

## RIBA Standards Committee - Annual Report 2021

### A. Chair's foreword

I am very pleased to introduce this report on the new Standards Committee's first year. As the report shows, the Committee has made good progress on:

- Establishing its ways of working and priorities;
- Overseeing the introduction of new rules on mandatory competence, and professional development;
- Developing new processes for the professional conduct system while delegating responsibility for handling cases to the Professional Conduct Panel (PCP).

A particular focus of the Committee's work has been on Equality and Inclusion: we believe much faster progress needs to be made, notably in broadening the composition of the PCP and Validation Committee, and we will continue to press for this in the months ahead.

This report also sets out our work programme for the next year. In the light of future legislative changes, a priority will be to help RIBA establish a close and supportive relationship with the Architects Registration Board (ARB), notably on areas like CPD, professional formation and architectural courses. Our aim will be to work in partnership so all architects are well supported and do not face onerous or duplicatory processes. In addition, we intend to

- Review the RIBA Codes of Professional Conduct and Practice;
- Develop a new CPD auditing and compliance policy and processes;
- Review the Board and Council Codes of Conduct, the procedures relating to them and RIBA's processes for handling complaints.

I should also record the Committee's concern that RIBA's important work in this area is properly resourced. Last year saw a number of important staffing changes, which inevitably affected what we could do, and we therefore hope that 2022 will provide greater staffing stability and effective resourcing.

Finally I should like to thank all Standards Committee members for their wisdom, enthusiasm, and giving up their time so freely. I should particularly like to mention Roger Shrimplin, who as Vice-Chair has helped enormously in guiding the Committee's work, and Adrian Dobson and other RIBA staff for their unfailing commitment and expertise.

Jonathan Rees

February 2022

## **B. Background and context**

2021 was the first complete calendar year of operation for the recently established RIBA Standards Committee.

Reporting to RIBA Council, the RIBA Standards Committee focusses on the knowledge, skills and behaviours of RIBA members and their relationship with clients and the public. It oversees the RIBA Codes of Professional Conduct and Practice and associated complaints and disciplinary processes, competency criteria setting and continuing professional development (CPD) requirements and compliance.

The work of the Standards Committee supports the Competency and Confidence strands of the RIBA 2034 Masterplan.

### **B1. Reasons for establishment of the Standards Committee**

The RIBA Standards Committee has been established following a comprehensive review of the RIBA's constitution and governance structures, which commenced in mid-2017.

Responsibility for matters relating to professional conduct, competence and CPD had previously been delegated to the RIBA Practice and Profession Committee, with Council being the ultimate authority on these matters. Under the new RIBA constitution, Council's previous authority on many operational matters now devolves on the new RIBA Board of Trustees, but Council, as the elected representative body of the RIBA's membership, advises on the Institute's overall strategy and retains authority over certain key matters, including professional conduct, competence and development.

The Standards Committee includes lay and chartered members and is appointed by and reports directly to Council. It oversees the RIBA professional conduct and competence procedures and provides advice to Council on the development of RIBA policy and regulations in relation to professional conduct, competence and CPD requirements. Council has determined that the Standards Committee shall have up to twelve members, and that there shall be a majority of chartered members.

### **B2. Purpose and remit of the Standards Committee**

Byelaw 7.5.1 provides for RIBA Council to set up the Standards Committee and delegate its powers in respect of:

- Setting the Code of Professional Conduct
- Oversight of members' compliance with Declarations
- Procedures for dealing with conduct issues, including, but not limited to, making Rules for disciplinary procedures
- Taking disciplinary action in respect of members (Function delegated by Standards Committee to the Professional Conduct Panel which is a sub-committee of Standards Committee)

Under RIBA Regulations, Council has also granted powers to the Standards Committee to set and publish competence requirements for members and lifelong learning requirements for members, including CPD compliance policy.

Council has considered to what extent the Standards Committee should undertake fully delegated activities (beyond those specified in the constitution) and to what extent it should be required to consult or seek approval from Council in its decision-making and exercise of powers on behalf of Council. It has been decided by Council (subject to amendment of the relevant byelaw) that any changes to the professional conduct Codes and/or the Rules for disciplinary procedures or the criteria for admission to membership (Declarations) recommended by the Standards Committee should be subject to final comments by RIBA Council. Similarly, On changes to the professional competency or CPD requirements (the CPD compliance policy) for

maintaining chartered membership, it is recommended that the Standards Committee must consult with RIBA Council before enacting any such changes.

### **B3 The Standards Committee members 2021**

Following an open application process, RIBA Council appointed the following members of the Standards Committee who served during 2021:

Simon Barnes (Lay Member)

*Simon Barnes is a practising solicitor and has also been called to the Bar of England and Wales. In his legal practice he focuses primarily on planning, environmental and public law. He is a member of standards committees with numerous organisations spanning the fields of policing, fire and rescue, public relations, healthcare, and accountancy. He is also an Assistant Commissioner at the Boundary Commission for England*

Tim Clark (Chartered Member)

*Tim Clark is RIBA Council Member for Europe. A chartered architect, he is qualified in civil engineering, sustainability planning, arbitration and educational assessment, with a career in the UK, Cameroon, USA, Germany, New Zealand and the Gulf. Currently providing extended home care, doing spare time charity work on social/affordable housing and, with other volunteer architects, on restoring pedestrian life in his home town of Farnham.*

Tzena James (Chartered Member)

*Alongside designing and project management of numerous buildings, Tzena has held more than twenty roles at the RIBA on different committees from 1982 to the present, chairing the RIBA Salaried Architects Group, chairing RIBA Kingston /Richmond Branch, nationally elected on RIBA Council (1993-2016), member of the RIBA Disciplinary Committee and Professional Conduct Panel. Tzena was awarded the 'Gold Capital' by the Bulgarian Union of Architects and a certificate/Gold medal of the Honorary Title 'The Golden Age of King Simeon the Great'.*

Susan Lindsey (Chartered Member)

*Susan is chartered member of the RIBA who has not practised since being called to the Bar in 1997. She is a construction law practitioner at Crown Office Chambers, and now focusses largely on acting as an adjudicator. Susan has always maintained her RIBA membership and has supported the RIBA for many years as a member (and chair) of the President's Advisory Committee on Dispute Resolution. She has significant experience acting in both construction professional negligence disputes and construction related professional disciplinary matters.*

Chithra Marsh (Chartered Member)

*Chithra Marsh is Associate Director at Manchester-based practice Buttress. With more than 20 years post-qualification experience, Chithra has been involved in a diverse range of projects in both the private and public sectors including retail, residential, commercial, conservation and masterplanning. Chithra has been involved with the RIBA since 2016, previously holding positions on the North West practice and education committee. In addition to her role on the RIBA National Council she sits on the RIBA's Standards Committee, the RIBA Journal editorial committee, and is co-chair of the RIBA North West's Equality, Diversity and Inclusion Committee. Over the course of her career, Chithra has advocated for inclusivity and diversity in the industry in a bid to bring about positive change. At Buttress, she is responsible for coordinating and strengthening Buttress' social value and health and wellbeing initiatives, as well as championing cultural diversity. She is also a strategic ambassador for social enterprise PLACED, the former Chair of Women in Property's North West branch and is currently its North West Inclusion Champion.*

Barrie Neal (Lay Member)

*Barrie is a retired Local Government Director, with over 35 years' experience in public and voluntary sectors, leading on policy development, governance, inter-agency partnerships, and community engagement. He developed the strategic management framework for a brand new and successful unitary authority, delivered new and refurbished health care facilities better*

*-serving a socially and economically disadvantaged community, initiated resident involvement in contract monitoring assuring greater quality in contracted works, published on economic development initiatives and the importance of getting women into the construction trades and led a London local authority to level 5 (the highest standard) on the Equalities Standard for Local Government.*

Jonathan Rees (Lay Chair)

*Jonathan has broad governance experience in the public, not-for-profit and charity sectors and has specialist expertise in regulation, consumer policy, public policy and equality and inclusion. He currently chairs the National Association of Funeral Directors, CILEX Regulation (regulating legal executives) and sits on other Boards dealing with professional regulation, complaints handling and equality promotion.*

Roger Shrimplin (Chartered Vice Chair)

*Roger is an architect, town planner and member of RIBA Council and RIBA East Regional Council. He has specialist knowledge in the area of regulation and professional conduct and has wide experience in the professional and charity sectors.*

Ian Standen (Chartered Member)

*Ian is currently the Programme Director for the new architecture course at the University of Wales Trinity St David in Swansea, with particular interests in design pedagogy, the creation of an accessible curriculum in sustainable design using current learning and teaching methods, and linking architectural education with the needs of practice. Ian represented Wales on RIBA Council and was a member of the RIBA Membership Committee (2018-21).*

Elizabeth Thornhill (Lay Member)

*Liz is a barrister and General Counsel at the Office of Rail and Road, where she has responsibility for the legal team and is chief legal advisor to the Board. She has a background in regulation, having previously worked at the Office of Product Safety and Standards and is particularly interested in governance, data and diversity and inclusion.*

The Committee was initially appointed for an interim period of one year, from 1 September 2020, to commence its essential work putting into place key elements of the new RIBA constitution and providing continuity of oversight of professional standards. Council wishes to ensure that the Standards Committee is sufficiently diverse and representative, and has the appropriate breadth of skills. Following this initial start-up period, we have now commenced an open recruitment process for the appointment of the Committee for a new three year term. Due to the extended duration of the open recruitment process this initial appointment period was extended until the end of March 2022.

The members of Standards Committee have benefited from a short induction programme, explaining the RIBA's work in setting standards of education and professional development and the professional conduct functions, and clarifying the remit of the Standards Committee within the RIBA's overall governance and oversight structure.

#### **B4. Key staff and areas of responsibility**

During 2021 the following key RIBA staff supported the work of the RIBA Standards Committee:

Adrian Dobson, Executive Director Professional Services

Jenny Edwards, Interim Director of Governance and Legal Affairs

Adam Elliott, Interim Head of Professional Standards from October 2021 until November 2021

Rowena Hawes, Professional Standards Manager from October 2021

Seema Patel, Executive Assistant Professional Services

Marsha Ramroop, Director of Inclusion

Carys Rowlands, Head of Professional Standards until August 2021

Jenny Russell, Interim Director of Education from July 2021

Neil Smith, Director of Membership

Alex Tait, Head of Technical Practice  
 Joni Tyler, Head of CPD

## C. Key Areas of Policy Activity in 2021

In its first year of operation the primary policy activity of the Standards Committee has been focussed on the adoption and implementation of the new RIBA Education and Professional Development Framework, as set out in *The Way Ahead* document:

<https://www.architecture.com/knowledge-and-resources/resources-landing-page/the-way-ahead>

For the first time the RIBA has developed a single standard covering pre and post registration education and professional development. Key components of the new framework include education themes and values, mandatory competences, career role levels, core CPD curriculum, specialisms and specialist accreditation.

The Standards Committee has also begun to evaluate the relationship of its work in the areas of standards of conduct, education and professional development to that carried out by the Architects Registration Board (ARB). The Building Safety Bill – being introduced as part of the Government’s response to the Grenfell Tower fire – includes provisions intended to give the ARB enhanced powers in monitoring the training and professional development of architects throughout their careers. In anticipation of these changes the ARB has published a vision document setting out how it might modernise its approach to monitoring initial education and training and has also announced its intention to introduce a scheme for monitoring CPD.

The RIBA Board has established an ARB Advisory Group and Council has established an Expert Advisory Group working on related issues. The Chair and Vice-chair of the Standards Committee have been co-opted onto the Board Group and the Vice-Chair is a member of the Council Group. This has enabled them to contribute to a number of important consultations:

- UK Government call for evidence on the Review of Architects Regulation
- ARB engagement survey on CPD scheme principles
- ARB consultation on proposed changes to the ARB Investigations and Professional Conduct Committee Rules, Standard of Acceptance, and Sanctions Guidance
- ARB engagement survey on modernising architectural education and training

A report into concerns about the fairness and efficiency of the ARB Disciplinary Procedures has been considered by the Standards Committee. These issues have been formally raised in the RIBA response to the ARB Professional Conduct consultation, including specific proposals for the ARB to:

- Redefine the role of the ARB’s Case Presenter, including a requirement for the Case Presenter’s review and presentation of the evidence to be balanced and fair.
- Ensure Respondent Architects are able to be represented at ARB Hearing Panels, with no restriction on the qualifications of such representatives.
- Place greater emphasis on the adoption of more streamlined ARB disciplinary processes, except in the most serious cases, and provide for modification by agreement of Consent Orders proposed by the ARB’s Case Presenter.

### C1. *The Way Ahead* – the new RIBA education and professional development framework

Architects and architecture students need the knowledge, skills and experience required to respond to the challenges facing our world, society and profession. The RIBA’s new Education and Professional Development Framework signifies a new direction for architectural education and continuing professional development, with a greater emphasis on health and life safety, the climate emergency and professional ethics. Following approval by RIBA Council, the Standards

Committee is overseeing the timetable and process for the introduction of the Framework set out in *The Way Ahead*.

**C2. New Validation Procedures, incorporating the Themes and Values for Architectural Education from *The Way Ahead* Framework**

RIBA validation for architecture courses is a mark of quality, awarded as a result of an evidence-based peer-review process carried out by RIBA Visiting Boards, which seeks to maintain, support and improve architectural education. The RIBA Validation Procedures describe the principles and practice of this monitoring and review process.

This year Standards Committee approved the implementation, from 1 September 2021, of revised Validation Procedures, incorporating the new Themes and Values for Architectural Education. These are intended to facilitate greater flexibility in architectural educational provision and study modes, to support wider access to the profession and new possibilities for multi- and inter-disciplinarity, and to improve the technical and ethical capability of graduates in areas such as health and life safety and sustainability.

### **C3. Mandatory Competence Knowledge Schedules**

The new Mandatory Competences for chartered members, set out in *The Way Ahead* and associated explanatory Knowledge Schedules, covering Health and Life Safety, Climate Literacy and Ethical Practice, were approved by Standards Committee and endorsed by Council.

### **C4. Implementing the Mandatory Competences**

A member survey on the Mandatory Competences was undertaken. Key findings included:

- 51% of UK Chartered Members support but 35% of UK Chartered Members oppose the introduction of Mandatory Competences.
- Opposition to the introduction of Mandatory Competences is higher amongst chartered architects working in the smallest practices (<5 staff).

The pilot of the proposed online test of the Health and Safety Mandatory Competence was undertaken by 300 chartered members.

Standards Committee is supportive of the principle of Mandatory Competences but is moving cautiously on programme and timetable, given that a significant minority of chartered members remain to be convinced of the benefits of the concept. In particular it is important to ensure that the RIBA is working within its resourcing capacity and not trying to do too much too quickly. Initial activity will be focused on embedding and properly supporting the Health and Safety Mandatory Competence, with access to CPD, support for schools of architecture, exploring potential provisions for “non-practising” architects and a communications plan. Subsequent activity will similarly address Climate Literacy and Ethical Practice as detailed in item F4.

### **D. Professional Conduct processes**

Standards Committee proposed amendments to the Disciplinary Procedures and Codes of Professional Conduct and Practice necessary to bring them into full alignment with the new RIBA constitutional documents (Byelaws and Regulations). Council gave its approval for these amendments and for formal adoption of the revised documents as the “Codes” and “Rules”.

Standards Committee has delegated authority to the Professional Conduct Panel to carry out professional conduct investigations and issue decisions at Appraisal stage and Hearing stage, and approved updated terms of reference for the Panel.

### **D1. Implementation of process for the RIBA to itself raise a disciplinary complaint against a member**

Standards Committee has approved a procedure for the RIBA to exercise its powers under Paragraph 2.3 of the Disciplinary Rules to itself raise complaints against Members and Chartered Practices, in addition to the established provisions for considering complaints from third parties. In every case, however, decisions at both Appraisal stage and the Hearing stage are made by the independent panels, and not by the Standards Committee.

## D2. Development of threshold tests for disciplinary complaints

Standards Committee has developed a threshold test to be applied to all professional conduct complaints, and this has been endorsed by Council for implementation.

### *Threshold Test for Progressing Professional Conduct Complaints*

- i. *Does the complaint/information relate to a matter under Byelaw 5 and/or Regulation 5 of the RIBA Constitution?*
- ii. *Does the complaint/information relate to a current RIBA Member or Chartered Practice?*
- iii. *If proved, could the facts amount to a breach of Byelaw 5 and/or the Code of Professional Conduct or Code of Practice?*
- iv. *Is the subject-matter sufficiently serious, i.e. not frivolous or vexatious, to warrant investigation?*
- v. *Is there sufficient evidence to support the raising and investigation of a complaint?*
- vi. *Is it of merit in safeguarding the public interest in the standards of the profession?*

*The Director of Professional Standards may exercise discretion in applying the Threshold Test if in receipt of evidence of significant mitigating circumstances relating to the mental or physical health and well-being of individuals concerned.*

## D3. Development of Fit and Proper Person Rules

Under the new RIBA constitution it is a condition of admission to RIBA membership that a person is, and continues to be, a “fit and proper person.”

The Standards Committee has proposed a set of Fit and Proper Person Rules which have now been adopted by RIBA Council:

### *A fit and proper person for the purposes of Byelaw 2.2.2 and Regulation 2.2.2:*

- (a) *Does not have any unspent convictions for an offence:*
  - (i) *for which a custodial sentence of twelve months or more could be imposed; or*
  - (ii) *involving dishonesty, fraud, perjury and/or bribery; or*
  - (iii) *associated with obstructing the course of justice; or*
  - (iv) *involving behaviour which demonstrated discrimination towards others; or*
  - (v) *associated with terrorism; and*
- (b) *Is not included on the Violent and Sex Offenders register; and*
- (c) *In the last 5 years, has not been the subject of serious adverse findings of a civil court for conduct and/or behaviour involving:*
  - (i) *Dishonesty; or*
  - (ii) *Violence; or*
  - (iii) *Harassment; or*
  - (iv) *Discrimination; or*
  - (v) *Negligence; and*
- (d) *In the last 5 years, has not been the subject of a disciplinary or regulatory finding by a professional or regulatory body which resulted in suspension or expulsion/erasure/removal; and*
- (e) *Is not and, in the last 5 years, has not been removed and/or disqualified as a company director; and*
- (f) *Is not and, in the last 5 years, has not been disqualified from being a trustee for a charity.*

*The RIBA Regulations include provisions for any person whose application for membership has been refused to have the right to be informed of the reasons for the refusal, and the right to appeal against the refusal to an appeals panel appointed by the RIBA Board.*

*In considering the decisions of courts, tribunals or professional bodies outside the UK, the RIBA shall have discretion to evaluate the equivalence to UK legal, regulatory and sanctions standards in the application of the Fit and Proper Person Rules.*

A statement confirming a members compliance with the Fit and Proper Person Rules will now be incorporated into membership declarations at joining and renewal.

## **E. Diversity and Inclusion**

The RIBA believes that an inclusive and diverse profession that is representative of the society it serves is pivotal to meeting the challenges of the future. Standards Committee recognises the vital importance of the RIBA's plans for more consistent and better integrated diversity data capture on both the profession and users of architects' services. The Committee is conscious that there are areas within its remit that offer opportunities to remove barriers to entry and progression in the profession which particularly impact individuals from under-represented and under-recognised groups, and is committed to taking meaningful action.

### **E1. Diversity and inclusivity of Professional Conduct and Validation panels**

Having reviewed the current membership, Standards Committee has decided that action to improve the diversity of the Professional Conduct Panel and the Validation Panel should be a high priority in the 2022. This may require changes to the procedures for the selection and appointment of Panel members, to ensure that best practice is embedded and demonstrated in terms of inclusion and diversity.

## **F. Looking Ahead**

The first year of operation for the Standards Committee has seen significant focus on cementing the new constitutional and governance arrangements for the oversight of professional standards, by completing the necessary delegations to the Professional Conduct Panel and establishing decision-making protocols with Council around future changes to the professional conduct Codes and Rules, criteria for membership and Declarations, and professional competency and CPD requirements. The formulation of the Fit and Proper Person Rules was also an important element of finalising the new constitutional architecture.

In 2021, Standards Committee also enacted important enhancements to the RIBA disciplinary procedures through the development of the Threshold Test for professional conduct complaints and the introduction of the process for the RIBA itself to instigate a complaint as well as to consider third party complaints.

The Committee also commenced work on implementation of the new RIBA Education and Professional Development Framework, as set out in *The Way Ahead*.

During 2022 two pieces of legislation of significance to the work of the Standards Committee will be going through the UK Parliament – the Building Safety Bill and the Professional Qualifications Bill. As well as setting up a new Building Regulations system for England and creating a framework for regulatory bodies to recognise international professional qualifications, the Bills provide specific new powers to the ARB, via changes to the Architects Act, in the areas of setting and monitoring competence requirements for registered architects and the recognition of international architectural qualifications. Anticipating, understanding and responding to these changes will be a regular agenda item for the Standards Committee. The Standards Committee will be analysing the implications of the changes to the Architects Act, and the Government Review of Architects Regulation, and evaluating the role of the Standards Committee in a changing regulatory environment, including the relationship of its work to that of the ARB. The Standards Committee will offer advice to the RIBA Board as the ARB takes forward its proposals

for changes to its professional conduct processes, and to develop a CPD scheme and outcomes based assessment process for architecture courses.

In 2022, the Standards Committee programme will encompass:

1. Review of the Board and Council Codes of Conduct and procedures relating to them.
2. Development of a new CPD auditing and compliance policy and processes.
3. Review of the RIBA Codes of Professional Conduct and Practice and the Disciplinary Rules.
4. Formal introduction of the Mandatory Competence in Health and Life Safety.
5. Action to improve the diversity of the Professional Conduct Panel and the Validation Panel.

### **F1. Review of Board and Council Codes of Conduct**

Board has asked that the Standards Committee advise upon the scope and remit of a review of the Board and Council Codes of Conduct. This will also encompass review of the complaint processes associated with the Board and Council Codes.

### **F2. Development of new CPD auditing and compliance policy and processes**

During 2021, Standards Committee has been reviewing and consulting with Council on options for a new CPD audit and compliance policy, to provide more effective assurance that chartered members are meeting their CPD obligations of RIBA membership. Disciplinary Procedures (Rules) and Indicative Sanctions Guidance will need to be amended to have special procedures for dealing with CPD non-compliance cases to ensure consistency of treatment and fairness.

This work will be taken forward through 2022 with a view to taking formal proposals to Council for discussion. Further development work will include examining the approaches adopted by other professional bodies in the UK and internationally, ensuring that the proposals are compatible with the recommendations of the RIBA Membership Review, currently in progress, and evaluating the fitness for purpose of the RIBA digital CPD recording system for supporting an enhanced audit process.

Standards Committee will be examining in detail:

- Whether different CPD and competence requirements might be appropriate for “non-practising” members.
- If Chartered members who may be in part-time employment/practice should be required to complete the full 35 hours of annual CPD.
- The need for support for those returning to practice following a period of CPD exemption for long term illness or maternity/paternity/carer’s leave.
- The need for easier access to and automatic recording of RIBA CPD activity on the RIBA CPD recording platform
- If the RIBA CPD recording platform should be made available to non-RIBA members (important in the context of the ARB’s proposed requirements for CPD monitoring).
- Communications around compliance.

It is recognised that there will need to be clear definition of sensible trigger points for warnings and enforcement, which need to be appropriately staged to create reasonable opportunities for voluntary compliance before any disciplinary action is instigated.

### **F3. Review of Codes of Conduct and Practice**

During 2021 Standards Committee has been developing terms of reference and a timetable for a Review of the Code of Professional Conduct, Code of Practice and Disciplinary Rules. The plan is to follow a similar methodology to the review which was carried out in 2018-2019.

Specific issues that Standards Committee has asked the Review Taskforce to consider include:

- The level of detail in the Codes.
- The appropriate future frequency of review of the Codes.
- The need to gather diversity data about both complainants and chartered members subject to complaints.
- The potential for gathering greater feedback from both users of the complaint system and members and chartered practices that experience disciplinary investigation.
- Ensuring equity and inclusion in the both the Codes and the Disciplinary Procedures, and the issues of equality of arms and safeguarding for vulnerable architects.
- Whether the Codes need to be strengthened in relation to employment practices and the safeguarding of students and early career stage architects.
- Code implications of the new Mandatory Competence requirements.
- Fairness and balance in the disciplinary procedures.

Committee members have also suggested that the issue of ‘pro bono’ support to members facing professional conduct procedures should be considered as part of the Review.

The Committee will also be considering the Review findings in the context of the ARB disciplinary procedures, and the inter-relationship between the processes overseen by the ARB as regulator and the RIBA as professional body. It will also consider whether (and, if so, how) the RIBA can better and appropriately support members who are subject to ARB disciplinary processes.

The Building Safety Bill will likely affect and impact upon the RIBA’s Codes of Professional Conduct and Practice, and it is therefore proposed to delay the commencement of the Review until April 2022.

## **F4. Mandatory Competences**

The pilot programme for the online Health and Life Safety Competence Test has been extended through to the end of Q2 2022. In parallel additional learning materials and test questions are being developed. The proposed timetable is for the formal introduction of the Mandatory Competence in Health and Life Safety in 2023, with UK chartered members required to pass the test as a prerequisite for subscription renewal for 2024.

Work on implementing the further Mandatory Competences – Climate Literacy and Ethical Practice – will be progressed during 2023 for launch in 2024.

## **F5. ARB and the regulation of architects**

Standards Committee's work on development of RIBA CPD auditing and compliance policy, the review of the RIBA Codes and Rules and the introduction of Mandatory Competences will need to take cognisance of the introduction of new ARB powers in relation to competence and monitoring the training and professional development of architects.

The Committee will also have an important role in parallel to provide relevant advice to Board and Council in the development of RIBA policy in relation to the RIBA's relationship with the ARB and the future regulation of the profession.

## **F6. Embedding diversity and inclusivity – making the step change**

The priority action in 2022 will be to improve the diversity of the Professional Conduct Panel and the Validation Panel and ensure that this change is manifest in the membership of the panels.

Standards Committee will work with the RIBA Director of Inclusion to develop relevant performance measures to evidence the impact of RIBA's work to embed diversity and inclusion.

As part of the Review of the Codes of Conduct we will be assessing the wording of the Codes and application of the Rules to ensure that equality and inclusion is reflected in the framing of the Codes and the application of the disciplinary processes.

## **F7. Climate Action**

Sustainability and action in relation to climate change are a core policy theme for the RIBA. During the coming year we will audit each stream of our activity to ensure that these objectives are being properly reflected in the Committee's areas of oversight, including the Codes of Conduct and CPD policy.

## **F8. Review of resources**

During 2022 we will undertake a review of the resources needed to support the work of the Committee and deliver the RIBA's professional standards services in meeting the relevant objectives of the next RIBA biennial strategic planning period and in the context of the overall RIBA 2034 Masterplan.

The Committee's own development needs will also be addressed – including further induction, policy updates and the scanning of environmental changes affecting the profession

## Appendix

### Professional Conduct Analysis 2021

1. Live Cases - there are currently 27 live cases in the system that were raised in 2021:

- 18 under the Code of Professional Conduct
  - 4 on hold
  - 7 at enquiry stage
  - 5 at appraisal stage
  - 2 at hearing stage
- 9 under the Code of Practice
  - 4 on hold
  - 0 at enquiry stage
  - 4 at appraisal stage
  - 1 at hearing stage

In addition there are 21 live cases that were raised before 2021, most of which are on hold pending either litigation or ARB disciplinary decision:

	2018	2019	2020
CoPC	1	4	12
CoP	1	1	2

2. Closed Cases – 37 cases were closed in 2021:

Code of Prof Conduct	27	Code of Practice	10
2019-6B	Expulsion (2021 Hearing)	2019-9A	Suspension (2021 Hearing)
2019-7C	Suspension (2021 Hearing)	2020-3D	Private Caution (2021 Hearing)
2019-9B	Private Caution (2021 Hearing)	2020-7D	Dismissed (2021 Appraisal)
2020-3A	Expulsion (2021 Hearing)	2020-8A	Dismissed (2021 Appraisal)
2020-3B	Dismissed (2021 Appraisal)	2020-9E	Dismissed (2021 Appraisal)
2020-4A	Expulsion (2021 Hearing)	2020-10F	Dismissed (2021 Appraisal)
2020-4C	Suspension (2021 Hearing)	2020-10K	Dismissed (2021 Appraisal)
2020-4E	Dismissed (2021 Appraisal)	2020-10M	Dismissed (2021 Appraisal)
2020-4F	Dismissed (2021 Appeal)	2021-3B	Dismissed (2021 Appraisal)
2020-5B	Dismissed (2021 Appraisal)	2021-7A	Dismissed (2021 Appraisal)

2020-6A	Private Caution (2021 Hearing)		
2020-6B	Public Reprimand (2021 Hearing)		
2020-7A	Suspension (2021 Hearing)		
2020-7E	Dismissed (2021 Appraisal)		
2020-9C	Dismissed (2021 Appraisal)		
2020-10B	NFA (ARB sufficient)		
2020-10J	Dismissed (2021 Appraisal)		
2020-11A	Dismissed (2021 Appraisal)		
2020-11C	Dismissed (2021 Appraisal)		
2020-11D	NFA (ARB sufficient)		
2020-12A	NFA (ARB sufficient)		
2020-12B	Private Caution (2021 Appraisal)		
2020-12C	Private Caution (2021 Appraisal)		
2021-1B	Discontinued (not an RIBA member)		
2021-1F	Private Caution (2021 Appraisal)		
2021-4A	Case discontinued by complainant		
2021-5C	Case discontinued by complainant		