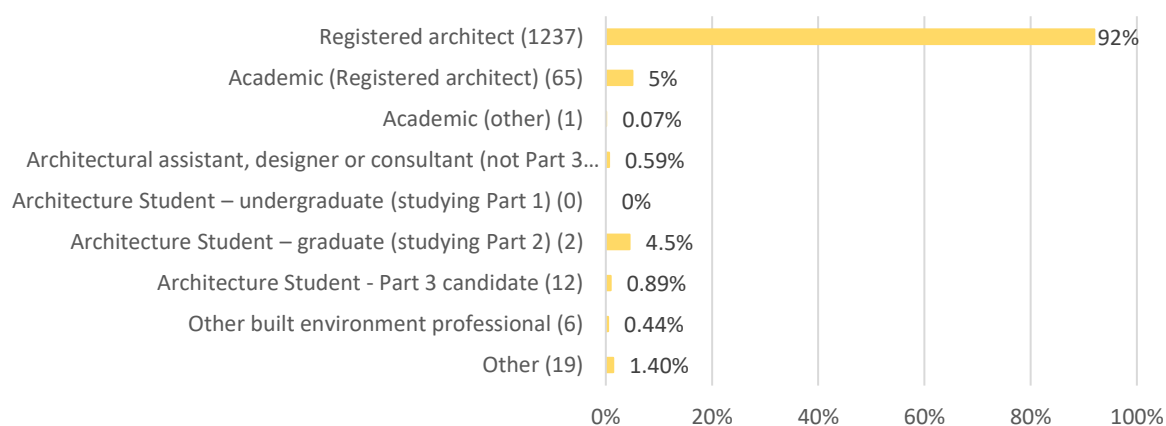
*Respondents were invited to write a response in an open text box*

- 1.11 Quantitative analysis provided insight into the proportions of respondents that agreed with our proposals. We also analysed variation in these responses between different groups of respondents.
- 1.12 We used qualitative research methods to analyse the responses to four questions that allowed respondents to provide free-text responses. This involved identifying, and then applying, a list of themes that we generated by reading the responses and assessing recurring topics. When we say that a topic was raised a certain number of times, the numbers refer to the number of respondents who raised that topic, not how many times that respondent raised it.
- 1.13 The themes commonly raised by respondents are listed in **Annex C: Qualitative analysis coding framework**. The topics raised by respondents are discussed in Chapter Four in the following broad areas:
- Suggestions on mandatory topics
  - Views on the reflective statement
  - Impacts on equality, diversity and inclusion
  - Suggestions on how to improve the scheme
  - Other general views raised

## Chapter Two: Who responded

- 2.1 We received 1,350 unique responses in total. Respondents were asked to identify themselves across seven categories, including demographic information and their practice. Most responses (96%) were from registered architects (1,302) including those who are also academics (65).
- 2.2 There were three student categories for respondents to choose: undergraduate architecture student studying Part 1 (no respondents in this category); architecture graduate studying Part 2 (2, 0.15%); and architecture student – Part 3 candidate (12, 0.89%). There were 8 respondents who selected architectural assistant, designer or consultant (not Part 3 qualified).

Figure 2.1: Survey respondents organised by category (% of responses)



- 2.3 There were 230 responses on behalf of organisations, which accounted for 17% of all responses to the survey. The majority of these were architectural practices but we did receive some responses from universities, local authorities and professional bodies. A full list of respondents who agreed to be identified is included in **Appendix A: List of respondents**.

### Gender

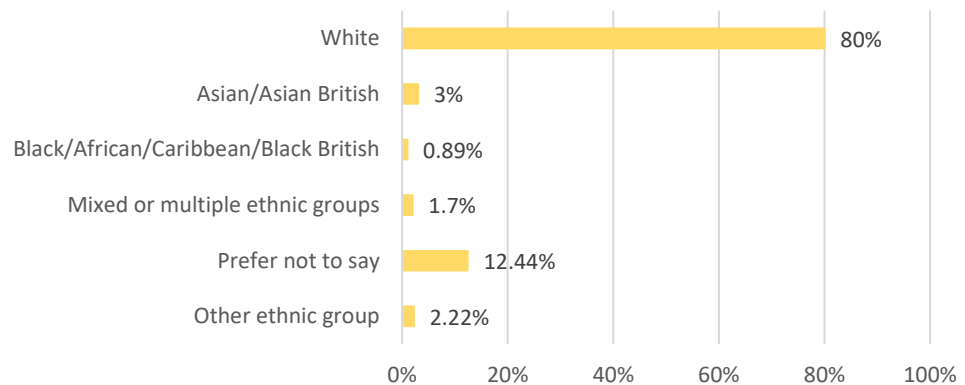
- 2.4 Respondents were asked to identify their gender. Four hundred and forty (33%) respondents identified as female and 786 (58%) were male. Two respondents identified as non-binary, 9 selected other (0.67%) and 113 (8%) chose not to disclose their gender. The proportion of female respondents is in line with the demographics of the Register (31%), with the proportion of men falling slightly below their make-up on the Register (68%).<sup>5</sup>

<sup>5</sup> Further information is available on ARB's website at <https://arb.org.uk/about-arb/equality-diversity/data/>

## Ethnicity

2.5 Respondents were asked which ethnic group they belong to. Most (80%) respondents were White. This is in line with the demographics of the Register, based on data from registered architects who have chosen to share their ethnicity with us.<sup>6</sup>

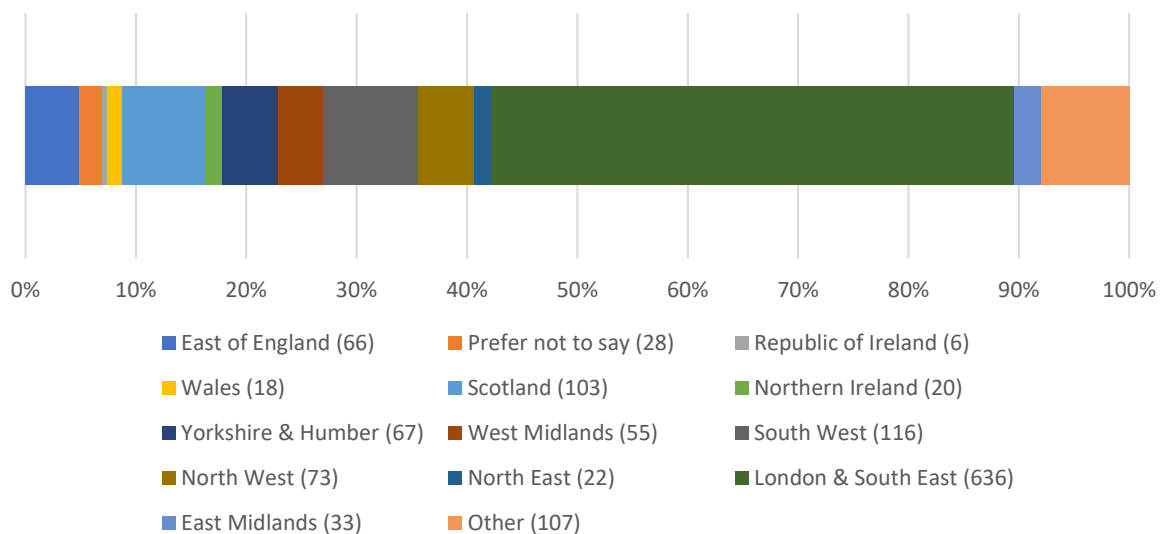
**Figure 2.2: Survey respondents organised by ethnicity (% of responses)**



## Geographic spread of respondents

2.6 Respondents were asked to identify the nations and regions that most closely described their place of residence. We received responses from each region, but the majority were based in London and the South East (see Figure 2.3). Respondents living in the South West were the second highest category (116); followed closely by respondents based in other locations (107) and Scotland (103). Other locations included Thailand, Spain, Australia, France, Singapore, Hong Kong, the USA and the UAE.

**Figure 2.3: Respondents by geographic nation or region**

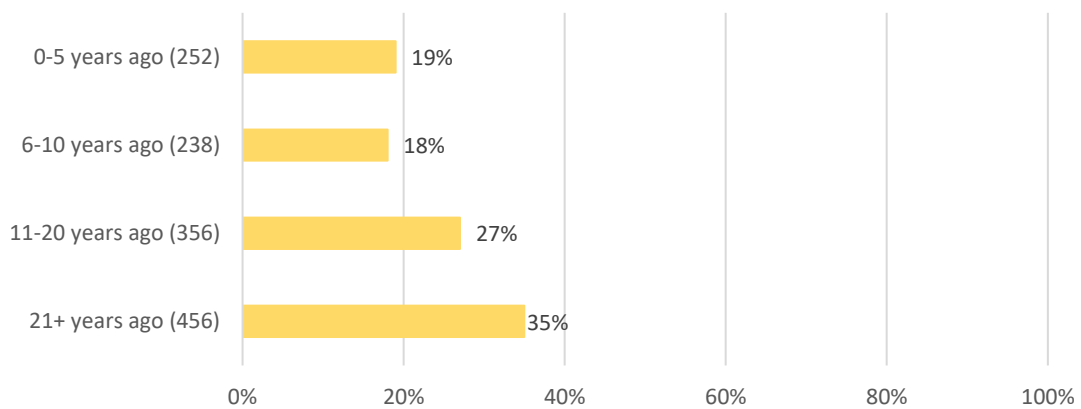


<sup>6</sup> Further information is available on ARB's website at <https://arb.org.uk/about-arb/equality-diversity/data/>

## Registered architects

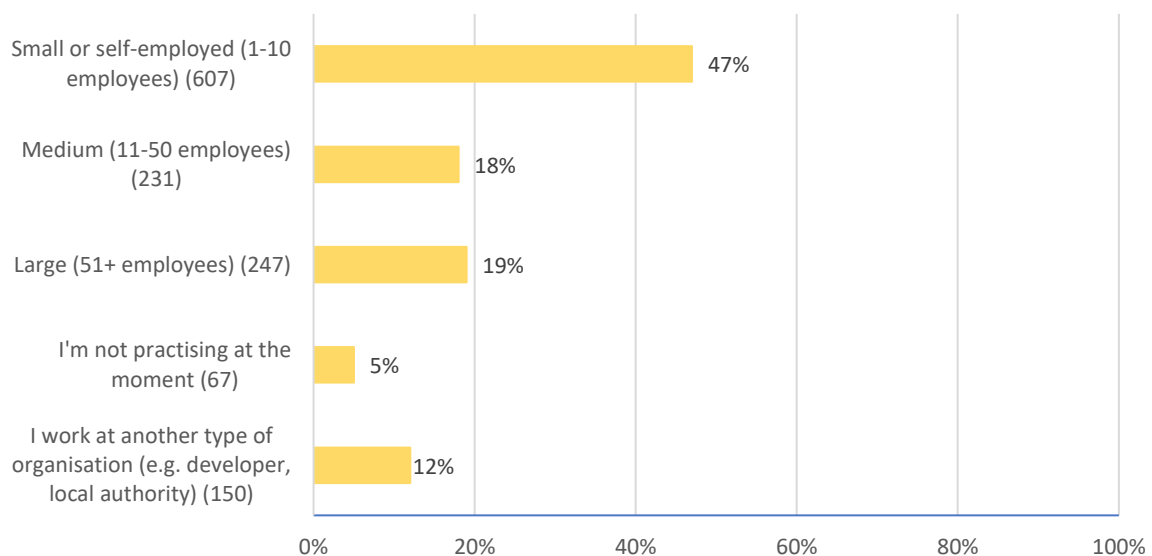
2.7 Registered architects accounted for 1,302 (96%) of the responses to the survey. Sixty-five of these were academics who are also registered architects. All registered architects provided details of when they qualified and the size of their practice. Most of these registered architects (35%) qualified 21 or more years ago. This was closely followed by architects who qualified between 11 and 20 years ago (27%). Architects who qualified between 0 and 5 years ago accounted for 19% of responses (see Figure 2.4).

**Figure 2.4: Registered architects – When qualified (%)**



2.8 Architects working in small or self-employed practices with between 1-10 employees made up the majority when it came to type/size of practice. Forty-seven per cent of respondents work in this size of practice (see Figure 2.5).

**Figure 2.5: Registered architects – Type/size of practice (%)**



## **Conclusion**

The proposed CPD scheme will apply to all registered architects, and this group appropriately accounted for the majority of survey respondents. Whilst we received fewer to no responses from sections of architecture students, we can be confident that the feedback draws from across those currently in the profession, with practising architects reflecting different sized stages in their career and practices.

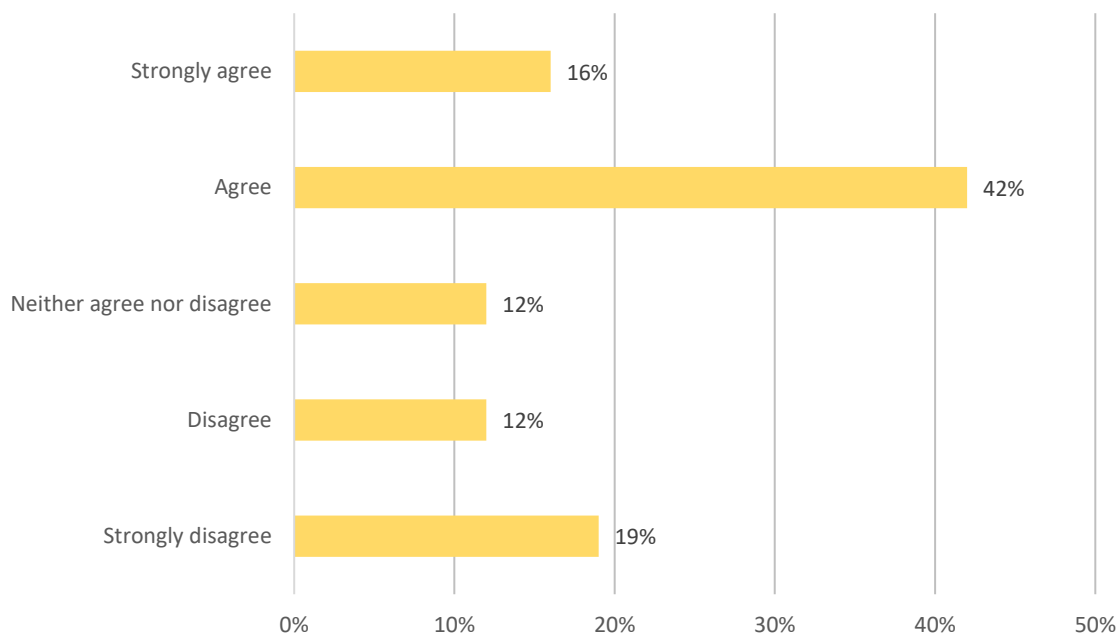
There are higher proportions of respondents reporting their gender as male and their ethnicity as white, and this reflects the makeup of the Register of Architects. Whilst the majority are from London and the South East, all nations and regions are reflected across the respondents.

# Chapter Three: Quantitative results

## Views on recording activities

- 3.1 The proposed CPD scheme requires architects to undertake relevant activities to contribute to their professional development and record these activities along with a reflection on what they learned as a result. Architects can define their own activities, which can be formal or informal. There will be no minimum time required for an activity to qualify as being relevant.
- 3.2 Question 10 asked respondents to indicate the extent to which they agree or disagree that recording activities is a good way of measuring CPD that has been undertaken. Respondents expressed their opinion towards the proposal through a closed multiple-choice scale, by selecting *Strongly agree*, *Agree*, *Neither agree nor disagree*, *Disagree*, *Strongly disagree*.

**Figure 3.1: To what extent do you agree or disagree that recording activities is a good way of measuring CPD that has been undertaken? (%)**



- 3.3 Most respondents (58%, 776) either strongly agree (16%, 211) or agreed (42%, 565) that recording activities is a good way of measuring CPD that has been undertaken. The majority of respondents who supported this proposal (93%, 724) were registered architects who either strongly agreed or agreed with the proposal. A further 12% (164) neither agreed nor disagreed with this proposal. A total of 410 respondents disagreed to some extent with this proposal, with 12% (158) disagreeing and 19% (252) strongly disagreeing.

## Conclusion

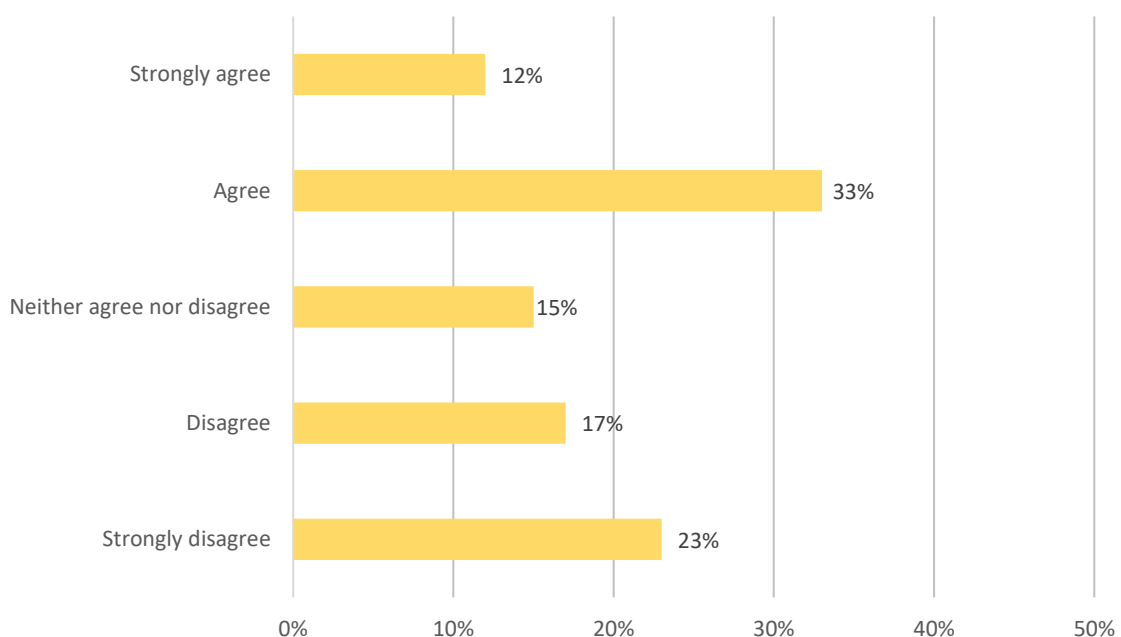
A majority of respondents agreed that recording activities is a good way of ensuring that CPD has been carried out.

Following a positive response to both the principles underpinning the scheme in our last survey, and to the activities-based nature of the scheme we proposed in this consultation, ARB will introduce the outcomes-focused CPD scheme. This means that architects will need to carry out CPD activities every year and confirm they have undertaken it when they pay their retention fee in order to remain registered. Architects are free to identify their own CPD activities. If an architect has developed professionally and can apply what they have learnt to their practice, then it can be considered continuing professional development.

## Views on the minimum activity requirements

- 3.4 The proposed scheme has no minimum requirement for the number of activities; however, it recommended that architects carry out a minimum of eight CPD activities over the year (which will include activities carried out in respect of mandatory topics). This figure is based on a comparison with other professions' CPD schemes and our research into how much CPD architects currently undertake.
- 3.5 Question 11 asked respondents the extent to which they agree or disagree that it would be helpful for ARB to recommend a minimum number of activities. Respondents expressed their opinion towards the proposal through a closed multiple-choice scale, by selecting *Strongly agree*, *Agree*, *Neither agree nor disagree*, *Disagree*, *Strongly disagree*.

**Figure 3.2: To what extent do you agree or disagree that it would be helpful for ARB to recommend a minimum number of activities? (%)**





- 3.6 There was a slight majority of respondents (603, 44%) who either strongly agreed (157, 12%) or agreed (446, 33%) that it would be helpful for ARB to recommend a minimum number of activities. Fifteen percent (198) neither agreed nor disagreed with this proposal. Five hundred and forty-nine (41%) respondents disagreed with the principle, with 17% (235) disagreeing and 23% strongly disagreeing (314).

## Conclusion

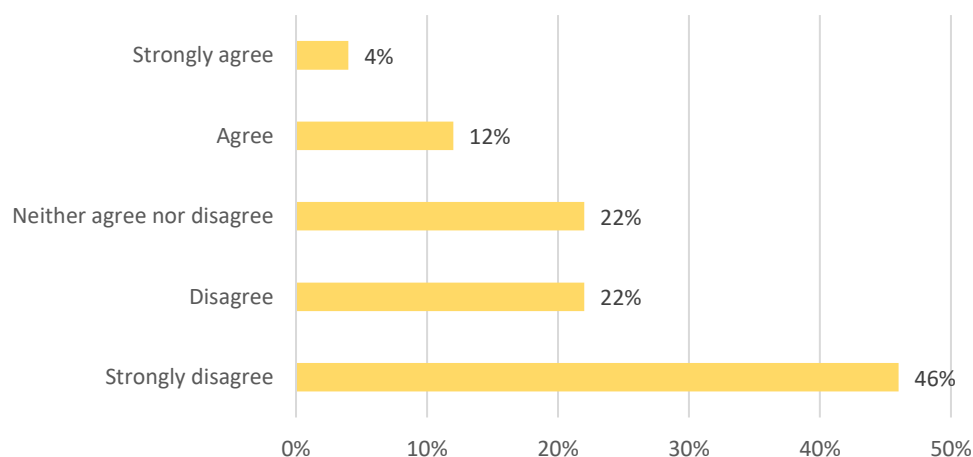
Views on ARB's proposal to recommend a minimum number of eight activities were split, with slightly more respondents agreeing than disagreeing.

ARB will therefore maintain its guidance that, while there is no minimum requirement for the number of activities, we suggest that architects should aim to complete at least eight activities per year.

## Views on the reflective statement

- 3.7 The draft guidance proposed that, annually, each architect will review what they have learned and write a self-reflection statement to review their development over the year, and how it can be applied to their future practice. ARB will provide an optional template of prompt questions to assist architects with their reflection on CPD carried out and help them to plan for future development. Qualitative views on this proposal are included in Chapter Four (page 22).
- 3.8 Question 13 asked respondents to indicate the extent to which they agree or disagree that a reflective statement should be an important part of the CPD scheme. This question included a quantitative and qualitative element. Respondents first expressed their opinion towards the proposal through a multiple-choice scale, by selecting *Strongly agree*, *Agree*, *neither agree nor disagree*, *Disagree*, *Strongly disagree*. This was followed by an optional free text response for respondents to explain the rationale for their answer (see Chapter Four).

**Figure 3.3: To what extent do you agree this reflective statement should be an important part of the CPD scheme? (%)**



- 3.9 Most respondents (907, 68%) disagreed with the proposal to include a reflective statement as part of the CPD scheme, with 22% (292) disagreeing and 46% (615) strongly disagreeing. Registered architects made up the majority of those who disagreed. A total of 885 (66%) of those who disagreed were registered architects (including those who are also academics). There were 288 (21%) registered architects who disagreed with the inclusion of a reflective statement and 597 (44%) who strongly disagreed.
- 3.10 A further 17% (230) respondents neither agreed nor disagreed with the proposal. Of the 214 (16%) respondents who agreed, 12% (160) agreed and 4% (53) strongly agreed. 93% (201) of these respondents were registered architects.

## **Conclusion**

Overall, respondents do not support the proposal for a reflective statement. In the next chapter we analyse the reasons respondents gave for disagreeing. The Board intends to keep the requirement that architects reflect on their development, but will ensure the statement is a simple exercise.

A full, qualitative analysis of the topics and suggestions respondents raised about the reflective statement is provided in Chapter Four, alongside the actions ARB will take to ensure the requirement is a simple exercise.

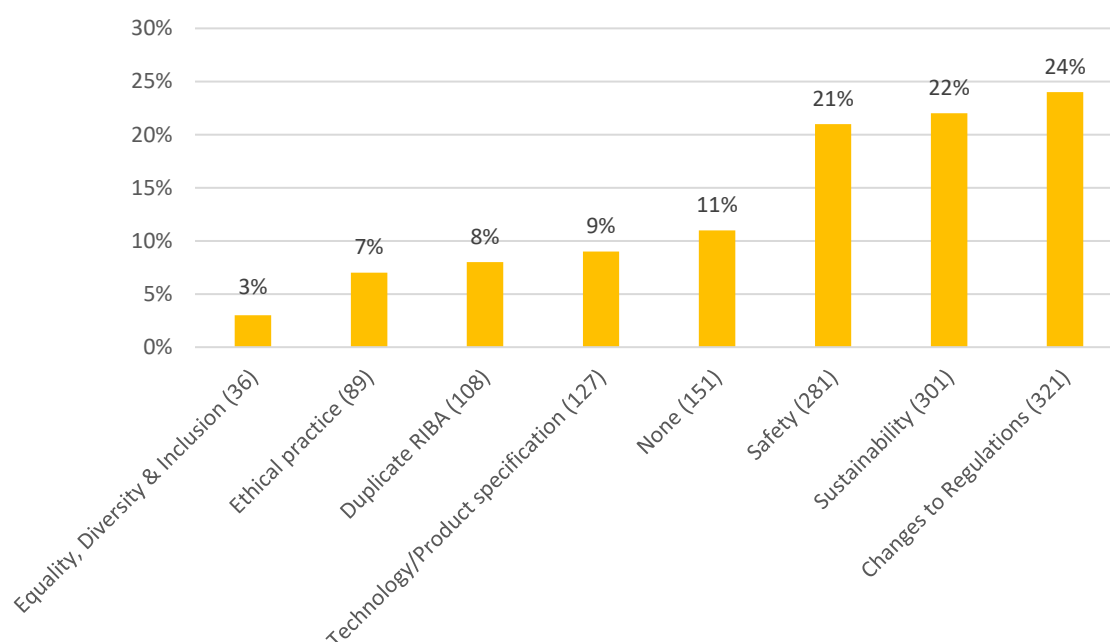
## Chapter Four: Qualitative analysis

4.1 This section sets out each of the recurring views raised by respondents and analysed. Our qualitative analysis process is summarised in **Chapter One**, and our coding framework is in **Annex C: Qualitative Analysis Coding Framework**. A full breakdown of the consultation data can be found in **Annex B: Survey data**.

### Suggestions on mandatory topics

4.2 Respondents were invited to suggest mandatory topics which ARB should set. Eight hundred and ninety-one respondents chose to write an answer to this question, equating to 66% of all consultation respondents. Figure 4.1 highlights the most identified topics which appeared across responses. Each of these are further elaborated in this section.

**Figure 4.1: Common mandatory topics recorded from respondents (%)**



4.3 One hundred and fifty-one (17%) responses to the question (11% of respondents) expressed the view that ARB should not set any mandatory topics as part of the scheme. Reasons varied as to why respondents felt ARB should not set mandatory topics, including suggestions on alternative arrangements (see below quotes).

Do not mandate any topics. Development and learning should be specific to the individual's specialisation and / or area of interest.

**Registered architect, London & South East**

Experienced Architects are professionals and can be trusted to establish when they require CPD. Perhaps a minimum should be mandated up to a certain point such as 5 years post qualification.

**Registered architect, London & South East**

- 4.4 Architects who qualified longer ago were more likely to oppose mandatory topics. Registered architects who qualified 21 or more years ago accounted for 42% of architects asking us not to set mandatory topics, compared to 35% of all consultation respondents. Architects who qualified more recently were less likely to oppose mandatory topics. Fourteen percent of requests to set no mandatory topics were raised by architects who qualified between 6-10 years ago, falling below their overall survey composition (see Figure 4.2). Architects working in larger firms of 11-50 and 51 or more employees were less likely to suggest that ARB should not set mandatory topics than those working in smaller firms of between 1-10 employees (see Figure 4.3).
- 4.5 Suggestions on specific mandatory topics which should be set by ARB were made by 740 respondents. This accounts for 55% of all 1,350 survey respondents.
- 4.6 The most common topic raised by respondents was updates to regulation, policy and law, updates to contract law and general professional responsibilities. This was raised by 321 (24%) consultation respondents. Some respondents elaborated on why updates to regulation should be mandatory, suggesting that it is because they cover issues which all architects must be aware of rather than practice-specific needs.

Any important regulation and/or guidance update should be on the priority list. All architects should be kept up-to-date, and ARB needs to assist on this to make sure that it's happening.

**Registered architect, London & South East**

Mandatory topics should not cover things that would be practice specific but should instead focus on law and regulation that applies to the industry as a whole e.g. Building Regs updates, CDM, Parliamentary Acts would all be relevant across the industry whilst conservation, sustainability could be specific to your type of practice or project work.

**Registered architect, London & South East**

Regulatory changes only where they impinge on planning, building control, or CDM. Leave out inclusivity, diversity type topics. As architects, empathy with clients and end users is innate to our practice of architectural design.

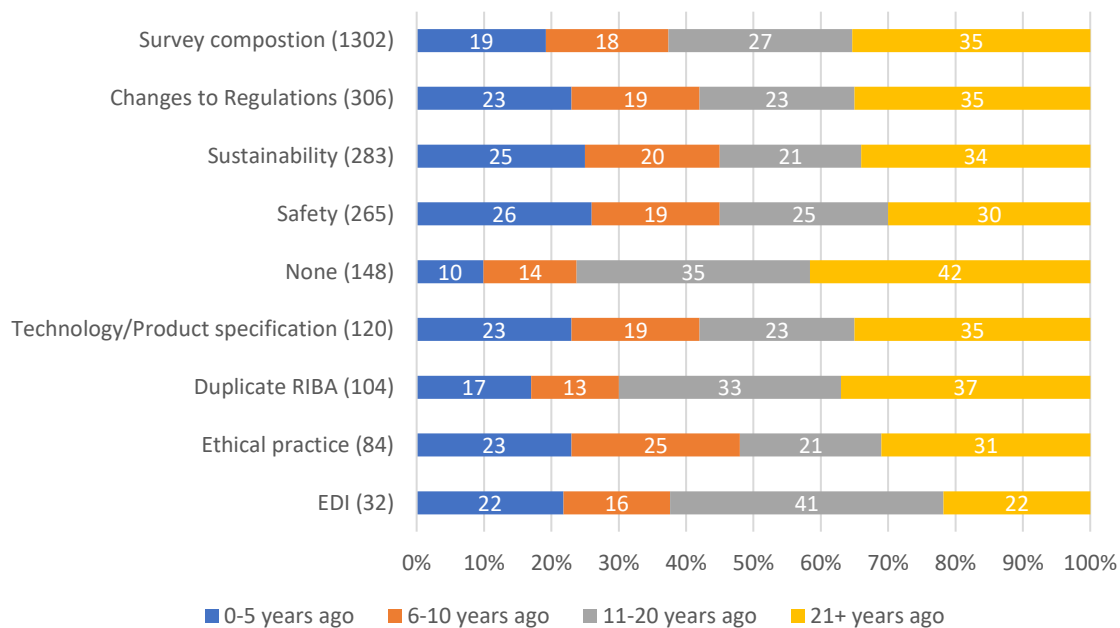
**Registered architect, Republic of Ireland**

4.7 Topics covering environmental sustainability, climate change, and the use of natural materials were raised by 301 (22%) of respondents. The majority (95%) of respondents raising this were registered architects. Architects who qualified between 0-5 or 6-10 years ago were generally more likely to raise this topic (see Figure 4.2).

Sustainability and low carbon design: orientation, shading, etc... [and] energy - renewable energy systems, heating systems and the like

Registered architect, South West

Figure 4.2: Mandatory topics – Variation by time since qualified (%)



4.8 In comparison, architects who qualified 21 or more years ago were slightly less likely to request mandatory topics on sustainability. Size of practice had little determination on whether an architect would raise this topic.

4.9 One hundred and thirty-eight (49%) respondents suggested both sustainability and also regulation as mandatory topics. Fifty-five percent of respondents who raised sustainability also included a request for safety to be set as a mandatory topic.

4.10 Topics covering life, health and fire safety were suggested by 281 respondents. Ninety-four percent of respondents raising this were registered architects. Architects who qualified between 0-5 or 6-10 years ago were more likely to request safety be set as a mandatory topic. Architects who qualified between 11-20 and 21 or more years ago raising this fell slightly below their composition in the survey (see Figure 4.2).

Fire [safety] (lack of clarity in current regulations...it is obviously hugely important to understand best practice and current discussions)

Registered architect, London & South East

- 4.11 Requests for topics covering technology developments in the profession and product specification were recorded in 127 responses. A range of topics fell under this view. Some responses focused entirely on the use of digital technology, while others looked at architecture’s place in the wider built environment.
- 4.12 Ninety-four percent of respondents raising this were registered architects. Architects who qualified more recently and architects working in small or self-employed practices were both more likely to raise this as a mandatory topic (see Figure 4.2 and 4.3).

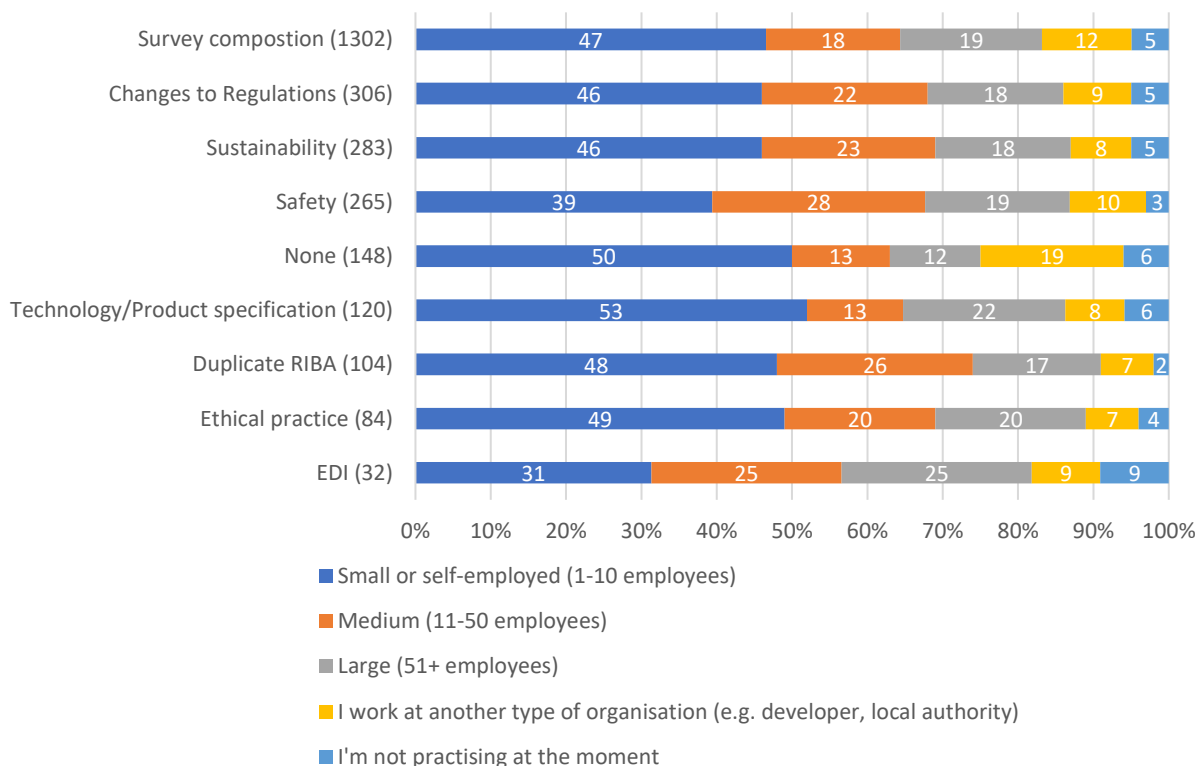
Digital training - we are 100% reliable on producing digital information and yet this is not mentioned at all, with the speed of the digital world why are we ignoring this?

**Academic (registered architect), Wales**

Materials, technologies, conferences or workshops about Architecture and related field (for example Interior design, Photography, Art, etc). Travel to visit Architectural sites or places relevant to Cultural exposure

**Registered architect, Other (United States)**

**Figure 4.3: Mandatory topics – Variation by size of practice (%)**



- 4.13 One hundred and eight respondents requested that ARB copy the topics set by the RIBA as mandatory as part of their CPD scheme. Architects who qualified longer ago were more likely to make this suggestion: architects who qualified between 11-20 years ago accounted for 33% of architects requesting this, while architects who qualified 21 or more years ago accounted for 37% (see Figure 4.2).

Alignment with the RIBA core curriculum topics could be helpful

**Registered architect, London & South East**

- 4.14 Some respondents who requested that ARB duplicate CPD topics set by the RIBA also indicated topics which they viewed as the most important. The common topics raised alongside request to duplicate the RIBA's CPD were regulatory changes (10%), sustainability (11%) and safety (19%).
- 4.15 Topics covering ethical practices, social responsibility and professional ethics were recorded by 89 (7%) respondents. Ninety-four percent of respondents suggesting this topic were registered architects. Architects who qualified more recently were more likely to raise this as a topic which ARB should set. Twenty-three percent of architects who raised this qualified 0-5 years ago, while 25% of architects raising this qualified between 6-10 years ago, both greater than their average survey composition (see Figure 4.2).

Ethics - meaning a grounding in ethical theory, to assist with the hundreds of decisions that architects make where there is no 'right answer'

**Academic (registered architect), London & South East**

- 4.16 Twenty-five percent of architects who raised this worked at small or self-employed practices (between 1-10 employees), which was lower than the survey composition (see Figure 4.3). Sixty-nine percent of respondents who raised ethical practice also raised safety as a mandatory topic.
- 4.17 Topics covering equality, diversity, and inclusion (EDI) were recorded from 36 respondents, which was 3% of all survey responses. Architects working in medium (11-50 employees) or large (51+ employees) were more likely to raise EDI as a mandatory topic (see Figure 4.3). Sixty-four percent of respondents who raised EDI as a topic were also recorded as having requested sustainability as a mandatory topic.

Diversity & Inclusion; Inclusive Design; Inclusive practices; Inclusive and Accessible consultation processes; Sustainability

**Registered architect and Inclusive Design Consultant, London & South East**

## Conclusion

While a small portion of respondents suggested that ARB should not set any mandatory topics, far more gave consistent examples of key topics that ARB should set if it chose to implement mandatory topics. Regulatory changes, safety and sustainability were the most common topics suggested.

ARB has considered these views and, alongside our own research, has decided to mandate safety and sustainability when the scheme launches. Updates to the guidelines will be made and communicated to architects in advance of this launch.

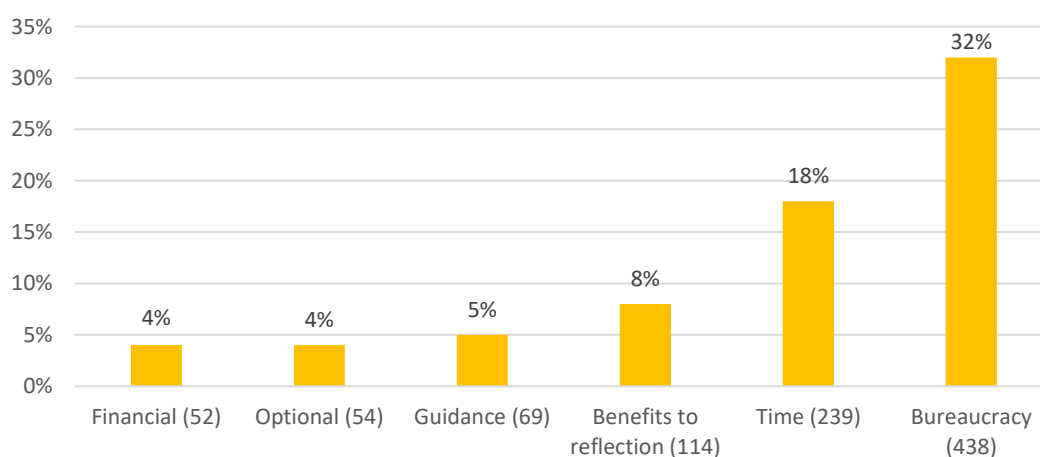
In our communications to architects about the scheme, ARB will urge architects to stay up to date with regulations, changes to policy and laws. It is the responsibility of the individual architect to understand the regulations that relate to their area of work and to maintain their competence in them. ARB will also work with professional bodies to signpost sources of knowledge to assist architects in accessing relevant content.

Following full roll-out in 2025, ARB will be reviewing the scheme to track other areas of importance to architects. This will help to ensure that the scheme is reflective of changes within the profession, the wider built environment, and society.

## Views on the reflective statement

- 4.18 In addition to the quantitative question asking whether respondents agreed with the proposals of a reflective statement, a free-text section allowed them to explain the rationale behind their response.
- 4.19 Seven hundred and ninety-seven respondents (59%) chose to provide a written answer to this section. Seven hundred and sixty-eight (96%) of these were registered architects. Figure 4.4 shows the most common views raised in response to this question.

**Figure 4.4: Common views raised on the reflective statement (%)**



- 4.20 Criticism around what ARB is asking of architects was the most predominant view raised. This includes views that the reflective statement is overly bureaucratic, duplicates what architects already do, is meaningless, does not help with fee-paying work, is too subjective,



or is insulting or undermining to the profession. Responses associating the scheme with this view of bureaucracy appeared in 438 responses. Ninety-seven percent of respondents who raised this view were registered architects. While there was little variation between the ages of architects raising this view (see Figure 4.5), architects who worked in small or self-employed practices accounted for 49% of the respondent group raising this view (see Figure 4.6).

I do not believe that making architects write a self-reflection statement on their CPD carried out, will improve in any way the CPD education. It will only serve as a tick box exercise.

**Registered architect, London & South East**

This is insulting. It shows a lack of trust and is treating professionals like children. It may be ok for students to be treated like this but not fully qualified experienced practitioners. Competent architects will do CPD that is useful and relevant anyway.

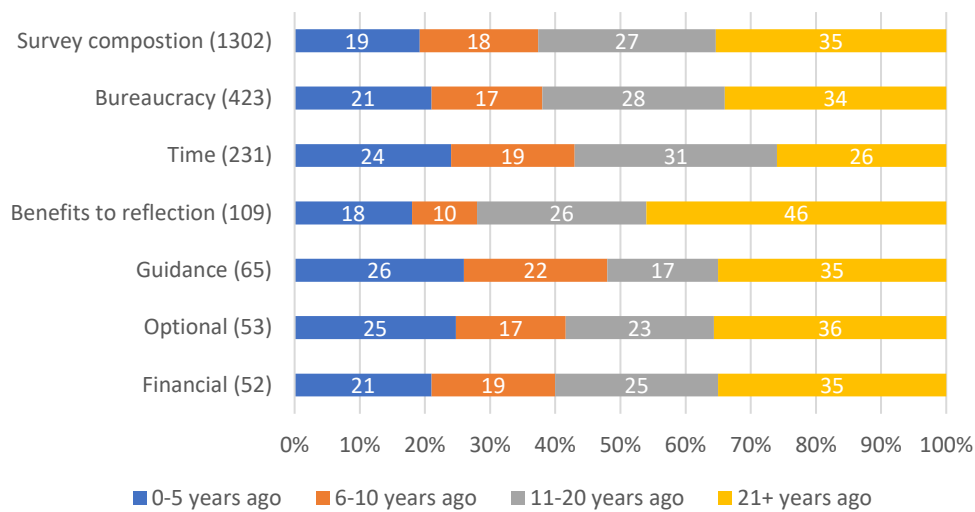
**Registered Architect, North West**

- 4.21 There were also 239 responses in which an individual expressed concern about the time burden a reflective statement placed on architects. Again, 97% of respondents raising this were registered architects. Architects who qualified 21 or more years ago were less likely to raise this as an issue: they accounted for 26% of those doing so but 35% of consultation respondents (see Figure 4.5). Architects who work in small or self-employed practices (between 1-10 employees) accounted for 50% of architects raising this view. This group accounted for 47% of the survey composition (see Figure 4.6).

This will be a waste of our valuable time for a document that will be rarely if ever be read. Instead focus your attention on improving the education with regards to reducing the time to qualify and increasing the relevance and real world applicable knowledge.

**Registered architect, South West**

**Figure 4.5: Reflective statement – Variation by time since qualified (%)**



Time is already a precious commodity for single practitioners where incomes are tight and this is just another added long list of non-fee earning tasks required by professional bodies.

**Registered architect, South West**

4.22 One hundred and fourteen respondents said there were benefits to a reflective statement. Examples of this included saying the statement demonstrates good academic practice, helps architects plan for the future or helps them reflect on their development.

This is a useful way to qualitatively demonstrate development, as opposed to undertaking the minimum to achieve compliance.

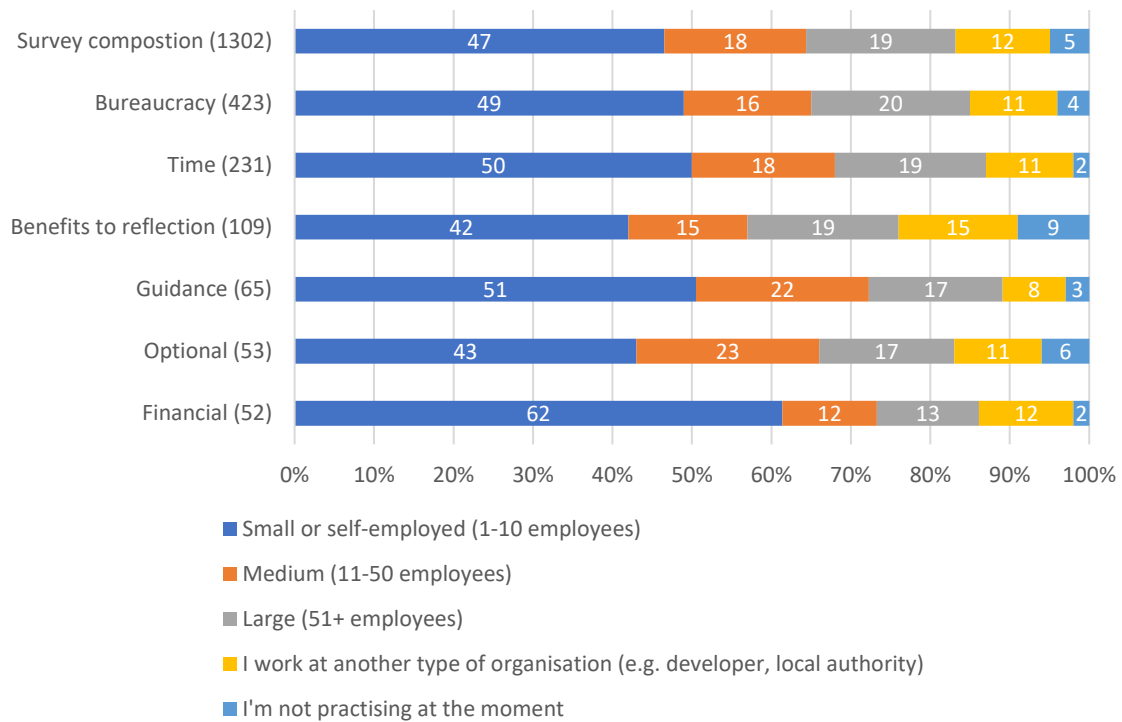
**Academic (registered architect), London & South East**

4.23 Ninety-six percent of respondents expressing this view were registered architects. Forty-six percent of architects raising this view qualified 21 or more years ago (see Figure 4.5). In terms of practice size, architects working in medium to small or self-employed practices were less likely to make a positive comment about the reflective statement (see Figure 4.6). In 42% of responses where a positive comment about the reflective statement was made, other common views about the proposal were also raised.

Reflection is a good way to help reinforce learning and is characteristic of good academic practice. It enables the Architect to look at the totality of what they've done, to review whether they've covered all they need to for the requirements of their role, but also to identify just how much development they do.

**Registered architect, Other (IoW)**

**Figure 4.6: Reflective statement – Variation by size of practice (%)**



4.24 Views which expressed that ARB should provide more information about a reflective statement in the guidance, including a request for a template or a word limit, were raised 69 times. Here, 94% of respondents raising this view were architects, slightly below their total representation amongst consultation respondents (96%). Architects working in small or self-employed practices were more likely to raise this view, with 51% of architects doing so being from this group (see Figure 4.6).

Having to write a reflection statement will help focus one's learning. It will however be a headache to complete when now integrated into everyday workings

**Registered architect, North East**

A "reflective statement" suggests that there will be some kind of revelatory or inspired outcome from CPD. I would like to see some examples of what kind of reflection is expected; all I can imagine is that a lot of us will say "I learned some things about fire doors" or something equally mundane - will this be enough?

**Registered architect, Scotland**

- 4.25 The view that the reflective statement should be optional for architects to complete was raised 54 times. Ninety-eight percent of those who raised this were registered architects. Twenty-three percent of architects raising this view worked at medium sized practices (11-50 employees, see Figure 4.6).

This could be useful for reflecting and planning future CPD but maybe should not be compulsory

**Registered architect, London & South East**

- 4.26 Like the above quote, 17% of response which raised this view also made a positive comment on the inclusion of a reflective statement. This highlights how there remains some concern amongst the profession around what ARB is asking of architects.
- 4.27 Views highlighting a concern over the financial burden a reflective statement places on architects were raised 52 times. Sixty-two percent of the 52 architects raising this view worked at small or self-employed practices, 15% greater than the composition of small or self-employed practices in the survey. This was the largest increase above a subset's average composition for any view. There was no significant variation amongst the age of architects raising this view. All respondents expressing this view remained relatively in line with the survey composition of time since qualification (see Figure 4.5).

After 7 years in education, +£30k of debt, a yearly retention fee of over £170 and a salary that barely covers the cost of living, it is embarrassing that both the ARB and RIBA focus on introducing yet another mandatory requirement for architects, instead of addressing the issue of unpaid overtime, below living wage positions etc. Also, the retention fee should be removed, being on the register should not come at a cost

**Registered architect, London & South East**

## Conclusion

Overall, respondents did not support the proposal for a reflective statement, and we noted that small or self-employed practices were more likely to express concerns. The most common concerns around the reflective statement proposal were bureaucracy and that it risks taking time out of fee-paying work. There were suggestions about how to make it less onerous by, for example, a word limit, published guidance around how to complete the statement, as well as encouragement for employers to allow time for it during work.

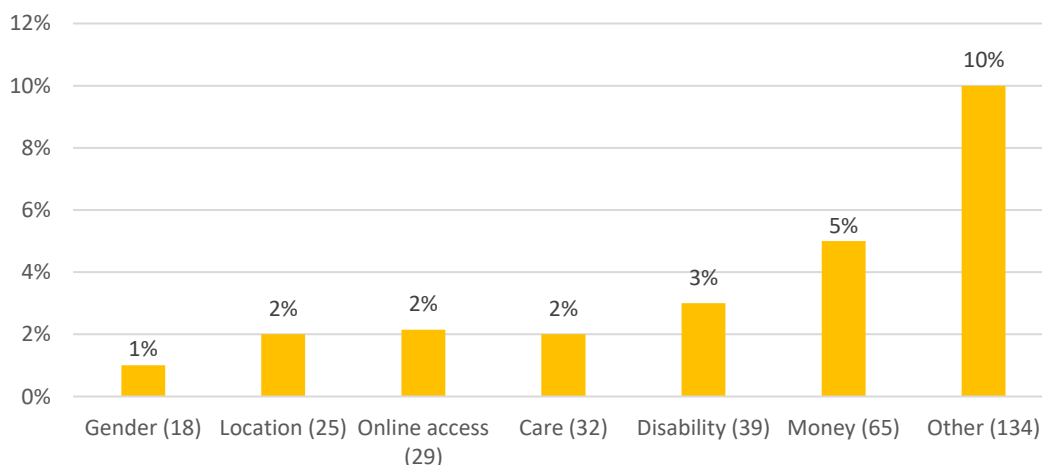
We have considered these concerns alongside the aims of the scheme. We are mindful that the reflective statement is a crucial outcomes-focused aspect of the scheme. In our initial 2021 survey, the principle of focusing on outcomes of CPD rather than inputs was supported by respondents. Concerns from respondents focused on how the reflective statement would be implemented rather than its underlying purpose or benefit. We have therefore decided to retain the reflective statement but will consider mitigations to support architects in completing it.

The results of the pilot scheme will also be used to provide valuable insight that will help us understand the practicalities of the reflective statement and any challenges it presents. If the statement is proving onerous, ARB can consider further adaptations that were suggested in the survey, such as a word limit. Case studies from the pilot scheme may be communicated to architects and employers to help demonstrate what is expected, and provide reassurance about the amount of time it would take.

## Inclusivity of the scheme

4.28 Respondents were invited to highlight anything within the scheme that could have an impact on ARB's commitment to equality, diversity, and inclusion, or have a positive or negative impact on anyone with protected characteristics. Five hundred and sixty-four respondents provided answers to this question. Some of these said they had no concerns. Overall, 19% of respondents raised a concern about inclusivity.

**Figure 4.7: Common concerns raised around the inclusivity of the scheme (%)**



4.29 Money or finances as a barrier to doing CPD and/or complying with the requirements of the scheme was the most common concern raised regarding the inclusivity of the scheme, although this was a small sample size of 65 (4.8%) respondents. Most respondents raising this (62) were registered architects, accounting for 95% of answers raising this concern. This concern was not raised disproportionately by small or self-employed practices. Forty-seven percent who raised the concern worked at small sized practices, in line with the respondent composition (see Figure 4.8).

Some thought needs to be given to how CPD requirements can be met by those on low incomes. Many CPD sessions (which have high value) can be quite expensive and so those on low incomes (maybe sole practitioners / part-time workers) might not be able to access high quality CPD sessions....

**Architecture Student – Part 3 candidate, Yorkshire and Humber**

4.30 The concern was more likely to be raised by respondents in three minority ethnic groups. Five percent of respondents raising this concern were Black, Black British, Caribbean or African while accounting for 1% of the survey total; 5% were Mixed or multiple ethnic groups while accounting for 2%; and 3% identified as Other ethnic groups while accounting for 1%. Financial concerns were also more likely to be raised by women. Female respondents accounted for 33% of the consultation, but 37% of respondents raising concerns around money.

4.31 Disability as a barrier to doing CPD and/or complying with the requirements of the scheme was raised by 39 (2.9%) respondents. We did not ask respondents whether they had a disability and the small sample size here meant we are unable to draw trends from the data. There were 37 registered architects, making up most respondents raising this concern (95%). Women were more likely to raise this concern, accounting for 54% of respondents while accounting for 33% of the survey total. Whilst the number of respondents raising disability is small, the points they raise are incredibly important in helping ARB to ensure the scheme is as inclusive as possible.

The requirement for on-line recording discriminates against professionals with eye-sight problems like me.

**Registered architect, East Midlands**

As someone with acute ADHD I struggle with organisation, and worry about missing logging CPD hours, or not covering core subjects. The portal for logging activities needs to be as concise and clear as possible.

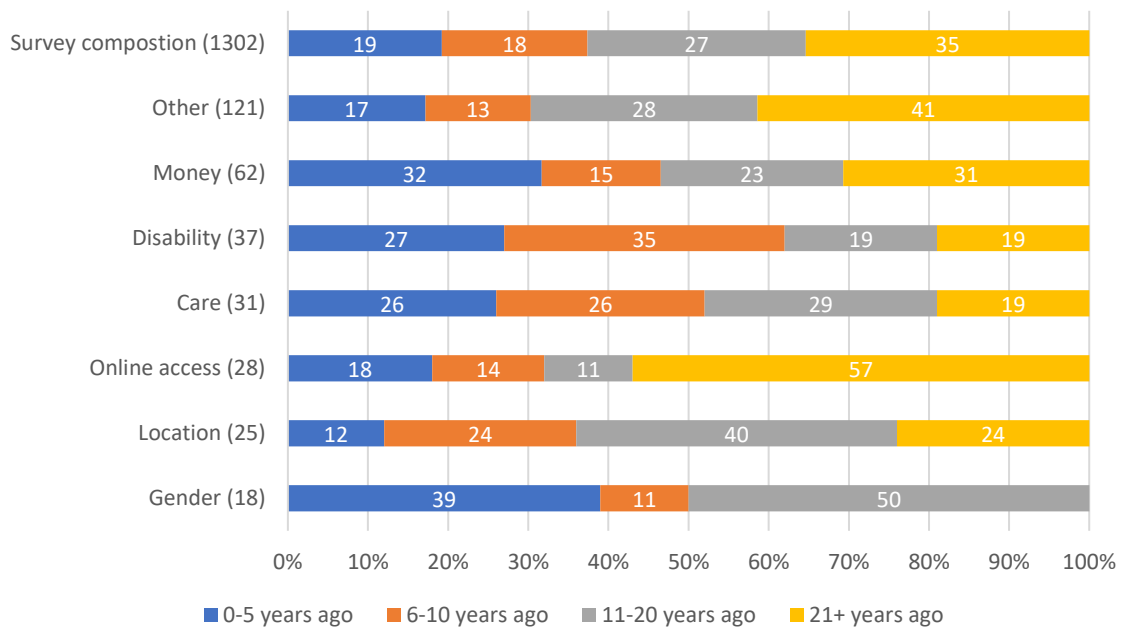
**Registered architect, Scotland**

4.32 Caregiving responsibilities (including childcare) as a barrier to doing CPD and/or complying with the requirements of the scheme were raised by 32 respondents (2.4%). There were 31 registered architects, making up most respondents raising this concern (97%). This was a small but very specific group of respondents raising this concern. Twenty-eight of the respondents were female (88%) despite accounting for 33% of the survey. More than half of respondents raising this concern qualified as architects within the last decade (see Figure 4.8).

Making a topic mandatory is ok with me (as in RIBA there are CORE topics) but CPDs must be economically accessible and reasonable in schedules (I am a mum and struggle to get time off from family therefore has to be during working hours which currently is a long part time, which means I am under pressure at work for all we have to do, and under pressure at home for the rest).

**Registered architect, North East**

**Figure 4.8: Variation of inclusivity concerns raised by time since qualified (%)**



4.33 Concerns about accessing the online digital platform and that this could be a barrier to recording CPD and therefore complying with ARB's scheme was raised by 29 respondents, 97% (28) of which were registered architects. Fifty-seven percent of registered architects raising this concern qualified 21 or more years ago, while accounting for 35% of survey responses (see Figure 4.8).

Inclusivity is fine but ARB need to consider and understand that even now not all persons who use computers either understand or are fully computer literate and they should make allowance for architects to submit how they wish and not 'force' submission via an online platform that may or may not be easy to understand or operate.

**Registered architect, Midlands**

- 4.34 Geographic location as a barrier to doing CPD or complying with the scheme was raised by 25 respondents (1.85%). Every respondent who raised this issue was an architect.
- 4.35 Gender as a barrier to doing CPD or complying with the scheme was raised by 18 respondents (1.33%), all of whom were architects. Most of these respondents raising gender concerns were female (14), accounting for 78% of all respondents raising this.
- 4.36 A total of 134 (10%) respondents raised other concerns around inclusivity. The majority (90%) of these additional views and concerns were made by registered architects (121).
- 4.37 Forty-one percent of architects raising other views or concerns qualified 21 or more years ago, while accounting for 35% of all survey responses (see Figure 4.8). Seventy-two percent of respondents raising other views were white, which is lower than the 80% of white respondents comprising the total survey.
- 4.38 Other points raised looked at further issues including protected characteristics (e.g., ethnicity) or general points around social mobility. There were also comments focused on age and retirement.

Yes - the scheme would be extremely damaging to equality, diversity and inclusion. In my case - that of a senior professional who spends far too long on administrative works as it stands it would deflect from undertaking research and development in the areas I need - these prescribed things always do. I also teach in a university where we have a very diverse selection of students. These talented people are put off by red tape - which is what you are proposing. As the protection of title is already meaningless in their eyes it will make it even harder to convince them that they should register.

**Registered architect, London and the South East**



Age and experience discrimination. As a 78-year-old architect wishing to retain registration, but only carrying out very limited architectural services... There must be allowed some tolerance for the semi-retired who have been in the profession all their working lives, particularly as life experiences change and adapt to ones changing life wishes.

**Registered architect, London and the South East**

- 4.39 Concerns about mental health and anxiety were also raised. Further comments of note focused on part-time workers or those taking a break in their career, as well as language barriers of international issues facing the profession.

Forced public reflection can have negative impacts on people with anxiety or who overly critical of themselves. It can be detrimental to their professional confidence.

**Registered architect, West Midlands**

## Conclusion

Concerns about inclusivity were raised by 19% of respondents in response to a prompting question. Affordability and the exclusion of those on lower incomes was the most common concern. Further concerns about disability and the online format of the portal were also raised.

It is essential that the online platform is accessible, and ARB will offer reasonable adjustments for those who need them. As part of our work to ensure this happens, we will be contacting some respondents who have described their disabilities and invite them to test the portal prior to launch.

Carrying out CPD to comply with the scheme was a common area of concern. ARB will therefore also continue to communicate our definition of CPD and be clear that it is based on activities defined by the individual professional (and therefore need not present an additional cost), and is part of a good professional's regular work. Therefore, only the submission of the CPD record to ARB will take additional time. It is our intention that we keep this simple and short, in line with our principle of the scheme being proportionate and deliverable.

## Misconceptions

- 4.40 Some of the views expressed by respondents contained misconceptions or misunderstandings of ARBs requirements as stated in the guidance. We recorded 246 responses that demonstrated a misconception. This equates to 18% of the consultation respondents.
- 4.41 Men were more likely to misunderstand ARB's proposals: 63% of respondents demonstrating a misconception were male, compared to 58% of all consultation respondents. Ninety-six percent of respondents whose answers showed a misconception were registered architects, in line with the consultation composition.
- 4.42 Some misconceptions related to the role of the Register and ARB's remit, rather than the scheme itself. For example, some respondents requested that non-practicing architects be excluded from any requirements, as demonstrated in the example quote below

Don't make it mandatory for those who DO NOT practice nor intend to!

**Registered architect (not practicing at the moment), Wales**

- 4.43 This was a theme identified in our 2022 report on the principals underpinning the proposed scheme. The Register is publicly available so that anyone using the services of an architect can be confident that they are suitably qualified and are fit to practice, and CPD will become a requirement for maintained registration. It remains the case that architects who have retired from practice do not need to stay on the Register.<sup>7</sup>
- 4.44 Another common misconception was that the scheme conflicts with similar CPD schemes run by chartered bodies such as the RIBA. Sixty-six respondents believed they should be exempt on the basis that they already carry out required CPD for a chartered organisation.<sup>8</sup>

Exemption for architects who are already recording CPD under the RIBA.

**Registered architect, East Midlands**

- 4.45 These views differ from responses asking that the scheme be compatible with other CPD schemes run by organisations such as the RIBA, or recommendations that ARB duplicate any CPD these organisations set. These 66 respondents are registered architects asking to be exempt despite the requirement that this proposed CPD scheme be a condition of registration.

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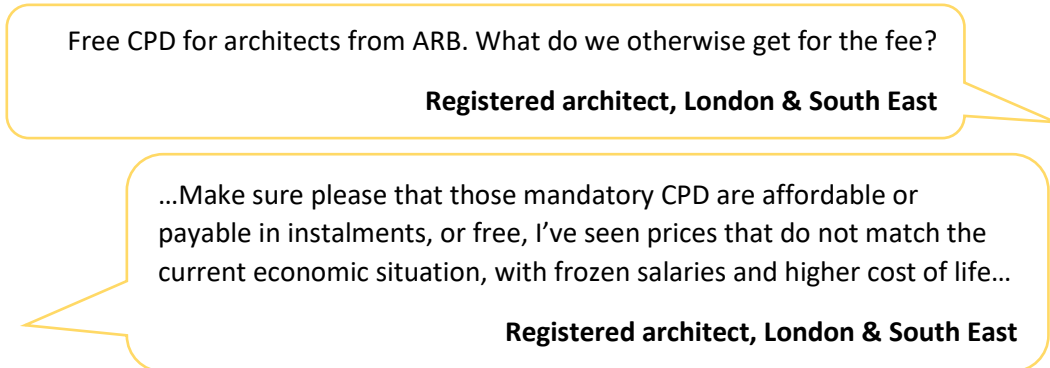
<sup>7</sup> For further information about staying on the Register and using the title 'architect', see ARB's website: <https://arb.org.uk/architect-information/resigning-from-the-register/using-the-title-architect-frequentlyasked-questions/>

<sup>8</sup> While requests to duplicate what chartered bodies such as the RIBA already do in terms of a CPD scheme, the paragraph here highlights respondents who felt that by already partaking in a CPD scheme they should be exempt from any new scheme introduced by ARB.

- 4.46 This demonstrates a misconception because we have clarified that under our scheme, any activity that results in learning and development relating to an architect's work can be considered a CPD activity. This includes CPD undertaken to comply with other schemes or requirements. ARB has also said that architects can choose to record their CPD with RIBA instead of recording it on ARB's platform. Further details are in the CPD draft guidance published alongside the consultation.

## Provision of CPD

- 4.47 There were 73 respondents who asked ARB to provide free CPD or accredit/monitor CPD providers. This was 5% of the survey total. Ninety-nine percent of respondents making this request were registered architects. While the portion of respondents making these requests was low in comparison to the survey total, those who did focused mainly on the cost implications of carrying out CPD.



## Recommendations

- 4.48 Four respondents suggested ARB should set an exam or develop a 'national curriculum' to test architects in a standardised way. One of our principles for the scheme is flexibility and we want architects to be able to tailor their CPD to their own areas of practice. We therefore won't be setting an exam or overarching curriculum for each year. We will however reserve the right to occasionally mandate specific topics. Architects would be able to tailor their CPD on these topics in a way that is relevant to their practice.
- 4.49 Some respondents suggested that should ARB mandate topics, we should set 'levels' to indicate depth of knowledge so that architects pick a level appropriate to them. We also received a request to set short quizzes. ARB will not be providing CPD, and it would be for individual architects to carry out CPD that's appropriate to them.
- 4.50 Some respondents raised concern about the scheme placing demands on their time towards the end of the year. Three respondents suggested changes to the scheme's timing to help with this. CPD needs to be confirmed by an architect as part of their ongoing registration, and this happens towards the end of each year. Architects are able to undertake and record CPD throughout the year; at the end of the year, they must simply confirm they have done so, and this confirmation will not be resource intensive.

- 4.51 Four respondents asked if we could work with CPD providers to automatically populate architects' CPD records. Developing an online platform with this ability would be disproportionate in terms of the investment it would require. It would also not reflect our approach to CPD, which includes any activity through which an architect has developed professionally and can apply what they have learnt to their practice – it need not be a course or an event. However, our aim would be to introduce a CPD platform that's simple and easy to use.
- 4.52 Two respondents asked if we could issue reminders to architects throughout the year. We'll use our routine correspondence with architects to remind them about the scheme, its requirements and the guidance we make available.
- 4.53 Another suggestion was that a second architect should verify CPD confirmations. We think this would add unnecessary and disproportionate burdens and complexity to the scheme. We also don't think this would be feasible for every architect, especially those who are sole practitioners and who may not work closely with another architect in the same way that someone in a larger practice might.
- 4.54 Concerns were shared about the stage in the scheme where architects will have confirmed their CPD but not yet heard from ARB about whether it is acceptable. ARB will not routinely assess individual CPD records and confirm their compliance. Instead, we will carry out an annual audit of some CPD records. When we do audit someone, we will be transparent about the process and timing, and what architects can expect from us.
- 4.55 Some respondents made specific suggestions that focused on the guidance. One suggestion was that ARB should provide more advice on what counts as 'an activity' by suggesting hours needed to constitute this. Another was that ARB should produce a progress template to help architects develop their CPD across the year.
- 4.56 There was a request for clearer guidance on what is needed to pass an audit. The audit will check compliance with the scheme as explained in ARB's guidance, so there will not be any separate or further requirements.

## Conclusion

Misconceptions still exist, which means that ARB will need to continue to communicate the terms of the scheme and provide as much clarity as possible. In particular, we noted continued misconceptions around exemptions from the scheme and around how the ARB and the RIBA or other Chartered Bodies' CPD schemes work together. We will also continue to explain that our scheme is based on activities and reflection, and that architects decide what activity is best for them and their own practice, and how they carry this out across the year. We will continue to explain and promote the scheme through ARB Insight and other contact with the profession.

We were grateful to respondents who provided recommendations or suggestions for the scheme as part of their response. Each of these was individually read and considered and our response to each has been included above.

# Chapter Five: Next steps

## Testing and piloting

- 5.1 Respondents were asked if they would be interested in participating in future testing and piloting of the CPD scheme. Four hundred and ninety-eight respondents confirmed they would be interested in taking part. Registered architects accounted for 95% (473) of these confirmations. Details of the signups for future testing and piloting can be found in **Annex B: Survey Data**.
- 5.2 The purpose of running the pilot is to trial the CPD scheme and process, including how we will audit CPD records. All participants will be asked to provide feedback on their experience during the pilot.
- 5.3 This pilot of the scheme runs from March to September 2023, when a selection of participants will be asked to submit their CPD records for audit. The audit of the selected CPD records will be between September and November 2023. Feedback will be collected from participants, midway through the pilot in June and again at the end of their participation.

## Next steps

- 5.4 ARB will finalise the scheme based on the conclusions above, and will publish updated, final guidance by the end of 2023. The scheme is expected to go live in 2024, becoming mandatory for registered architects from January 2025. We will share further information on the detail of the scheme and the result of the pilot is planned for later in 2023.<sup>9</sup> ARB will develop an IT solution to facilitate the introduction of the CPD scheme in 2024.

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<sup>9</sup> Find out more about how to stay informed about ARB's work on our website: <https://arb.org.uk/talk-to-us/>

# Annex A: List of respondents

There were 214 respondents gave permission for their responses to be published in full, with a further 669 wishing to be published anonymously.<sup>10</sup> Of those who wished for their responses to be published in full, 187 were registered architects while 14 were academics (registered architect).

230 responses were made on behalf of organisations, with 61 agreeing to be published in full.

The names (where we have them) of all individuals and organisations published in full are listed below.

- 2 Lockwood Architects Ltd
- 5PA Architects
- Abre Etteh, Registered Architect
- Adrian Hutt, Other
- Alan Anthony, Registered Architect
- Alan MacDonald, Registered Architect
- Alan Sankey, Registered Architect
- Alana Durrent, Registered Architect
- Alex Stevenson, Registered Architect
- Alexander Smith, Registered Architect
- Allan Ross, Registered Architect
- Allies and Morrison LLP
- Andrew Cook, Registered Architect
- Andrew Cooper, Registered Architect
- Andrzej Dudzinski, Registered Architect
- Andy Paterson Architects
- Anthony Michael, Other built environment professional
- Anthony Poole, Registered Architect
- Ben Pulford Architect Ltd
- Benedict Edwards, Architectural assistant, designer or consultant (not Part 3 qualified)
- Boris Lietzow, Academic (registered architect)
- Brosch Consultancy Ltd
- Bryn Mainwaring, Other built environment professional
- Calder Design
- Carhys Developments Ltd
- Charles Redman, Registered Architect
- Charles Shorland, Academic (registered architect)
- Charles Webster, Registered Architect
- Chris MacPherson, Registered Architect
- Christian Randall, Registered Architect
- Mark Hall, Registered Architect
- Mark Iddon, Registered Architect
- Mark Shaw-Smith, Registered Architect
- Mark Smith, Registered Architect
- Mark Wogden, Registered Architect
- Massimo Adiansi, Registered Architect
- Matteo Gerbi, Registered Architect
- Matthew Austin, Registered Architect
- Matthew Blain, Registered Architect
- Matthew Wintersgill, Registered Architect
- Maurice Mitchell, Other
- Michael Friel, Registered Architect
- Michael Makepeace Eugene Jeffries, Registered Architect
- Michal Cupial, Registered Architect
- Nathan Fitton, Registered Architect
- Nenad Djordjevic, Registered Architect
- Nicholas Channon, Registered Architect
- Nicholas Waring, Registered Architect
- Nick Haseltine, Registered Architect
- O'Leary Goss Architects
- Omar, Registered Architect
- PAAD Architects Limited
- Patrick Hammond, Registered Architect
- Patrick O'Hagan, Registered Architect
- Paul Christopher Motley, Registered Architect
- Paul Jagger, Registered Architect
- Paul Jaques, Registered Architect
- Paul Wiggins, Registered Architect
- Paula Mendez, Registered Architect
- Peter Bernamont architect
- Peter Hutchinson, Registered Architect
- Peter Jackson, Registered Architect
- Peter James Allan, Registered Architect

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<sup>10</sup> Published responses will be available here: <https://arb.citizenspace.com/standards/consultation-on-the-proposed-cpd-scheme/>

- Christopher Trickey, Registered Architect
- Claire Gardner, Academic (registered architect)
- Claudia Trillo, Academic (registered architect)
- Colin Roy Brock, Registered Architect
- Colin Usher, Registered Architect
- Colin William Kerr, Registered Architect
- Collective Works
- Color Estates Ltd.
- CSB Architectural Design Ltd T/A CSB Architects
- Daniel McIntosh, Registered Architect
- Daniela Phillips, Registered Architect
- Dave Rossington, Registered Architect
- David Cooksley, Registered Architect
- David Donald Roe, Other
- David Jamieson, Registered Architect
- David Rees Architects
- Dennis Crompton, Academic (registered architect)
- Dhruvi Srikumar, Architecture Student – graduate (studying Part 2)
- Dominic Church, Registered Architect
- Donald Wahlberg, Registered Architect
- Edward McGill, Registered Architect
- Edward Williams Architects
- Eight\_One Two Architects
- Eleanor Jolliffe, Registered Architect
- Emily Crompton, Academic (registered architect)
- EPR Architects Limited
- Ester Albarran Berzal, Registered Architect
- Fabio, Registered Architect
- Fabrizio Tozzoli, Registered Architect
- Fernandes Binns Architects Ltd
- Francis Gerard McShane, Registered Architect
- Frankham
- Fulvio Wirz, Academic (registered architect)
- Funda Kemal, Academic (registered architect)
- Gareth Brown, Registered Architect
- Gavin Maxwell, Registered Architect
- Geoffrey Mark Roberts, Registered Architect
- George Grams, Registered Architect
- Goddard Manton Architects
- Gruhe Architects
- Peter Sennitt, Registered Architect
- Petre Mihoc, Registered Architect
- Philip Wright, Registered Architect
- Phyllida Mills, Registered Architect
- Picardi Architects
- Prof. R Quek, Academic (registered architect)
- PSA
- R J Disbrow, Registered Architect
- Rebecca Barringer, Registered Architect
- Renga Design
- Resi
- Richard Arnold, Registered Architect
- Richard Blandy, Registered Architect
- Richard Paley, Registered Architect
- Richard Saxon, Registered Architect
- Robert Adam Architectural Consultancy
- Robert Elkins, Registered Architect
- Robert O'Leary, Registered Architect
- Robert Rhodes, Registered Architect
- Robertson Partnership
- Robin Euan Callister, Registered Architect
- Robin Monotti Graziadei, Registered Architect
- Roger Baker Architects
- Rolf Rothermel, Registered Architect
- Rosa Fiore, Registered Architect
- Roseanne Knight, Registered Architect
- Ross Lambie, Registered Architect
- Royal Institute of British Architects (RIBA)
- Rupert Cook, Registered Architect
- Sam Parish, Registered Architect
- Sarah Mullin, Registered Architect
- Sarah Wigglesworth, Registered Architect
- Sean Harris-Macintosh, Registered Architect
- Seatswood Architects Ltd.
- Sebastian Hathaway, Registered Architect
- Sheila Eilenberg, Registered Architect
- Sherif Sharaf, Registered Architect
- SHWilkinson Architects Limited
- Simon Dure-Smith, Other built environment professional
- Simon Gillespie, Registered Architect
- Siobhan Twomey, Registered Architect
- Skin Architects
- Smith Architects
- Smith Architecture
- Soraya, Registered Architect

- Gytis Bickus, Registered Architect
- Hugh Jenkins, Registered Architect
- Ian Robertson. Architect
- Ingrain Architecture Ltd
- Jacob Westerman, Registered Architect
- James Allen, Registered Architect
- James Holmes-Siedle, Registered Architect
- James Kenton, Registered Architect
- James Soane, Registered Architect
- Jeff Scoffham Architects Ltd
- Jessop and Cook Architects
- Joan Manuel Barrera Beltri, Registered Architect
- Joanne Harrison, Registered Architect
- Joanne Williams, Registered Architect
- John Devlin, Registered Architect
- John Hodgins, Registered Architect
- John Stebbing Architects Ltd
- John Taylor, Registered Architect
- John Wilde, Registered Architect
- Jonathan Barker, Registered Architect
- Jonathan Davey, Registered Architect
- Jonathan Wilson, Registered Architect
- Julian Livingstone, Registered Architect
- Julian Williams, Registered Architect
- Justin Nicholls, Registered Architect
- K Kiani, Registered Architect
- Ken Davie, Registered Architect
- Kiran Shah, Registered Architect
- Krzysztof Tubielewicz, Registered Architect
- KTA Ltd
- Laura Gerada, Registered Architect
- Leila McLelland, Academic (registered architect)
- Lizzie Innemee, Architecture Student – Part 3 candidate
- LOKI Architecture & Development Ltd
- Luigi Bille, Registered Architect
- Lynwood Developments Ltd
- M&J Design
- Maiia Williams, Registered Architect
- Manuel Fernandez Corral, Registered Architect
- Marc Stewart, Architectural assistant, designer or consultant (not Part 3 qualified)
- Marc Stow, Registered Architect
- Mark Fairhurst (Architects) Limited
- Southpoint
- Steffen Ahl, Registered Architect
- Stephen Donnelly, Registered Architect
- Stephen Hart Architects
- Stephen Wall Design & Architecture
- Steven McKay, Registered Architect
- Stone & Partners
- The Regeneration Practice Limited
- The Royal Incorporation of Architects in Scotland (RIAS)
- Thomas Studio Ltd
- Tim Jeffery, Registered Architect
- Tim Ratcliffe Associates
- Timothy Evans, Registered Architect
- Tom Cooper, Registered Architect
- Trevor Munday, Registered Architect
- Tzena James, Registered Architect
- Villa and Mansion Architects
- Vorbild Architecture Limited
- Wilkinson Annesley Charles, Registered Architect
- William Hodgson, Academic (registered architect)
- XSITE ARCHITECTURE LLP



## Annex B: Survey data

Option	Total	Percent
Registered architect	1237	92%
Academic (Registered architect)	65	5%
Academic (other)	1	0.07%
Architectural assistant, designer or consultant (not Part 3 qualified)	8	0.59%
Architecture Student – undergraduate (studying Part 1)	0	0
Architecture Student – graduate (studying Part 2)	2	0.15%
Architecture Student – Part 3 candidate	12	0.89%
Other built environment professional	6	0.44%
Other	19	1.41%

Option	Total	Percent
Female	440	33%
Male	786	58%
Non-binary	2	0.15%
Prefer not to say	113	8%
Other	9	0.67%

Option	Total	Percent
Asian/Asian British	43	3%
Black/African/Caribbean/Black British	12	0.89%
Mixed/Multiple ethnic groups	23	1.70%
White/White British	1074	80%
Prefer not to say	168	12%
Other ethnic group	30	2%

Option	Total	Percent
East of England	66	4.89%
East Midlands	33	2.44%
London & South East	636	47%
North East	22	1.63%
North West	73	5%
South West	116	8.59%
West Midlands	55	4.07%
Yorkshire & Humber	67	4.96%
Northern Ireland	20	1.48%
Scotland	103	7.63%
Wales	18	1.33%
Republic of Ireland	6	0.44%
Prefer not to say	28	2.07%
Other	107	7.93%

<b>Table B5: Registered architects – When qualified</b>			
Option	Total	Academic (Registered architect)	Registered architect
0-5 years ago	252 (19%)	7	245
6-10 years ago	238 (18%)	7	231
11-20 years ago	356 (27%)	23	333
21+ years ago	456 (35%)	28	428

<b>Table B6: Registered architects – Size of practice</b>			
Option	Total	Academic (Registered architect)	Registered architect
Small or self-employed (1-10 employees)	607 (47%)	22	585
Medium (11-50 employees)	231 (18%)	10	221
Large (51+ employees)	247 (19%)	5	242
I work at another type of organisation (e.g. developer, local authority)	150 (12%)	8	142
I'm not practising at the moment	67 (5%)	20	47

Option	Total	Registered Architect	Academic (registered architect)	Academic (other)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Strongly agree	211 (15.63%)	194 (14.37%)	10 (0.74%)	0	0	0	0	2 (0.15%)	0	5 (0.37%)
Agree	565 (41.85%)	524 (38.81%)	20 (1.48%)	0	5 (0.37%)	0	1 (0.07%)	6 (0.44%)	4 (0.30%)	5 (0.37%)
Neither agree nor disagree	164 (12.14%)	146 (10.81%)	11 (0.81%)	0	1 (0.07%)	0	0	1 (0.07%)	1 (0.07%)	4 (0.30%)
Disagree	158 (11.70%)	145 (10.74%)	10 (0.74%)	0	0	0	0	2 (0.15%)	1 (0.07%)	0
Strongly disagree	252 (18.67%)	228 (16.89%)	14 (1.04%)	1 (0.07%)	2 (0.15%)	0	1 (0.07%)	1 (0.07%)	0	5 (0.37%)

Option	Total (1302)	0-5 years ago	6-10 years ago	11-20 years ago	21+ years ago
Strongly agree	204 (15.67%)	36 (2.76%)	34 (2.61%)	59 (4.53%)	75 (5.76%)
Agree	544 (41.78%)	120 (9.22%)	88 (6.76%)	129 (9.91%)	207 (15.90%)
Neither agree nor disagree	157 (12.06%)	27 (2.07%)	38 (2.925)	34 (2.61%)	58 (4.45%)
Disagree	155 (11.90%)	24 (1.84%)	29 (2.23%)	54 (4.15%)	48 (3.69%)
Strongly disagree	242 (18.59%)	45 (3.46%)	49 (3.76%)	80 (6.14%)	68 (5.22%)

Option	Total (1302)	Small or self-employed (1-10 employees)	Medium (11-50 employees)	Large (51+ employees)	I'm not practising at the moment	I work at another type of organisation (e.g. developer, local authority)
Strongly agree	204 (15.67%)	95 (7.30%)	48 (3.69%)	36 (2.76%)	8 (0.61%)	17 (1.31%)
Agree	544 (41.78%)	260 (19.97%)	100 (7.68%)	101 (7.76%)	25 (1.92%)	58 (4.45%)
Neither agree nor disagree	157 (12.06%)	71 (5.45%)	26 (2.00%)	22 (1.69%)	14 (1.08%)	24 (1.84%)
Disagree	155 (11.90%)	78 (5.99%)	20 (1.54%)	30 (2.30%)	9 (0.69%)	18 (1.38%)
Strongly disagree	242 (18.59%)	103 (7.91%)	37 (2.84%)	58 (4.45%)	11 (0.84%)	33 (2.53%)

Option	Total	Registered Architect	Academic (registered architect)	Academic (other)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Strongly agree	157 (11.63%)	145 (10.74%)	5 (0.37%)	0	2 (0.15%)	0	0	1 (0.07%)	1 (0.07%)	3 (0.22%)
Agree	446 (33.04%)	417 (30.89%)	16 (1.19%)	0	2 (0.15%)	0	0	4 (0.30%)	2 (0.15%)	5 (0.37%)
Neither agree nor disagree	198 (14.67%)	177 (13.11%)	11 (0.81%)	0	2 (0.15%)	0	1 (0.07%)	1 (0.07%)	1 (0.07%)	5 (0.37%)
Disagree	235 (17.41%)	210 (15.56%)	20 (1.48%)	0	0	0	0	4 (0.30%)	1 (0.07%)	0
Strongly disagree	314 (23.26%)	288 (21.33%)	13 (0.96%)	1 (0.07%)	2 (0.15%)	0	1 (0.07%)	2 (0.15%)	1 (0.07%)	6 (0.44%)

Option	Total (1302)	0-5 years ago	6-10 years ago	11-20 years ago	21+ years ago
Strongly agree	150 (11.52%)	34 (2.61%)	20 (1.54%)	37 (2.84%)	59 (4.53%)
Agree	433 (33.26%)	97 (7.45%)	67 (5.15%)	112 (8.60%)	157 (12.06%)
Neither agree nor disagree	188 (14.44%)	34 (2.61%)	37 (2.84%)	36 (2.76%)	81 (6.22%)
Disagree	230 (17.67%)	39 (3.00%)	41 (3.15%)	78 (5.99%)	72 (5.53%)
Strongly disagree	301 (23.12%)	48 (3.69%)	73 (5.61%)	93 (7.14%)	87 (6.68%)

Option	Total (1302)	Small or self-employed (1-10 employees)	Medium (11-50 employees)	Large (51+ employees)	I'm not practising at the moment	I work at another type of organisation (e.g. developer, local authority)
Strongly agree	150 (11.52%)	69 (5.30%)	31 (2.28%)	34 (2.61%)	150 (11.52%)	10 (0.77%)
Agree	433 (33.26%)	206 (15.82%)	83 (6.37%)	83 (6.37%)	433 (33.26%)	45 (3.46%)
Neither agree nor disagree	188 (14.44%)	95 (7.30%)	31 (2.38%)	28 (2.15%)	188 (14.44%)	17 (1.31%)
Disagree	230 (17.67%)	100 (7.68%)	36 (2.76%)	47 (3.61%)	230 (17.67%)	34 (2.61%)
Strongly disagree	301 (23.12%)	137 (10.52%)	50 (3.84%)	55 (4.22%)	301 (23.12%)	44 (3.38%)

Option	Total	Registered Architect	Academic (registered architect)	Academic (other)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Strongly agree	53 (3.93%)	45 (3.33%)	5 (0.37%)	0	0	0	1 (0.07%)	0	1 (0.07%)	1 (0.07%)
Agree	160 (11.85%)	142 (10.52%)	9 (0.67%)	0	2 (0.15%)	0	0	2 (0.15%)	1 (0.07%)	4 (0.30%)
Neither agree nor disagree	230 (17.04%)	205 (15.19%)	11 (0.81%)	0	3 (0.22%)	0	0	1 (0.07%)	3 (0.22%)	7 (0.52%)
Disagree	292 (21.63%)	279 (20.67%)	9 (0.67%)	0	0	0	0	1 (0.07%)	1 (0.07%)	2 (0.15%)
Strongly disagree	615 (45.56%)	566 (41.93%)	31 (2.30%)	1 (0.07%)	3 (0.22%)	0	1 (0.07%)	8 (0.59%)	0	5 (0.37%)

Option	Total (1302)	0-5 years ago	6-10 years ago	11-20 years ago	21+ years ago
Strongly agree	50 (3.84%)	12 (0.92%)	4 (0.31%)	8 (0.61%)	26 (2.00%)
Agree	151 (11.60%)	22 (1.69%)	22 (1.69%)	42 (3.23%)	65 (4.99%)
Neither agree nor disagree	216 (16.59%)	39 (3.00%)	33 (2.53%)	39 (3.00%)	105 (8.06%)
Disagree	288 (22.12%)	56 (4.30%)	56 (4.30%)	84 (6.45%)	92 (7.07%)
Strongly disagree	597 (45.85%)	123 (9.45%)	123 (9.45%)	183 (14.06%)	168 (12.90%)

Option	Total (1302)	Small or self-employed (1-10 employees)	Medium (11-50 employees)	Large (51+ employees)	I'm not practising at the moment	I work at another type of organisation (e.g. developer, local authority)
Strongly agree	50 (3.84%)	19 (1.46%)	12 (0.92%)	10 (0.77%)	4 (0.31%)	5 (0.38%)
Agree	151 (11.60%)	79 (6.07%)	20 (1.54%)	24 (1.84%)	13 (1.00%)	15 (1.15%)
Neither agree nor disagree	216 (16.59%)	98 (7.53%)	40 (3.07%)	36 (2.76%)	18 (1.38%)	24 (1.84%)
Disagree	288 (22.12%)	146 (11.21%)	53 (4.07%)	56 (4.30%)	8 (0.61%)	25 (1.92%)
Strongly disagree	597 (45.85%)	265 (20.35%)	106 (8.14%)	121 (9.29%)	24 (1.84%)	81 (6.22%)

Option	Total	Percentage of total question responses	Percentage of survey total
EDI	36	4.04%	2.67%
Ethics	89	9.98%	6.59%
RIBA	108	12.12%	8%
Tech/Spec	127	14.25%	9.41%
None	151	16.94%	11.19%
Safe	281	31.53%	20.81%
Sus	301	33.78%	22.29%
Reg	321	36.02%	23.77%

	Regulation	Sustainability	Safety	Tech/Product Spec	Duplicate RIBA	Ethical practice	EDI
Regulation	321	138 (42.99%)	138 (42.99%)	79 (24.61%)	11 (3.43%)	39 (12.15%)	14 (4.36%)
Sustainability	138 (45.85%)	301	165 (54.82%)	70 (23.26%)	12 (3.99%)	61 (20.27%)	23 (7.64%)
Safety	138 (49.11%)	165 (58.72%)	281	52 (18.51%)	20 (7.12%)	47 (16.73%)	21 (7.47%)
Tech/Product Spec	79 (62.20%)	70 (55.12%)	52 (40.94%)	127	6 (4.72%)	16 (12.60%)	6 (4.72%)
Duplicate RIBA	11 (10.19%)	12 (11.11%)	20 (18.52%)	6 (5.56%)	108	4 (3.70%)	5 (4.63%)
Ethical practice	39 (43.82%)	61 (68.54%)	47 (52.81%)	16 (17.98%)	4 (4.49%)	89	14 (15.73%)
EDI	13 (36.11%)	23 (63.88%)	21 (58.33%)	6 (16.67%)	5 (13.89%)	14 (38.89%)	36

Option	Total	Percentage occurrence total in question responses (797)	Percentage of survey total (1350)
Financial	52	6.52%	3.85%
Optional	54	6.77%	4%
Guidance	69	8.66%	5.11%
R+	114	14.30%	8.44%
Time	239	29.99%	17.70%
Bureaucracy	438	54.96%	32.44%



Option	Total	Percentage of total (338)	Percentage of survey total (1350)
Gender	18	5.33%	1.33%
Location	25	7.40%	1.85%
Web Access	29	8.58%	2.15%
Care	32	9.47%	2.37%
Disabled	35	10.36%	2.59%
Money	65	19.23%	4.81%
Other	134	39.64%	9.93%

Option	Total	Registered Architect	Academic (registered architect)	Academic (other)	Architectural assistant, designer or consultant (not Part 3 qualified)	Architecture Student – undergraduate (studying Part 1)	Architecture Student – graduate (studying Part 2)	Architecture Student – Part 3 candidate	Other built environment professional	Other
Yes	498 (36.89%)	457	16	0	5	0	1	5	4	10
No	852 (63.11%)	780	49	1	3	0	1	7	2	9

Option	Total	Percent
Female	182	37%
Male	282	57%
Non-binary	1	0.2%
Prefer not to say	27	5%
Other	6	1%

Option	Total	Percent
Asian/Asian British	18	4%
Black/African/Caribbean/Black British	4	0.80%
Mixed/Multiple ethnic groups	7	1%
White/White British	401	81%
Prefer not to say	54	11%
Other ethnic group	13	3%

Option	Total	Percent
0-5 years ago	106	21%
6-10 years ago	86	17%
11-20 years ago	125	25%
21+ years ago	157	31%

Option	Total	Percent
0-5 years ago	106	21%
6-10 years ago	86	17%
11-20 years ago	125	25%
21+ years ago	157	31%

Option	Total	Percent
Small or self-employed (1-10 employees)	210	42%
Medium (11-50 employees)	101	20%
Large (51+ employees)	96	19%
I work at another type of organisation (e.g. developer, local authority)	48	10%
I'm not practising at the moment	20	4%

<b>Table B26: Geographic spread of signups for future testing and piloting</b>		
Option	Total	Percent
East of England	26	5%
East Midlands	15	3%
London & South East	243	49%
North East	10	2%
North West	24	5%
South West	39	8%
West Midlands	21	4%
Yorkshire & Humber	26	5%
Northern Ireland	5	1%
Scotland	35	7%
Wales	11	2%
Republic of Ireland	3	0.6%
Prefer not to say	8	2%
Other	32	7%

<b>Table B27: Signups to future testing and piloting – Views on reflective statement</b>		
Option	Total	Percent
Strongly agree	38	8%
Agree	96	19%
Neither agree nor disagree	102	20%
Disagree	116	23%
Strongly disagree	146	29%

## Annex C: Qualitative analysis coding framework

Topic	Summary
<b>General themes</b>	
Rec	The response has made specific recommendations which ARB should consider when developing a CPD scheme
Miscon	The response contains misconceptions or misunderstandings of ARBs requirements as stated in the guidance
Rec- guide	The response has suggested ARB should make improvements to the draft guidance
Prov	The response has asked that ARB provide free CPD, or accredit/monitor CPD providers
<b>Mandatory topics</b>	
Reg	Updates to regulation, policy and law, updates to contract law and general professional responsibilities
Sus	Environmental sustainability, climate change, use of natural materials etc.
Safe	Safety: Life, health, fire
None	Do not set or specify any mandatory topics
EDI	Equality, Diversity and Inclusion
Eth	Ethical practices, social responsibility and professional ethics. This includes mentions of a need to promote inclusivity / 'collective creation' or healthy work/life balance as a topic architects must address and/or that must form part of education
Tech/Spec	Focus on technological developments in the profession and product specification. Include any mention of related technical topics and case studies
RIBA	ARB should adopt the same mandatory topics as RIBA
<b>Reflective statement</b>	
R-Time	The response highlighted a concern over the time burden a reflective statement places on architects
R-Financial	The response highlighted a concern over the financial burden a reflective statement places on architects
R-Bureaucracy	Criticism around what ARB is asking of architects. This would include comments that the reflective statement is bureaucratic, duplicates what architects already do, is meaningless, does not help with fee-paying work, subjective, and insulting or undermining to the profession
R-Guidance	ARB should provide more about a reflective statement in their guidance, This would include a request for a reflective statement template or a word limit
R+	A reflective statement represents a positive development for the profession. Examples include good academic practice, helps architects plan for future or helps them reflect on their development
R-Opt	A reflective statement should be optional for architects to complete

<b>Inclusivity</b>	
Web	The response has highlighted that accessing the online digital platform could be a barrier to recording CPD and therefore complying with ARB's scheme
Loc	Geographic location is a barrier to doing CPD / complying with the scheme
Gender	Gender is a barrier to doing CPD / complying with the scheme
Care	Caregiving responsibilities (including childcare) are a barrier to doing CPD / complying with the scheme
Disabled	Disability is a barrier to doing CPD / complying with the scheme
Money	Financial reasons are a barrier to doing CPD / complying with the scheme
Other	Other reasons not covered above are a barrier to doing CPD / complying with the scheme. This tag includes other protected characteristics such as race, religion and sexual orientation.

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- call 020 7580 5861
- write to us at ARB, 8 Weymouth Street. London W1W 5BU

We'll consider your request and get back to you within 14 days.



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