



Equality, Diversity & Inclusion Policy

This policy applies to all colleagues employed directly by the RIBA and does not form part of your contract of employment. It may therefore be amended at any time without prior notice or consultation and may be departed from if appropriate in the circumstances.

What is the purpose of this policy?

The purpose of this policy is to provide equality and fairness for all employees and workers and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful discrimination.

Why do we need an equality, diversity and inclusion policy?

The RIBA is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly inclusive to all sections of society and that everyone feels respected and able to give their best.

The RIBA is also committed to ensuring that everyone is treated with dignity and respect in the workplace and at workplace related events. It is for this reason that we also have a Dignity at Work policy.

How will we implement this policy?

All employees and workers, whether part time, full time or temporary, will be treated fairly and with respect, in line with our Company values and Dignity at Work policy. Selection for employment, promotion, training or any other benefit will be based on aptitude and ability. All employees and workers will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisations. Our commitment is to;

- create an environment in which individual differences and the contributions of everyone are recognised and valued
- draw on the diverse talents of everyone to provide the best possible solutions to colleagues and members
- entitle everyone to a working environment that promotes dignity and respect to all. No form of discrimination, intimidation, bullying or harassment will be tolerated
- making training, development and progression opportunities available to everyone, including unconscious bias and mental health awareness workshops, as part of our annual programme of equality, diversity and inclusion activities
- continually monitor and review all our employment practices and procedures to ensure fairness and transparency
- embed equality, diversity and inclusion in all activities, ensuring it is central to everything we do
- regard breaches of this policy as potential misconduct that could lead to disciplinary action

What other support is available to you?

If you have any questions about this policy or have reason to believe certain aspects of this policy are not being met, then please raise this with your line manager in the first instance. You can also speak to HR if your concern is about your line manager.

We also provide an Employee Assistance Programme which is a free, confidential helpline available 24 hours a day. You can access this by calling 0800 030 5182.

