

# 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:

19 March 2026

Agenda item:

6

Action:

- For noting
- For discussion
- For decision

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## 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.

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## Recommendations

The Board is asked to note this paper.

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## Annexes

N/A

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## 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 implementation of the recommendations of the PPE Commission remains open until 15 April 2026.

### ***Readiness for UK Practice Module***

- 2.2. Work to remodel the UK Adaptation Assessment and to develop the new 'Readiness for UK Practice Module' is well underway and to date remains on track. Content for the new online module is being developed and will be quality assured in the coming weeks. We are also in the advanced stages of appointing a supplier to assist with the development and hosting of the module.

### ***CPD update***

- 2.3. We are part way through the non-compliance cycle for those who paid the 2026 retention fee. The process for assessing compliance is set out in the CPD Scheme and Registration Rules, and allows architects who have not initially complied, a period of four weeks to do so. Those who do not respond within this timescale are then issued with a formal notice of removal, and are removed from the Register after 14 days.
- 2.4. The compliance process is directed by the method of recording CPD. Architects could record CPD directly onto MyARB, or declare that they had used the RIBA system. There are therefore two cohort groups of compliance, with a staggered timescale.
- 2.5. The first group, those who recorded CPD on MyARB, is now complete. The initial compliance rate at the point the retention fee closed was 91% of the 21,050 architects. We then case managed the 2,051 non-compliant architects, using CRM functionality, resulting in 233 architects being removed for non-compliance. This means, the group using MyARB to record CPD was 98.8% compliant at the end of the process.
- 2.6. The second group, who declared they recorded on RIBA, is still in progress. Of the circa 13,500 architects in this group, we sampled a random 5%, using our recently developed AI tool, and asked them to submit their CPD records for review. Of these 802 architects, we had 561 who responded, meaning an initial compliance rate of 69%. We are currently in the four week rectification period, and aim to remove any non-compliant architects in the first week of April.

- 2.7. We are also working with RIBA to establish systems to share and verify the whole RIBA group next year, in order to make the checking process more manageable. We will discuss our learning and future developments in the Board Workshop session.
- 2.8. Our CRM functionality has worked well, allowing the smooth removal of those who were non-compliant, and the reinstatement application process. As of 3 March, 10% of those removed had started an application to return to the Register. A further update will be given in the Board Workshop session.
- 2.9. The compliance has been based on operational processes, and the completion of the two mandatory topics of fire and life safety, and environmental sustainability, and associated learning reflections. As we develop the CPD system in future years, we will evaluate the qualitative assessment of the types of CPD performed. We have an internal audit scheduled, with fieldwork on 24 March, which will review the systems and processes in place. This will be reviewed by the FRAC as part of our audit programme, and feed into our commitments for continuous improvement in the business plan.
- 2.10. We have an evaluation day, learning the wider lessons of year one mandatory CPD compliance, on 20 March. This will feed into our 2027 retention fee communications and engagement plans, and also any policy decisions that need to be made in light of this year's experience.

### ***People update***

- 2.11. Following the launch of the Kallidus online learning system in October, the team have been working extremely hard to launch the next phase of our People Strategy. The Perform module was launched during the first week of February following employee briefings. Employees are now able to upload their 2026 objectives onto the online portal. This is a fundamental part of the annual review process where both the manager and employee can work collaboratively to review progress on a regular basis.
- 2.12. ARB's Management Development Pathway was launched in February for our 11 Level 3 Managers. The development programme is being run by KSL over a period of 12 months. The programme is split into 6 modules that cover line management theory and practice, setting objectives, critical thinking and decision making, delegation and conflict resolution. Following the delivery of each module there will be an action learning set where participants will be able to bring a challenge for discussion drawing out what they have learnt in the module to planned action. Their managers will also be meeting with them on a regular basis to challenge their learning, provide support through

enabling protected time and where needed coaching to action what has been learnt. At the end of the programme, they will present to the senior management group their reflections and actions around what their learning and what they have taken from the programme. Working with KSL we will also be looking at measures around impact and value for money. This is an exciting step in the delivery of our Learning and Development Strategy.

- 2.13. Following a tender process we have appointed Campbell Tickel to run our 2026 Employee Staff Survey. The survey will be run from April inviting all staff to complete a series of questions around the areas that we have explored previously in our staff surveys.

#### ***Governance Update***

- 2.14. Mark Bottomley and Stephen McCusker, both architect Board members stepped down from the Board on 28 February 2026 due to the conclusion of their tenures. The Board has appointed two temporary architect Board members, Grace Choi and Eduardo Petrilli, to replace them until permanent replacements are found through the Public Appointments process, which is administered by the Ministry of Housing, Communities and Local Government.

#### ***International Update***

- 2.15. Further to a visit to South Africa in mid February 2026, which was supported through funding we secured through the Department for Business and Trade's Ricardo Fund, we have successfully completed our due diligence work and will have made a decision as to whether we will begin drafting a recognition agreement with the South African Council for the Architectural Profession (SACAP) before the Board meeting takes place on 19 March 2026. We will provide a further update on this at the meeting.
- 2.16. Work to review the existing mutual recognition arrangements that we operate with our US counterparts, the National Council of Architectural Registration Boards, and our Australian and New Zealand counterparts, the Architects Accreditation Council of Australia and the New Zealand Registered Architects Board is well underway and moving forward in line with our revised timelines. We are working towards broadening the scope of the arrangements so that more individuals holding the appropriate qualifications and experience can benefit from the agreements.

#### ***IT Transformation Update***

- 2.17. Internal validation workshops to finalise requirements for phase three of our CRM development work are nearing completion. Requirements documentation has been shared with our new CRM developer and initial

discussions have taken place to establish the development service. The full discovery phase of work is still anticipated to begin in early 2026.

- 2.18. We are in the process of transitioning the CRM support contract. System documentation has been shared, the new supplier now has access to our development environments, and a structured transition to support is scheduled for March/April. A draft support contract has been provided, reviewed internally, and feedback returned.

#### ***Accreditation update***

- 2.19. We continue to meet with Providers to explore their intentions for new framework qualifications. Recent meetings with Providers, large and small, and across the four UK countries, is helping us plan for the submission dates of new qualification applications, and whether these will be integrated undergraduate and masters (academic outcomes only) qualifications, or combined academic and practice outcomes versions. We have had useful intelligence on this demand, with two high profile Providers having made advanced preparations, in anticipation of the Board's decision in the coming months, for these combined outcomes.
- 2.20. We are about to email Providers to notify them of the Accreditation Fees for 2026, following the Board's decision earlier this year. We have made it clear the rationale for the fee rise, and the intention to make full cost recovery, but acknowledging that we wish to work with them to ensure we expedite the move to the new framework, and elimination of double running of analysis for existing prescribed historic qualifications, and new framework qualifications.
- 2.21. We have agreed a new system with the Accreditation Committee to schedule reviews of existing Providers, and to be agile in the way we build in QA checks on the decisions which are noted at the Committee, relating to minor changes to existing qualifications, or where partial data or feedback from students, or from non-leadership staff, can be developed outside of the regular annual monitoring process.

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### **3. Resource Implications**

- 3.1. There are no specific resource implications arising from the Chief Executive's report.

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## 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.

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## 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 international work will directly have an impact on the diversity of the registrant population. The same applies to our education reform work, particularly looking at Professional Practical Experience.

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## 6. Recommendations

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