

Board Paper

for Open session

Subject: **Chief Executive's Report**

To note a report from the ARB's Chief Executive on matters relating to the running of the Board's business

Board meeting:

12 May 2026

Agenda item:

6

Action:

- For noting
- For discussion
- For decision

Purpose

To provide an update from the Chief Executive on matters relating to the Board's business including progress updates on the Board's key strategic priorities as well as additional operational issues.

Recommendations

The Board is asked to note this paper.

Annexes

N/A

Author/Key Contact

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1. Open Session

- 1.1. This item will be noted in the open session of the Board meeting.
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2. Background and Key points

Professional Practical Experience

- 2.1. ARB's consultation on the proposed changes to its PPE requirements closed on 15 April 2026.
- 2.2. The Board will be considering the results of the consultation, before reaching decisions on the new requirements at its meeting on 22 July 2026.
- 2.3. Simon Howard gave a presentation to a meeting of SCOSA on 24 April in York.

Routes to registration and Readiness for Practice UK online module

- 3.1. We have established a project team to carry out the detailed work to consider the detailed policy and operational work required to implement the three new routes to registration considered by the Board. This project work also includes the work required to remodel ARB's prescribed examination to assess competence equivalence using the new academic competency outcomes.
- 3.2. Work to remodel the UK Adaptation Assessment and to develop the new 'Readiness for Practice UK online module' continues to progress and remains on track. Content for the new online module has been drafted and is now being quality assured. We have also appointed a supplier to develop and host the module, and will be working closely with them in the coming months to build the new module.

CPD update

- 3.3. Since the Board meeting in March, we have commenced the final cycle of CPD case management for those non-compliant. This is for those who applied for reinstatement to the Register in 2026 so far, declaring that they had completed CPD with RIBA, but having not provided it. A further sub-set is the group of architects who RIBA could not identify as current RIBA members, but who declared RIBA CPD, and had not submitted it. This accounts for 234 architects.
- 3.4. We will case manage their CPD uploads and checking in the same way we evaluated previous groups. The deadline for uploading their CPD is 13 May, and those who do not comply will be removed at the end of May, in accordance with our Registration Rules.

- 3.5. Once completed, we will have initial compliance, and final case managed compliance rates for all groups. We will use this to develop in-year communications for those completing 2026 CPD, and to develop lines to take with RIBA to support their members' responsibilities to comply with ARB's statutory CPD Scheme.
- 3.6. We will provide additional updates on these insights at the next Board meeting.

People update

- 3.7. The annual staff survey closed on the 17 April with an excellent response rate of 95% (59 responses out of 62). At the time of writing, Campbell Tickell, the consultants who ran the survey on our behalf are carrying out analysis of the results. Initial headline results show a highly engaged workforce, with consistently strong levels of positive sentiment across all themes that were explored in the survey. In every area, favourable responses (categorised as agree/strongly agree) significantly outweigh neutral or negative responses, suggesting that staff are generally satisfied and positive about their experience. More information will be shared with the Board in due course.
- 3.8. The launch of the Kallidus portal (to enable access to the learning and development modules and performance management process) for the Board and Associates remains ongoing as we continue to explore the technical aspects of single sign on (SSO). The aim of SSO is to enable access to ARB systems through one entry point. This would include access to the Sage People HR system as well as other department systems in due course. The IT team are working with the HR team to map out the project including testing. The aim is to start with the first rollout by the end of June.
- 3.9. The online recruitment system called Talos is also being developed, and we are in the middle of testing ahead of launching at the beginning of June. This will make our recruitment approach more efficient and effective, whilst also increasing our profile and reputations externally.

Governance Update

- 3.10. In line with good practice, ARB Board and its non-statutory committee members are due to participate in an externally-facilitated effectiveness review this year, noting that it will have been three years since the last external review. The Governance Team are in the process of sourcing an external organisation to undertake the review. The review is scheduled to take place in mid-late Autumn 2026.

Overview of the discussion and action at the Board Workshop on 19 March 2026

- 3.11. The Board was provided with an overview of the recruitment processes for permanent Board members, as well as temporary Board members, and independent Committee members. The Board had been provided with details of their previous succession planning discussions before the session. The Board was asked to provide feedback on the skills, expertise, experience, values and behaviours that should be incorporated in the role profiles/promotional material for the upcoming recruitment campaign for five permanent Board members (4 x Architect and 1 x Lay Members). This information would then be relayed to the Ministry of Housing, Communities and Local Government's Public Appointments Team to inform the campaign
- 3.12. The Board received a recap on regulatory reform following the recommendations from the Grenfell Inquiry. Possible next steps for ARB were considered.
- 3.13. The Board received an update on the 2025 CPD cycle, and also considered lessons learned. These would inform further improvements that would be made in subsequent years.
- 3.14. The Board was provided with an overview of the work around the education access evaluation. Updates on the EDI strategy and the next steps in terms of delivering the strategy were additionally provided.
- 3.15. The Director of Governance & International and Head of People would collate the Board's succession planning feedback, develop the relevant role profiles on the basis of the feedback, and use this to inform the MHCLG's upcoming recruitment campaign for five new permanent Board members.

International Update

- 3.16. Further to the CEO & Registrar's decision to authorise the drafting of a new Mutual Recognition Agreement with our South African Counterparts, the South African Council for the Architectural Profession (SACAP), we have met with SACAP online and work is now underway to develop the agreement. We will continue to keep the Board updated and further public announcements will be made via our website and social media channels once the finalised agreement has been approved by both parties.
- 3.17. We have completed the review of the Mutual Recognition Agreement that we operate with our US counterparts, the National Council of Architectural Registration Boards (NCARB). Once the revised agreement has been approved through our respective governance processes, we will discuss

arrangements for re-signing and operationalising the revised agreement. Ideally, we will be looking to align the launch of the revised agreement with the opening of the new Readiness for UK Practice Module. Further details will be published via our website and social media channels in due course.

- 3.18. Work to review our Mutual Recognition Agreement with the Architects Accreditation Council of Australia (AACA) and the New Zealand Registered Architects Board (NZRAB) is ongoing. We hope to conclude this work so that the revised agreement can be considered through our respective governance processes in the Autumn 2026.
- 3.19. Annual Monitoring meetings with our Canadian counterparts, the Regulatory Organizations of Architecture in Canada (ROAC), as well as with AACA/NZRAB will be held before the end of Q2. These meetings are an opportunity to review the operational aspects of the MRAs, as well as discuss any key updates and development which may impact the agreements.

Registration and Accreditation update

- 3.20. The Accreditation Committee met most recently on 27 April, where it considered a further six new qualifications under the Accreditation Framework. Three of these were final decisions, including two new Providers (i.e. with no current accredited qualifications). The remaining three were minded to decisions, subject to public consultation.
- 3.21. There are now nine Providers where a minded to or final decision has been made to accredit.
- 3.22. Four of the applications considered in April related to standalone Academic Outcomes qualifications at Masters Level. The remaining two were integrated Masters with undergraduate qualifications.
- 3.23. We continue to discuss the anticipated changes relating to combined academic and practice outcomes qualification, and have several institutions who are making final readiness checks prior to their submission of this type of qualification over the summer and autumn periods.
- 3.24. We are preparing communications and website changes, with colleagues in Policy and Communications, to allow architects and applicants to decide which is the best route to registration. The routes will be in place by Spring 2027, and we will need to review impact on income, and resources, to manage the transition for those who wish to proceed to earlier registration, or those who wait for the new routes to operate.

3. Resource Implications

- 3.1. There are a number of resource implications related to issues highlighted in this paper, but they will be set out separately for the Board. For example, implementing the new routes for registration, updating the prescribed examination and the development of the readiness to practice module all carry resource implications.

4. Risk Implications

- 4.1. Risks relating to each of the initiatives set out in this paper have been considered separately, either as part of specific Board papers and discussions, or incorporated into project, programme or corporate risk registers.

5. Equality and Diversity implications

- 5.1. There are no specific EDI implications arising out of this paper, however a number of key strategic priorities are either directly or indirectly designed to support and promote EDI.
- 5.2. Our work to deliver new routes to registration, ARBs reform of education and training and our international work will positively impact on the diversity of the registrant population. We expect a positive impact relating to the reforms to Professional Practical Experience requirements.

6. Recommendations

- 6.1. The Board is asked to note this paper.