

What we said we would do in 2016	
1. Increase the level of E & D data collected to 42% of the Register by the end of 2016	As of October 2016, data has been collected for 44% of the Register.
2. Collect and utilise E&D data as part of the recruitment process	We have used this information in recruitment exercises over the year to widen our sphere of recruitment and ensure that opportunities are available to as wide an audience as possible, including under-represented groups.
3. Training for staff, Board members and advisers	<ul style="list-style-type: none"> <li>• Staff training on equality impact analysis was arranged</li> <li>• Mental health awareness training was delivered to all staff</li> <li>• E &amp; D training was provided for members of the Professional Conduct Committee and the Investigations Pool</li> <li>• 1 member of staff is to undertake training run by the Equality and Diversity Forum on strategic communications in December 2016.</li> <li>• Training specifically for Board members will now take place in 2017.</li> </ul>
4. Amend the examinations database to accommodate E&D data in order to make better use of the equality and diversity data currently collected.	Work on this project has started and is currently being tested. It is due to be completed by the end of the year.
5. Work with other bodies to learn about and establish good practice in day to day activities.	<ul style="list-style-type: none"> <li>• Head of Professional Standards joined a cross-regulators' group developing a framework for measuring</li> </ul>

	<p>progress against E &amp; D objectives.</p> <ul style="list-style-type: none"> <li>• Met with the Judicial Appointments Commission to discuss their approach following criticism in this area.</li> </ul>
6. Add a section on working for ARB to the website and how the equality scheme is applied by staff in day to day work.	Work has not yet started on this area. The website generally is in the process of being updated and certain sections are being prioritised e.g. Registration and Professional Standards.
7. E&D fields to be added to the Registrant Services section of the website to enable those who haven't provided data to do so.	This was completed in spring 2016. It is currently not possible to say how many architects have provided information in this way.
8. Review of list of consultees	A review of organisations routinely consulted about changes to the Board's polices and/or Rules was undertaken to ensure that the list remains current, relevant and provides an opportunity for a wide range of voices to be heard..
9. Communications Strategy	<p>A commitment was made in 2014 to engage more widely with lesser-heard groups. In 2015 it was agreed that this work should continue into 2016:</p> <ul style="list-style-type: none"> <li>• ARB has joined the National Association of Women in Construction (NAWIC) which runs training and networking events for women in the sector. Staff have attended various events including speaking at the NAWIC conference.</li> <li>• Met the Chief Executive of Elevation Networks, a youth employment charity to discuss barriers faced by young people in particular. They will be happy to share information about future ARB vacancies with the organisation's wider network.</li> <li>• Engaged with other E &amp; D networks including Freehold, a LGBT network for those working in the construction sector; Urbanistas, a network for women in construction.</li> </ul>

<b>Additional actions</b>
10. Completed and audit of all complaints received about architects over the last 5 years to identify trends from E & D data.
11. Made changes to the online portal to make application forms to join the Register clearer.
12. Established a constructive relationship with the Architects Benevolent Society regarding the assistance they can provide to architects and how we might direct appropriate individuals to them.
13. Commenced 'tone of voice' project, initially to review correspondence relating to professional conduct matters and occasions when we remove architects from the Register. The project group includes members from other organisations.
14. Staff will submit a report to the December meeting of the Prescription Committee in response to the Architects' Journal survey of Mental Health among students of architecture.
<b>Planned for 2017</b>
<ul style="list-style-type: none"> <li>• Continue to identify opportunities for gathering E&amp;D data to meet the target of 50% of the Register by the end of 2017.</li> <li>• Review our policies on collecting and publishing E &amp; D data to ensure it remains consistent with best practice.</li> <li>• Undertake an external audit of our services and procedures to ensure that they are not creating barriers to any particular group.</li> <li>• Continue to work with other regulators to establish an E &amp; D framework</li> <li>• Provide bespoke training on particular E&amp;D matters relevant to the disciplinary processes</li> </ul>

- Undertake an equality impact assessment when the project to review the routes to registration commences and at appropriate points throughout the review as new routes are considered.
- Undertake an equality impact assessment when the review of the complaints and disciplinary process commences.