

## Equality, diversity and inclusion in the profession

ARB is an independent professional regulator, established by Parliament as a statutory body, through the Architects Act, in 1997. We are accountable to government. The law gives us a number of 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'.

If the architects' profession is drawn from and representative of different types of communities and lifestyles, it will be better equipped to design environments for different types of communities and lifestyles. A key part of our [corporate strategy](#) is therefore to foster a culture of equality, diversity, and inclusion (EDI) in our own organisation, and to take action to ensure change occurs in architecture. In order to do that and to shape our regulatory activities, we need to understand the profession, how it is now and how it might be changing.

**The Register of Architects is the only complete and authoritative source of information about all architects qualified to work in the UK.** We have recently (April 2023) published a report analysing the data we hold on the Register along with other sources to analyse the profession. This document supports that analysis by including, in full, the data we used. The data is reported as percentages rather than numbers to assist in maintaining anonymity.

Architects share information with ARB in the following ways:

- **Architects must give us some basic information about themselves to be able to join the Register.** This includes their date of birth, binary gender and the location where they are based.
- **Architects can also complete our optional EDI survey** in which they can give us information about their ethnicity, gender (including non-binary options), sexuality, religion, disability and their socio-economic background. Each question includes a 'prefer not to say' option so architects can choose what information to share.

The tables in this document present all the data summarised above.

**Key:**

<p><b>2016-2021</b></p>	<p>For each year, the percentages are based on newly registered architects that year who completed the EDI survey. This applies to between 2,503 and 1,503 depending on the year.</p> <p>The exception is location, which is based on analysis of all architects joining the Register that year, regardless of whether they completed the EDI survey.</p>
<p><b>2022</b></p>	<p>For 2022, the percentage is based on every architect on the Register as of 31 July 2022, who completed the EDI survey. The percentage of those who have voluntarily completed this survey has increased since 2016 and now over 70% of architects do so.</p> <p>The exception is location, which is based on analysis of all architects on the Register at that point in time, regardless of whether they completed the EDI survey.</p>
<p></p>	<p>We were not collecting this data in that year.</p>

## ARB's data on gender

Gender	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
Female	40.8%	42.9%	42.4%	46.4%	45.9%	47.0%	25.1%
Male	50.5%	55.5%	52.5%	51.0%	52.2%	51.2%	40.2%
Non-binary					0.2%	0.2%	0.0%
Other					0.0%	0.1%	0.0%
Prefer not to say	8.7%	1.6%	5.1%	2.6%	1.7%	1.5%	34.6%

Gender / Age	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
<b>Female</b>	<b>40.8%</b>	<b>42.9%</b>	<b>42.4%</b>	<b>46.4%</b>	<b>45.9%</b>	<b>47.0%</b>	<b>25.1%</b>
Up to 30	25.9%	27.7%	27.5%	30.8%	32.1%	31.9%	16.8%
31-50	14.8%	14.7%	14.8%	15.2%	13.3%	14.6%	8.2%
51-70	0.1%	0.4%	0.1%	0.4%	0.5%	0.5%	0.1%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Missing data	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Male</b>	<b>50.5%</b>	<b>55.5%</b>	<b>52.5%</b>	<b>51.0%</b>	<b>52.2%</b>	<b>51.2%</b>	<b>40.2%</b>
Up to 30	28.3%	32.4%	31.3%	28.6%	30.6%	29.3%	25.0%
31-50	21.3%	22.2%	20.5%	21.4%	20.7%	20.8%	14.8%
51-70	0.8%	0.8%	0.7%	1.1%	1.0%	1.1%	0.5%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Missing data	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Non-binary</b>					<b>0.2%</b>	<b>0.2%</b>	<b>0.0%</b>
Up to 30					0.1%	0.1%	0.0%
31-50					0.1%	0.1%	0.0%
51-70					0.0%	0.0%	0.0%
71+					0.0%	0.0%	0.0%
Missing data	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Other</b>					<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>
Up to 30					0.0%	0.0%	0.0%
31-50					0.0%	0.1%	0.0%
51-70					0.0%	0.0%	0.0%
71+					0.0%	0.0%	0.0%
Missing data	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Prefer not to say</b>	<b>8.7%</b>	<b>1.6%</b>	<b>5.1%</b>	<b>2.6%</b>	<b>1.7%</b>	<b>1.5%</b>	<b>34.6%</b>

Up to 30	4.7%	0.8%	2.3%	1.4%	1.0%	0.9%	22.7%
31-50	3.8%	0.8%	2.7%	1.2%	0.7%	0.4%	11.8%
51-70	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.2%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Missing data	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Socioeconomic* / Gender	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
<b>Female</b>	<b>40.8%</b>	<b>42.9%</b>	<b>42.4%</b>	<b>46.4%</b>	<b>45.9%</b>	<b>47.0%</b>	<b>25.1%</b>
No	0.4%	0.4%	0.3%	0.4%	0.8%	0.0%	0.5%
Prefer not to say	39.8%	41.7%	41.1%	45.1%	44.2%	46.5%	23.8%
Yes	0.6%	0.8%	1.0%	0.9%	0.9%	0.5%	0.8%
<b>Male</b>	<b>50.5%</b>	<b>55.5%</b>	<b>52.5%</b>	<b>51.0%</b>	<b>52.2%</b>	<b>51.2%</b>	<b>40.2%</b>
No	0.4%	0.4%	0.8%	0.8%	0.5%	0.3%	1.3%
Prefer not to say	49.7%	54.5%	51.1%	49.6%	50.8%	50.5%	38.0%
Yes	0.4%	0.6%	0.6%	0.7%	0.9%	0.4%	1.0%
<b>Non-binary</b>					<b>0.2%</b>	<b>0.2%</b>	<b>0.0%</b>
No					0.1%	0.0%	0.0%
Prefer not to say					0.2%	0.2%	0.0%
Yes					0.0%	0.0%	0.0%
<b>Other</b>					0.0%	<b>0.1%</b>	<b>0.0%</b>
No					0.0%	0.0%	0.0%
Prefer not to say					0.0%	0.0%	0.0%
Yes					0.0%	0.1%	0.0%
<b>Prefer not to say</b>	<b>8.7%</b>	<b>1.6%</b>	<b>5.1%</b>	<b>2.6%</b>	<b>1.7%</b>	<b>1.5%</b>	<b>34.6%</b>
No	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to say	8.6%	1.6%	5.0%	2.5%	1.7%	1.4%	34.6%
Yes	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%

\*Our survey asks "By the time you were 14 years old, had one or more of your parent(s) or guardian(s) completed a university degree course or equivalent (e.g. BA, BSc, or higher)?"

## ARB's data on ethnicity

Ethnicity	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
Any other ethnic background	1.3%	1.1%	1.0%	1.0%	1.6%	1.9%	1.2%
Asian or Asian British	5.6%	6.2%	6.8%	7.8%	9.7%	11.6%	7.2%
White	83.9%	83.2%	81.0%	79.2%	77.4%	76.8%	81.5%
Mixed	1.8%	2.1%	2.4%	2.3%	2.9%	3.0%	2.0%
Black or Black British	0.6%	1.0%	1.3%	2.0%	1.8%	2.2%	1.3%
Prefer not to say	6.9%	6.4%	7.5%	7.6%	6.6%	4.6%	6.9%

Ethnicity / Age	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
<b>Any other ethnic background</b>	<b>1.3%</b>	<b>1.1%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>1.1%</b>
Up to 30	0.6%	0.5%	0.6%	0.5%	1.2%	0.5%	0.6%
31-50	0.6%	0.5%	0.4%	0.5%	0.4%	1.4%	0.6%
51-70	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Asian or Asian British</b>	<b>5.6%</b>	<b>6.2%</b>	<b>6.8%</b>	<b>7.8%</b>	<b>9.7%</b>	<b>11.6%</b>	<b>7.2%</b>
Up to 30	3.2%	4.1%	4.4%	5.4%	6.7%	7.9%	4.5%
31-50	2.3%	2.1%	2.3%	2.4%	2.9%	3.6%	2.7%
51-70	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>White</b>	<b>83.9%</b>	<b>83.2%</b>	<b>81.0%</b>	<b>79.2%</b>	<b>77.4%</b>	<b>76.8%</b>	<b>81.5%</b>
Up to 30	49.9%	51.1%	50.2%	48.2%	49.9%	48.3%	53.5%
31-50	33.1%	31.1%	30.1%	29.7%	26.4%	26.9%	27.3%
51-70	0.9%	1.0%	0.7%	1.3%	1.1%	1.5%	0.7%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
<b>Mixed</b>	<b>1.8%</b>	<b>2.1%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>2.0%</b>
Up to 30	1.2%	1.1%	1.9%	1.6%	1.6%	1.9%	1.3%
31-50	0.5%	0.9%	0.5%	0.8%	1.3%	1.1%	0.7%
51-70	0.0%	0.1%	0.0%	0.0%	0.1%	0.1%	0.0%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Black or Black British</b>	<b>0.6%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>2.0%</b>	<b>1.8%</b>	<b>2.2%</b>	<b>1.3%</b>
Up to 30	0.3%	0.6%	0.6%	1.1%	1.0%	1.4%	0.6%
31-50	0.3%	0.3%	0.7%	0.9%	0.7%	0.8%	0.7%
51-70	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%

71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Prefer not to say</b>	<b>6.9%</b>	<b>6.4%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>6.6%</b>	<b>4.6%</b>	<b>6.9%</b>
Up to 30	3.6%	3.5%	3.4%	3.9%	3.4%	2.3%	3.9%
31-50	3.1%	2.9%	4.0%	3.6%	3.1%	2.1%	2.9%
51-70	0.2%	0.1%	0.0%	0.2%	0.1%	0.1%	0.1%
71+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Ethnicity / Gender	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
<b>Any other ethnic background</b>	<b>1.3%</b>	<b>1.1%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.6%</b>	<b>1.9%</b>	<b>1.1%</b>
Female	0.6%	0.5%	0.7%	0.7%	1.0%	1.0%	0.4%
Male	0.5%	0.6%	0.2%	0.3%	0.7%	0.9%	0.4%
Non-binary					0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to say	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.3%
<b>Asian or Asian British</b>	<b>5.6%</b>	<b>6.2%</b>	<b>6.8%</b>	<b>7.8%</b>	<b>9.7%</b>	<b>11.6%</b>	<b>7.2%</b>
Female	2.5%	2.6%	2.8%	4.0%	4.8%	5.3%	2.2%
Male	2.8%	3.6%	3.5%	3.8%	4.8%	6.2%	2.9%
Non-binary					0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to say	0.2%	0.0%	0.4%	0.0%	0.1%	0.1%	2.1%
<b>White</b>	<b>83.9%</b>	<b>83.2%</b>	<b>81.0%</b>	<b>79.2%</b>	<b>77.4%</b>	<b>76.8%</b>	<b>81.5%</b>
Female	34.3%	35.9%	34.4%	37.6%	35.5%	36.5%	20.3%
Male	43.0%	46.5%	43.3%	41.1%	41.7%	39.7%	33.6%
Non-binary					0.2%	0.2%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%
Prefer not to say	6.7%	0.8%	3.4%	0.5%	0.1%	0.0%	27.6%
<b>Mixed</b>	<b>1.8%</b>	<b>2.1%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>2.0%</b>
Female	1.1%	1.0%	1.1%	1.1%	1.5%	1.6%	0.6%
Male	0.6%	1.0%	1.1%	1.2%	1.3%	1.4%	0.7%
Non-binary					0.1%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to say	0.1%	0.1%	0.1%	0.0%	0.1%	0.0%	0.6%
<b>Black or Black British</b>	<b>0.6%</b>	<b>1.0%</b>	<b>1.3%</b>	<b>2.0%</b>	<b>1.8%</b>	<b>2.2%</b>	<b>1.3%</b>
Female	0.1%	0.4%	0.4%	0.9%	0.7%	1.0%	0.4%
Male	0.5%	0.5%	0.9%	1.1%	1.0%	1.2%	0.6%
Non-binary					0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to say	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.4%
<b>Prefer not to say</b>	<b>6.9%</b>	<b>6.4%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>6.6%</b>	<b>4.6%</b>	<b>6.9%</b>

Female	2.2%	2.4%	2.9%	2.2%	2.5%	1.7%	1.2%
Male	3.1%	3.2%	3.4%	3.4%	2.8%	1.9%	2.1%
Non-binary					0.0%	0.0%	0.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Prefer not to say	1.6%	0.8%	1.1%	2.0%	1.3%	1.0%	3.6%

## ARB's data on sexual orientation

Sexual Orientation	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
Bisexual	0.3%	0.4%	0.6%	0.7%	1.4%	1.8%	0.6%
Gay man	2.0%	2.1%	3.4%	2.5%	2.6%	3.4%	2.2%
Heterosexual/straight	79.0%	80.2%	76.7%	77.4%	76.1%	77.0%	78.3%
Lesbian/gay woman	0.3%	0.1%	0.4%	0.3%	0.4%	0.3%	0.3%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Prefer not to say	18.5%	17.2%	18.9%	19.1%	19.6%	17.5%	18.6%

## ARB's data on religion

Religion	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
Buddhist	0.4%	0.6%	0.9%	0.5%	0.5%	0.7%	0.8%
Christian	34.0%	34.1%	31.2%	29.3%	28.9%	24.8%	33.9%
Hindu	0.4%	0.6%	0.9%	1.1%	0.7%	0.9%	0.8%
Jewish	0.2%	0.4%	0.2%	0.3%	0.4%	0.5%	0.5%
Muslim	1.3%	1.3%	1.1%	1.2%	2.7%	2.0%	1.3%
Non-religious	41.2%	41.9%	42.4%	43.6%	43.7%	47.6%	40.6%
Other	1.4%	1.0%	1.0%	1.1%	1.8%	4.2%	1.5%
Prefer not to say	20.5%	19.6%	21.8%	22.5%	20.8%	18.8%	20.1%
Sikh	0.6%	0.5%	0.5%	0.5%	0.6%	0.6%	0.4%

Religion / Age (The full Register 2022: 30,447)	Up to 30	31 to 50	51 to 70
Buddhist	0.6%	1.1%	0.8%
Christian	33.7%	34.0%	46.7%
Hindu	0.8%	0.7%	0.8%
Jewish	0.5%	0.5%	1.2%
Muslim	1.2%	1.6%	2.5%
Non-religious	42.6%	37.1%	27.5%
Other	1.4%	1.8%	0.8%
Prefer not to say	18.8%	22.7%	19.7%
Sikh	0.4%	0.5%	0.0%



## ARB's data on disability

Disability*	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
No	94.4%	94.0%	93.3%	92.8%	93.0%	93.5%	91.9%
Prefer not to say	5.2%	5.4%	6.0%	6.5%	6.1%	5.0%	7.0%
Yes	0.4%	0.6%	0.7%	0.7%	0.9%	1.5%	1.0%

\*Our survey asks "Do you consider yourself to have a disability?"

## ARB's data on region

Region	New registrants joining each year						The full Register
	2016	2017	2018	2019	2020	2021	2022
East Midlands	1.0%	1.6%	1.5%	1.1%	1.0%	1.1%	1.9%
East of England	3.2%	2.6%	2.5%	2.8%	3.2%	3.6%	4.5%
London and South East	60.6%	58.6%	60.2%	62.2%	61.0%	62.3%	49.8%
North East	1.2%	1.2%	0.9%	1.3%	0.7%	1.1%	1.3%
North West	4.6%	5.8%	5.6%	5.8%	5.1%	5.9%	5.7%
Northern Ireland	1.7%	2.5%	2.0%	1.1%	2.8%	0.8%	2.7%
Not UK	11.1%	9.9%	8.7%	9.0%	6.7%	5.6%	9.5%
Scotland	5.9%	6.3%	5.9%	5.8%	6.4%	6.0%	8.5%
South West	4.3%	4.7%	6.1%	4.3%	5.5%	5.2%	6.3%
Wales	0.6%	1.3%	1.5%	1.2%	1.0%	1.5%	2.0%
West Midlands	2.5%	2.7%	2.2%	2.5%	3.7%	3.0%	3.2%
Yorkshire and Humber	3.2%	2.7%	2.8%	2.9%	2.8%	3.9%	4.5%
Other	0.0%	0.1%	0.1%	0.0%	0.2%	0.1%	0.3%

## ARB's data on engagement

	Respondents to Initial Education and Training Survey (IET)	Respondents to Continuing Professional Development Survey (CPD)	Membership of Architects Engagement Group (AEG)
<b>Ethnicity</b>			
White/ White British	77.7%	82.0%	67.2%
Asian/ Asian British	5.1%	2.6%	11.3%
Black/ African/ Caribbean/ Black British	0.6%	0.1%	3.0%
Mixed/Multiple ethnic groups	2.3%	2.4%	3.3%
Prefer not to say	10.0%	9.8%	6.9%
Other ethnic group	4.3%	3.0%	8.3%
<b>Gender</b>			
Female	29.5%	29.6%	41.9%
Male	63.9%	63.5%	54.3%
Non-binary	0.0%	0.3%	0.6%
Prefer not to say	5.9%	6.4%	2.8%
Other	0.6%	0.3%	0.6%

Source:

*Modernising initial education and training: Analysis report on ARB's IET survey, 2022*

*Scheme for Continuing Professional Development: Analysis report on ARB's CPD survey, 2022*

*Membership of ARB's Architects Engagement Group is as of December 2022*