

Equality, Diversity and Inclusion

Annual Report 2020–2021



HOUSES OF PARLIAMENT
RESTORATION & RENEWAL

September 2021

4107-RRP-TR-RG-00002_01_U

“Equality, Diversity and Inclusion (EDI) is central to the R&R Programme and we work hard to provide opportunities for all, recognising and celebrating our differences in an open and safe environment. At a time of uncertainty and challenge, it is important that we do not lose sight of having those courageous conversations and building an inclusive environment that embraces and values all our colleagues.”

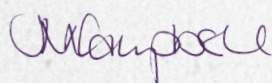
Foreword

As HR Director for the Delivery Authority and Executive Sponsor for race, I am delighted to provide the foreword, on behalf of the Sponsor Body and Delivery Authority, for the first R&R Annual Equality, Diversity and Inclusion (EDI) report. This report allows us to review the work we have undertaken in EDI and reflect on the progress we have made.

This report coincides with reflections on the past year in which the Sponsor Body and Delivery Authority became substantive organisations to deliver the Restoration and Renewal Programme, but also a time in which global and local events highlighted numerous inequalities and polarisation of opinion in terms of the COVID-19 pandemic, the events of the Black Lives Matter movement, and the impacts of gender-based violence. We are clear on R&R that a culture of respect and inclusion is a top priority for everyone.

As you will see in this report, R&R has made a great start in delivering key initiatives and actions based on our Annual EDI Action Plan. I am proud to be working with so many people across the different teams on the Programme to build our values, behaviours and a culture that will underpin the scale of the work ahead of us. It is important that R&R is a diverse and inclusive place to work, where everyone has the opportunity to thrive if we are to deliver a Parliament fit for the future.

On behalf of the Boards and the Executive Committees, I look forward to next year's EDI Annual Report detailing the progress we will have made.



Janet Campbell
HR Director, R&R Delivery Authority

Purpose

This is the Restoration and Renewal (R&R) Programme's first Annual Equality, Diversity and Inclusion Report and sets out our progress against the Public Sector Equality Duty (PSED) commitment under the Equality Act 2010. Our commitment to PSED is embedded in the [Parliamentary Relationship Agreement](#) (PRA), between Parliament and the Sponsor Body and in the [Programme Delivery Agreement](#) (PDA), between the Sponsor Body and Delivery Authority.

The Equality Act 2010 requires specific consideration of the impact of our activities for people who identify with one or more of the nine protected characteristics, and under PSED to take proactive steps to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Our annual Equality, Diversity and Inclusion (EDI) action plan, our objectives and our general approach are ambitious for the start-up of new organisations embarking on a major programme. However, we believe this area is fundamental to our success. EDI is central to our Programme, as employers and throughout the delivery of the restoration and renewal works.

A diversity of perspectives and experiences, when capitalised on as part of an inclusive culture, delivers better judgements, better safety performance and better decision-making in the public interest. It reduces the risk of group think and encourages innovation. We are committed to creating a culture of inclusion, where our differences are recognised and celebrated in an open and safe environment.

Recognising global and local events of the past year, EDI matters more than ever and we put in additional measures to support the inclusion and the wellbeing of our colleagues. Our report details the ways we have sought to embed the principles of the law in the way we work, how we move from compliance to authenticity in our approach and the achievements we have seen as a result.

Highlights

Our approach this year focused on taking action that:



This year we worked hard to create a welcoming and inclusive environment for everyone working at R&R. We have invested time and dedication to several initiatives and activities to embed EDI. We have done this through:



We are proud to have become Disability Confident Employers, signed the Race at Work charter and Armed Forces Covenant. We also became members of the Business Disability Forum and entered the Mind Wellbeing Index. We achieved Bronze status in the Defence Employer Recognition Scheme and whilst all of these elements demonstrate our commitments publicly and internally, we know there is more to do.



Executive Accountability

We have appointed six Executive Sponsors for EDI strands across the Sponsor Body (SB) and Delivery Authority (DA). They are:

- **Age and Religion & Belief:** Jane Mee, General Counsel (DA)
- **Disability:** Mike Brough, Director Programme and Assurance (SB)
- **Gender:** Matt White, Programme Delivery Director (DA)
- **LGBT+:** Claire Maugham, Communications Director (SB and DA)
- **Race:** Janet Campbell, HR Director (DA)
- **Social Mobility:** Andy Haynes, Commercial Director (DA).

The Chief Executive Officers have purposefully not sponsored diversity strands so that they can hold us accountable to achieving our EDI goals. Reporting on these goals is done regularly via CEO reporting.



Policies and Processes

All our policies and processes use gender neutral language. We used our equality analysis tool to ensure they are as inclusive as possible. Through this influence, we have secured employer benefits to support Reservists, those experiencing domestic violence and abuse, and those who transition at work. We have also upskilled our teams' understanding of the need to create accessible documents so that these are accessible to all and promotes independent working.

Our EDI policy sets out our commitments and ways of working. This is made publicly available via our website as well as internally and to our suppliers when tendering for work with us.




Recruitment and Selection

We advertise jobs using social media and job boards that will give us access to a wide and diverse pool of candidates. We worked with our Executive Search Partner to ensure a diverse range of jobs boards were used in our approach to Executive Recruitment. Our website contains a section on EDI alongside our job advertisements. As part of our Disability Confident Commitment, we also adopted the guaranteed interview scheme which supports disabled candidates in securing an interview with us. This will continue to be a key theme for us in 2021–22, as we develop a compelling attraction strategy to reach a wider pool of talent.



Onboarding

From day one, new colleagues gain a strong sense of our commitment as we share, via our induction, information on our approach and commitments to EDI.



Communication and Engagement

We strive to ensure that our communications and engagement approach is as inclusive as possible. This is reflected both in our routine messaging as well as providing a spotlight on our EDI focused activity. Throughout the year we celebrated awareness days, educated colleagues and shared personal stories during events such as International Day of People with Disabilities (IDPWD), Race Equality Week and LGBT History Month. External engagement on EDI takes place via our social media channels and we use these as a platform to champion inclusion.



Training

All of our colleagues are required to complete an induction which outlines our commitment to EDI. To date, over 300 colleagues have taken our module on conscious inclusion; moving from unconscious bias into practical steps we can all take to include people. Over 70 colleagues, including Executive teams from the Sponsor Body and Delivery Authority, have undertaken the equality analysis masterclass, using the tool to assess the impacts of their work.



Monitoring and Reporting

Our diversity data was collected by survey across all employers on the Programme to give us our first baseline on which we can monitor progress and trends (see Section 6). This data was reported to both Delivery Authority and Sponsor Body Executive Committees and their Boards. We continue to monitor data, moving now into Employee Self Service via the Oracle HR system and supplier reporting to give our leadership teams the data needed to make informed decisions.

EDI Objectives

Our objectives are our ambition of what we want to achieve on R&R. Our annual action plan sets out how we will contribute to its achievement. These were our objectives for the financial year 2020/21.

1 Developing an exemplary level of accessibility across the Parliamentary Estate

Inclusive design emphasises the contribution that comes with understanding the diverse needs of the building's users and how we use this understanding to make informed decisions moving forward. The Palace of Westminster provides a challenge for people to navigate and use daily, be that staff or visitors.

In this year we:

- Developed and delivered Equality Analysis training to nominated champions in each function;
- Created a process for recording outcomes of the Equality Analysis and a method for supporting teams in performance improvement;
- Recorded the progress of outcomes within the year and developed a plan to address continual improvement within our second year;
- Increased knowledge and inclusive design competence through learning opportunities such as Wellbeing Wednesdays, knowledge bite and induction; and
- Consulted with the collaborative Parliamentary group, the Access and Inclusion panel on our designs for the Palace of Westminster and the House of Lords Decant.

Best Practice

Courageous Conversations

Recognising the importance of global events in 2020 and the effects of Black Lives Matter, we engaged colleagues in a series of discussions that promote open conversations and break down bias and stereotypes. We have used these opportunities to promote our inclusive ways of working together, formed from a place of understanding and builds psychological safety in our teams. Over 250 colleagues attended our events on race in the workplace.

2 Promoting Equality and Diversity across the Programme delivering equal opportunities for all

It is important to us to ensure that opportunities provided by the Programme are inclusive to all.

In this year, we:

- Achieved Disability Confident Employer (Level 2);
- Signed the Race at Work Charter;
- Signed the Armed Forces Covenant and achieved Bronze status in the Defence Employer Recognition Scheme;
- Created and advanced a programme of celebration and awareness raising events;
- Monitored and measured uptake on optional training.

3 Creating fair and inclusive environments where everyone's contribution is valued

Working in an inclusive environment extends into our supply chain. It is important to us that we work with organisations that share similar values and commitments. Our achievements in this year were:

- Implementing supply chain requirements including diversity monitoring for our survey contracts.
- Created a baseline of information against diversity characteristics from which we can measure our progress (see Section 6).
- All policies and processes for the Sponsor Body and Delivery Authority have a documented Equality Analysis.
- Supported the valuable work of our Positive Mental Health Action Plan that details our actions to meet the Thriving at Work Enhanced Standards.

Best Practice

Stakeholder Engagement System

EDI Reporting

A “Diversity & Inclusion” tag has been included, allowing us to draw records on all feedback where this has been mentioned.

Colour Vision Deficiency

Our reports can be configured to allow users to adjust colour settings in line with Web Content Accessibility Guidelines (WCAG).

Gender Neutral titles

Our system includes gender sensitive provision for titles working to combat unconscious bias and avoids misgendering our stakeholders.

4

Enable participation and engagement with Parliament and the political process

The R&R Programme has a unique opportunity to support Parliament in its objectives to increase engagement with the political process. In this year, we have:

- Worked with the House of Commons and Windsor Fellowship to complete our pilot internship scheme with five placements, focused on improving social mobility.
- Appointed the Social Mobility Foundation (SMF) as a partner to help us create a work experience and internship scheme over the next two years, supporting the delivery of our Skills Strategy.

5

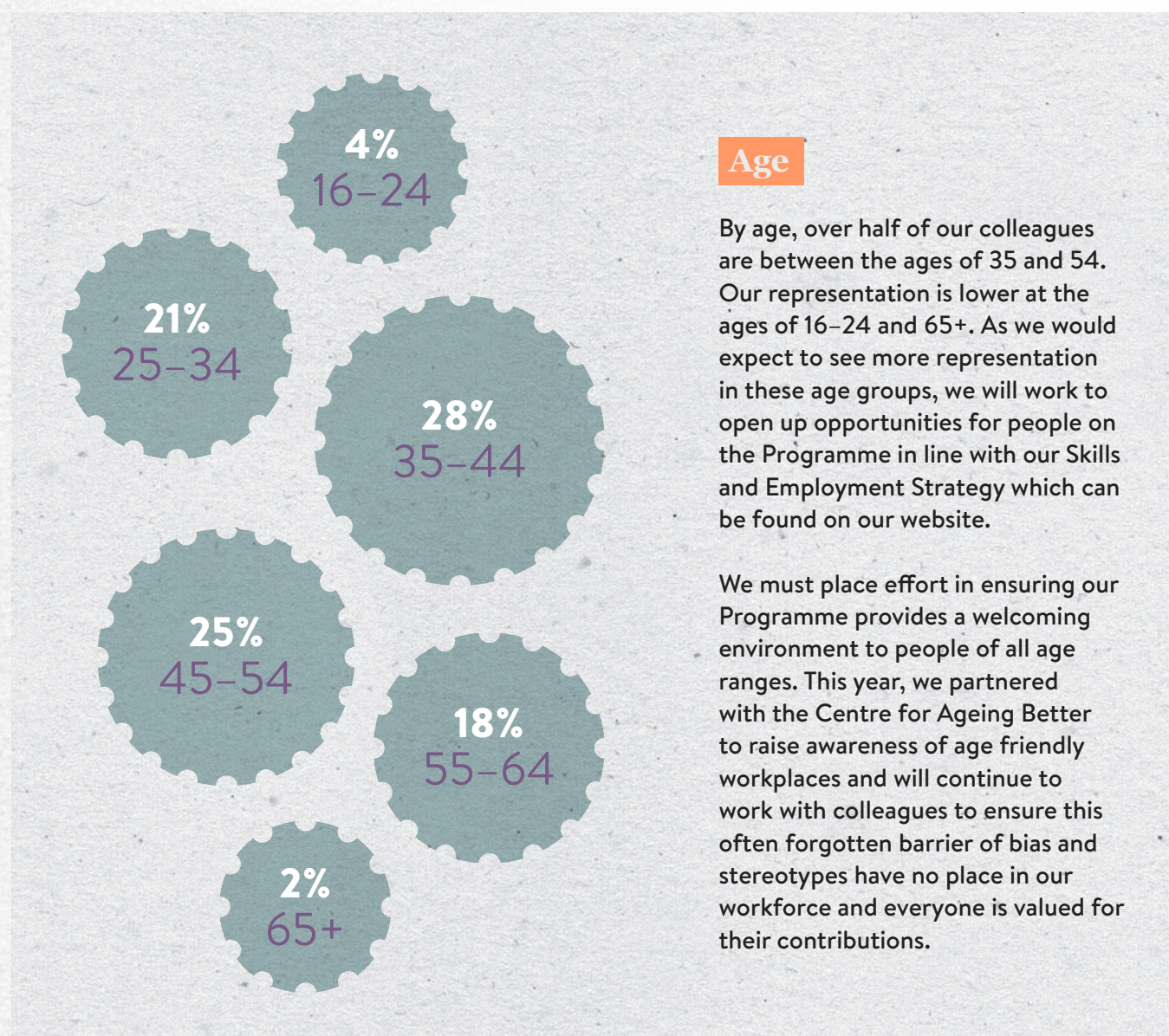
Working collaboratively with stakeholders and maximising engagement opportunities

Everyone has a responsibility for EDI. We understand that our approach to EDI also includes how we interact with our stakeholders. In this year, we have:

- Created a stakeholder engagement system that stores responses relating to EDI.
- Worked with the House of Commons and House of Lords on common events, improving stakeholder relationships.
- Developed a scope of service for EDI that supports procurement and quality management.

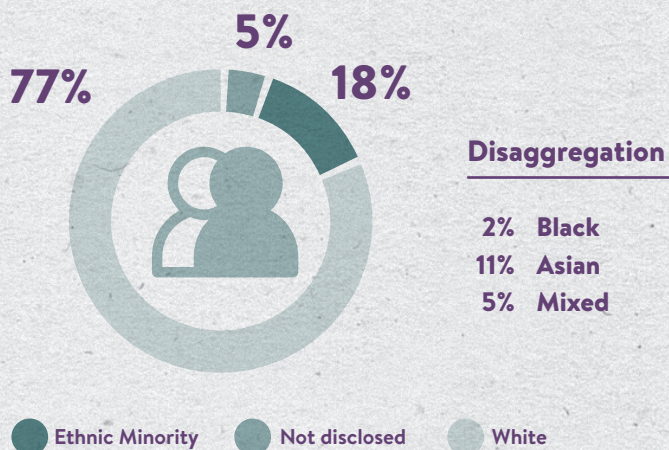
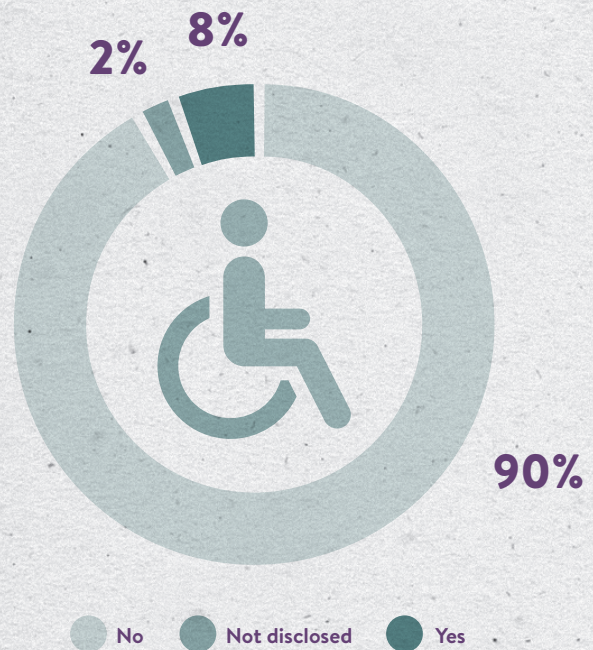
Workforce Diversity

The information contained within this section indicates our workforce diversity data across all organisations working on the Programme, this includes our suppliers such as BDP, Jacobs and Airwalk. 45% of colleagues completed their diversity data in the survey with an average declaration rate of 96%. This data will be used as our benchmark to track progress. As we move forward into the next year, we will disaggregate this data by Sponsor Body, Delivery Authority and suppliers.



Disability

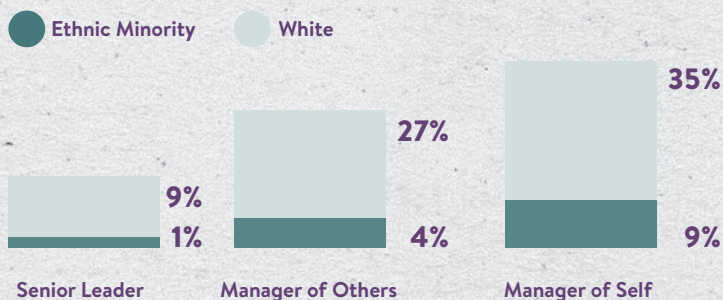
Eight per cent of colleagues have told us that they have a disability, compared to the ONS records of sixteen per cent of working age adults. At R&R, we adopt the social model of disability meaning that it is the physical and digital environments as well as stigma that can cause someone to become disabled. This year we also surveyed to find out how many people required workplace adjustments, the type and whether they had been made in order to inform our policies and processes. We continue to focus on inclusion through our disability confident commitments and membership with the Business Disability Forum.



Disaggregation

2% Black
11% Asian
5% Mixed

Ethnicity by Seniority



Ethnicity

Using ONS categorisations, eighteen per cent of our colleagues are from minority ethnic backgrounds, above the working age population across the UK. Of this eleven per cent of colleagues are from Asian backgrounds making up the largest proportion. Two per cent of colleagues are Black and five per cent of colleagues are from mixed heritage backgrounds. By breaking down the term 'BAME' (Black, Asian and Minority Ethnicity) we can better understand the experiences of colleagues on the Programme. We know that we need to improve our representation at more senior levels of the organisation. Utilising our data metrics now in place, we will be able to track our performance and implement initiatives such as mentoring where needed.

Gender Identity*

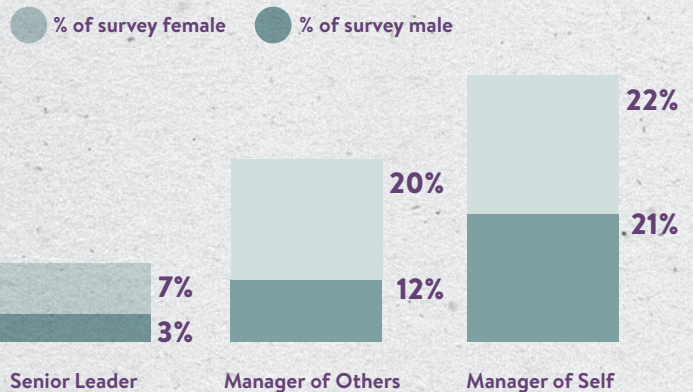
Compared to the infrastructure sector average of twenty-one percent, our Programme has a more progressive gender balance. However, we know that corporate functions and the heritage sector can be the opposite pattern of gender balance. We know that we cannot allow ourselves to become complacent over these numbers. We will continue to work with a focus on gender equality particularly with our move to site based work.

**Colleagues who preferred to self-describe were discounted from this graph to align with Data Protection Act requirements.*

The graph below shows our gender representation throughout the Programme. As we move forward into the next year, our focus will be on building on our metrics to give greater visibility, one way we will do this is via our gender pay gap and action plan reporting.



Gender by Seniority



Disaggregation

1%	Buddhist
33%	Christian
3%	Hindu
1%	Jewish
4%	Muslim
49%	No religion
2%	Other
5%	Not disclosed
2%	Sikh

Religion and Belief

Forty-six per cent of colleagues shared with us that they had a faith or belief. The largest representation was Christian but as our disaggregation of the data shows, our colleagues have many different faiths as well as no religious beliefs. This year, we embedded considerations for frequent religious practice in our workplace adjustments policy as well as celebrated and raised awareness this year of many different religious holidays and we look forward to continuing our journey to become a faith friendly workplace.

Sexual Orientation

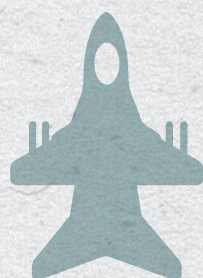
Four per cent of colleagues identified as being lesbian, gay or bi-sexual. Six per cent of colleagues preferred not to answer this question. Some people do not always feel safe to share this information or understand the context of asking this question at work. A focus on LGBT+ inclusion, including support for managers on gender identity at work will feature as part of our EDI Action Plan in 2021–22.



Disaggregation

4% LGB

6% Prefer not to say



5% Have previously served in the Armed Forces



24% Are a primary carer for children under 18

3% Are a primary carer for people aged 65+



84% Attended University

6% Attended college or further education

Social Mobility

We asked a series of questions regarding socio-economic background, caring responsibilities and veteran status to better understand the factors of social mobility. Social mobility can take different forms, and people can experience different types of mobility in different stages of their lives. Through monitoring this data, we can track how people “get in and get on” in their careers.

Our data tells us we are doing well in supporting people who have previously served in the Armed Forces and is in line with our commitment to the Armed Forces Covenant. We have also worked to support flexible working this year especially for the number of carers on our team. Our results show us that a large number of colleagues went to University. This is not the sole entry route into a career on the R&R Programme. We have teamed up with the Social Mobility Foundation to provide additional opportunities and are proactively working on our attraction strategy to recruit those with vital skills to make our Programme a success.

Summary

This year we have made positive progress towards the actions set out in our Annual EDI Action Plan which takes us towards building a credible and inclusive Programme.

This has been a year of significant work to embed our EDI approach and standards at the time of a global pandemic. The early successes in our Programme set a foundation from which we will continue to build on. Our approach to EDI acknowledges and builds on the work done by other major infrastructure programmes and continues to raise standards in this field.

We recognise areas where we must continue to focus efforts to see improvement and build our organisational maturity. Our commitment to EDI remains a key priority for the Programme's Executive teams and is woven throughout our teams and activities.

Please contact us if you would like a free copy of this document in a more accessible version such as large print, Braille, audio or easy read.

www.restorationandrenewal.uk

Email: EqualityDiversityandInclusion@r-r.org.uk



HOUSES OF PARLIAMENT
RESTORATION & RENEWAL