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| logo-black | **Date**  **Agenda Item** | **2/10/2020**  **6** |

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| **Subject** | **Equality, Diversity & Inclusion Strategic Statement** | | |
| **Status** | **Open** | | |
| **Purpose** | **For decision** | | |
| **From** | **ARB Senior Leadership Group** | | |
| **History** | **Parent Committee** | **First Submitted** | **Revision Number** |
|  | **Policy** | **2/10/2020** | **1** |
| **If you have any enquiries on this paper, please contact Simon Howard on simonh@arb.org.uk/020 7580 5861** | | | |

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| **1.** | **Summary** | | |
| To consider and agree a strategic statement which sets out how ARB’s current and future approach in dealing the challenges and opportunities presented by Equality, Diversity and Inclusion (EDI) issues over the next three years | | |
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| **2.** | **Recommendations** | | |
| It is recommended that the Board agrees the EDI Strategic Statement at **Annex A** | | |
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| **3.** | **Terms of Reference** | | |
| ARB has an Equality Statement which sets out its responsibilities in respect of equality and diversity | | |
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| **4.** | **Open Session** | | |
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| **5.** | **Contribution to the Board’s Purpose and Objectives** | | |
| In delivering the Act, ARB’s objectives are: | | |
| Protect the users and potential users of architects’ services by ensuring that ARB’s services are carried out in a way that is fair, and accessible to all | | |
| Support architects through regulation by ensuring appropriate access to the Register, and maintaining its reputation amongst the public | | |
| **6.** | **Key Points** | | |
|  | | ARB is not moving from a standing start in relation to EDI – it has been a key policy consideration for how we carry out our role over the last decade. |
|  | | Alongside our published Equality & Diversity Scheme, we are drawing towards the end of our 2018-2020 Equality & Diversity Performance Plan, the success of which will be reported to the Board at the start of 2021. |
|  | | The EDI agenda continues to evolve at pace, so now is an opportune moment to reconsider and, if necessary, reinvigorate and refocus ARB’s approach to this area of its work. |
| **7.** | **Resource Implications** | | |
| Delivery of the objectives within the Strategic Statement will be built into the budget, but the main resource will be in relation to staff time. | | |
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| **8.** | |  | | --- | | **Risk Implications** | | As with all strategy directions that relate to macro issues, it is important that a balance can be struck between taking meaningful steps that will make a difference, and creating an unrealistic appetite to resolve global societal issues.  Delivery of this plan will fall to the Executive, and for staff to be engaged the plan must focus on deliverable items of work that have a measurable effect on those they are intended to benefit. | | | |
| **9.** | **Communication** | | |
| We want to ensure that at the heart of ARB’s strategy is a genuine commitment to engage with stakeholders and building relationship with a diverse group as possible. We are keen to hear from a variety of backgrounds, perspectives and skills. The more inclusive we are as an organisation, the better our performance will be in all areas of our work. | | |
| **10.** | | **Further Actions**  The Board will receive a progress report against the 2018-2020 E&D Performance Plan early in 2021. Subject to the Strategic Statement being agreed, work on an action plan will be put in place to begin work on the deliverables. | |