



Subject Progress under ARB's Equality Action Plan
Purpose For Note
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1. Summary

To note progress made under ARB's Equality Action Plan over the last year.

2. Open/Confidential Session

Open session

3. 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: consumers are protected from discrimination or barriers to accessing ARB's services.

Support architects through regulation: any potential barriers in ARB's policies and/or procedures either for architectural students or architects will be recognised and removed; ARB will fulfil its obligations as a public body under the equality legislation.

4. Key Points

- i. ARB's Equality Scheme was introduced in December 2011 to incorporate the public sector equality duty established under the Equality Act 2010 which requires public bodies to have due regard to the need to eliminate discrimination and advance equality of opportunity when shaping policy, in delivering services and in relation to their own employees.
- ii. The scheme was updated in 2014 to reflect minor changes in the legislation, and is published on the ARB website at: <http://www.arb.org.uk/single-equalityscheme>.
- iii. **Summary of Progress in 2016**
 - Progress has continued on work started in 2014 including the collection and publication of Registrants' data as well as data about those who use the complaints process and the architects involved. This is central to understanding whether existing or proposed policies or procedures present barriers to any particular groups.
 - Training for staff, Committee members and advisors to the Board has also taken place to ensure that principles of equality and diversity are embedded in all areas of ARB's work.

See [Annex A](#) for a full update on progress for 2016.

iv. **Looking forward to 2017**

- We will continue to identify opportunities for gathering E&D data to meet the target of 50% of the Register by the end of 2017.
- We will review our policies on collecting and publishing E & D data to ensure it remains consistent with best practice.
- We will undertake an external audit of our services and procedures to ensure that they are not creating barriers to any particular group.
- We will continue to work with other regulators to establish an E & D framework
- We will provide bespoke training on particular E&D matters relevant to the disciplinary processes
- We will 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.
- We will undertake an equality impact assessment when the review of the complaints and disciplinary process commences.

5. Resource Implications

The projects planned for 2017 are included in the 2017 Business Plan and resource implications have therefore been taken into account.

6. Risk Implications

No specific risks have been identified. The external audit of services and procedures and the impact assessments planned in relation to the review of routes to registration and the review of the complaints process may identify risks in due course.

7. Communication

ARB reviews progress against the delivery of its Equality Scheme on an annual basis to ensure it continues to meet requirements under the legislation and reflects best practice in ensuring equality of opportunity for all.

8. Equality and Diversity Implications

ARB's Equality Scheme continues to take account of its responsibilities for complying with the public sector equality duty under the Equality Act 2010.

9. Further Actions

A progress check against delivery of ARB's Equality Scheme will be undertaken in 2017 and reported to the Board at its 2017 November meeting.