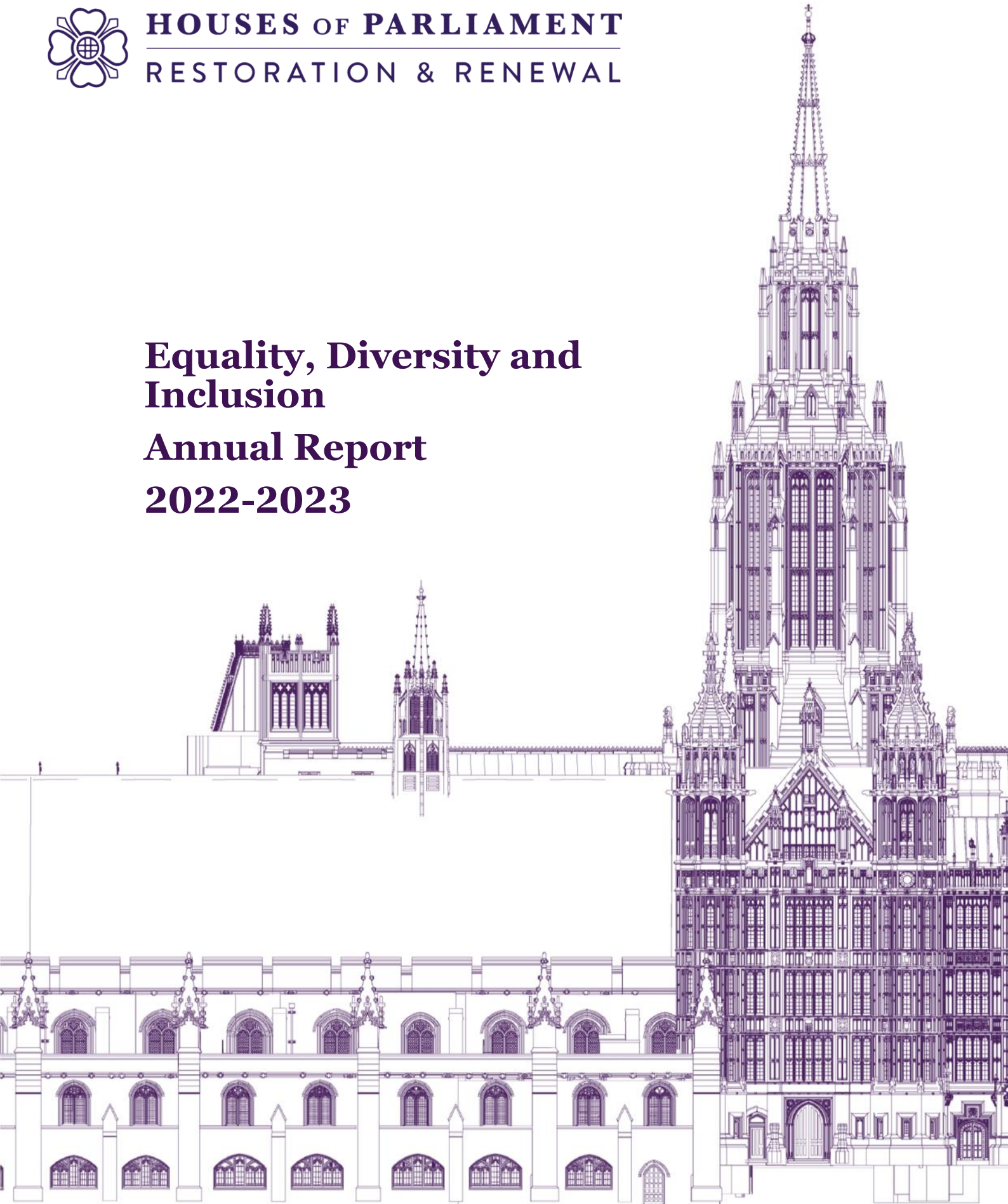




HOUSES OF PARLIAMENT
RESTORATION & RENEWAL

**Equality, Diversity and
Inclusion
Annual Report
2022-2023**





1 Foreword



We are pleased to publish our third Equality Diversity and Inclusion (EDI) Annual report. This report, for 1 April 2023 to 31 March 2022, highlights the progress we are making against our EDI strategy, and where we are going next, to reach the goals we set out. This year's report presents just the Delivery Authority's EDI performance and workforce diversity data because the sponsor function, whose data was included in all our previous reports, now sits inside Parliament as a Joint Department of both Houses.

We are committed to making sure that every colleague at the Restoration & Renewal (R&R) Delivery Authority works and achieves together to maximise the impact of our EDI initiatives so that change is positive, embedded, and sustainable.

Our EDI commitment is shaped by everyone's contribution. So, I'd like to take this opportunity to thank all my colleagues who are helping to make the R&R Delivery Authority an inclusive culture.

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.



David Goldstone
Chief Executive
Restoration and Renewal Delivery Authority Ltd



HOUSES OF PARLIAMENT

RESTORATION & RENEWAL

2 EDI Strategy Objectives

The Delivery Authority has a legal duty to comply with the Equality Act 2010 and the Public Sector Equality Duty. Our EDI strategy aims to exceed this duty and has identified three primary objectives relevant to the Phase 1 task brief that will conclude with a detailed and costed restoration plan for the option that both Houses of Parliament will vote on.

2.1 Establishing a diverse workforce across the Programme, attracting, and retaining the best talent

To establish a diverse workforce, we need to make sure we attract the widest talent pool, including underrepresented groups. Underrepresentation differs across the sectors we work in. For example, women are underrepresented in engineering and architecture, but men are underrepresented in the heritage sector.

Our approach maintains agility to flex with these trends and we continually review our approach at all stages of the talent lifecycle: from attracting talented applicants, to ensuring that we have a compelling pay and reward strategy, to retaining talent by developing an inclusive culture in line with our values. We monitor our diversity profile regularly and continue to build our data, in line with our EDI Strategy. This year, we:

- Maintained a positive gender profile of 56% female and 44% male in the Delivery Authority.
- Increased the representation of female colleagues in the leadership community to 40% an increase of 10% from last year.
- Observed a balanced age representation for the age groups between 25 and 64 and the average age remains at 41.
- Have improved disclosure rates on EDI characteristics and continue to use internal campaigns to encourage continued disclosure. For example:
 - current overall declaration rate for ethnicity is 72%, up from 58% last year.
 - we are seeing an increasing confidence with colleagues declaring their sexual orientation and disability status.
- Have not seen improvement in the representation of Black, other ethnic minority, disabled and LGBT+ people on our Programme, especially at the most senior levels. This is an area of action that was identified last year and requires our focused attention again this coming year.
- Voluntarily reported on our Ethnicity Pay Gap.
- Undertook an audit of our recruitment processes from attraction to onboarding, and implemented the key findings. For example:
 - the continued use of a gender decoder tool to use gender neutral language in our adverts,
 - all job descriptions are reviewed to ensure the person specification requirements are not excessive and the 'must have' requirements are essential to the role, and
 - we follow best practice in pay transparency by including salary details in all job adverts.
- Formalised diverse interview panels and introduced a Diverse Panel Member scheme to ensure balanced and inclusive decision-making.
- Delivered Inclusive Recruitment briefings to our Leadership Community, and recently launched the Recruiting Manager training that covers all diversity recruitment and selection considerations to ensure our hiring managers feel confident to recruit inclusively.

2.2 Creating fair and inclusive environments where everyone’s contribution is valued

We commit to creating an environment where every individual can thrive and is respected for their contribution. In line with our Values, we want the Programme to be a place where everyone can be themselves. Inclusion means creating a physically and psychologically safe, welcoming workplace with a fair culture that encourages new ways of thinking and encourages continuous improvement. It is integral to our success, and this is how we will achieve together.

This year, we:

- Strengthened our diversity focus groups, sponsored by Executive Directors which contribute to the Delivery Authority being a place where people feel their voices are heard, respected and included.
- Launched our Workplace Adjustments Guide and trained colleagues in key departments, including HR Operations, Business Support and Data and Digital.
- Developed a calendar of EDI days and celebrated events such as, Race Equality Week, Deaf Awareness Week, Black History Month, LGBT+ History Month, National Inclusion Week and Holocaust Memorial Day.
- Delivered EDI awareness training to all our new starters as part of their onboarding.
- Launched a suite of EDI training throughout the past year including equality analysis, active bystander training and disability awareness.
- Launched a mentoring scheme which will provide personal and professional development opportunities to all.
- Moved from Bronze to Silver status in the Defence Employer Recognition Scheme (DERS) under the Armed Forces Covenant and we have renewed our commitment to EDI schemes, such as the Business Disability Forum 'Accessible Technology Charter', the Stonewall Diversity Champion scheme and our status as a Disability Confident Level 2 employer. In the most recent Colleague Engagement Survey, where we had 75% response rate, colleagues responded positively in the questions that relate to EDI and culture:

Question	Score
Our Programme treats everybody with dignity and respect, regardless of gender, race, sexuality, age, etc.	8.3 / 10
I feel aligned with the Programme Values and Behaviours and understand what is expected of me	7.9 / 10





HOUSES OF PARLIAMENT

RESTORATION & RENEWAL

2.3 Working collaboratively with stakeholders and maximising engagement opportunities

As we implement our EDI strategy, we continued to actively engage with, and support, stakeholders to meet their EDI contractual requirements. Our aim is that every organisation working with the R&R Deliver Authority to develop the best solution to the challenge of restoring the Palace of Westminster, will have open and inclusive practices that support a working environment where people can bring their whole selves to work. Below are some the ways we have made progress on this objective this year:

Supply Chain Partners

We have developed a formalised reporting method, which provides insight on a range of requirements such as:

- recruitment;
- workforce monitoring and reporting;
- supplier diversity;
- training;
- goals for an inclusive culture; and
- achieving EDI benchmarks.

Where our suppliers have provided their workforce monitoring data, this has been included in sections 3 and 4, Workforce Diversity and Recruitment, respectively. Understanding how our partners source talented people for R&R in an inclusive way is of utmost importance for us and we will continue to work with them to collate this data.

Parliament Workplace Equality Networks (WEN)

We work closely with the Parliamentary Workplace Equality Networks (WEN) and collaborate on EDI calendar events, for example, with ParliREACH for Black History Month and ParliOut in celebrations for LGBT+ History Month.

Learning from other Major Programmes

We worked with other major programmes and significant historical building renovation projects to undertake a benchmarking exercise to understand best practice and standards implemented for inclusive construction sites and welfare facilities. We are also part of the Major Programmes Association (MPA) Diversity Champions / Inclusion Hub and the Social Value Forum.



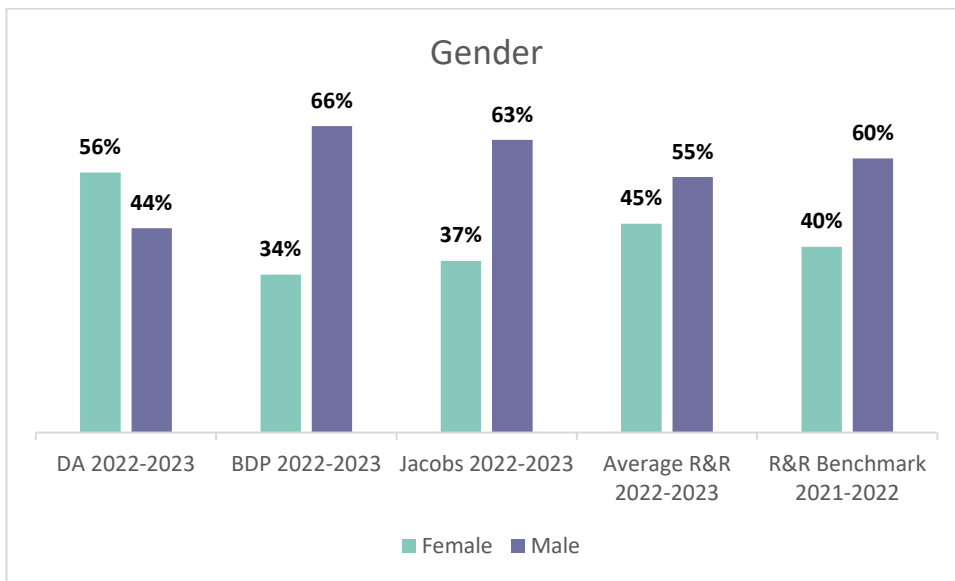
3 Workforce Diversity

The information contained within this section indicates workforce diversity data for colleagues working for the Delivery Authority and our partners.

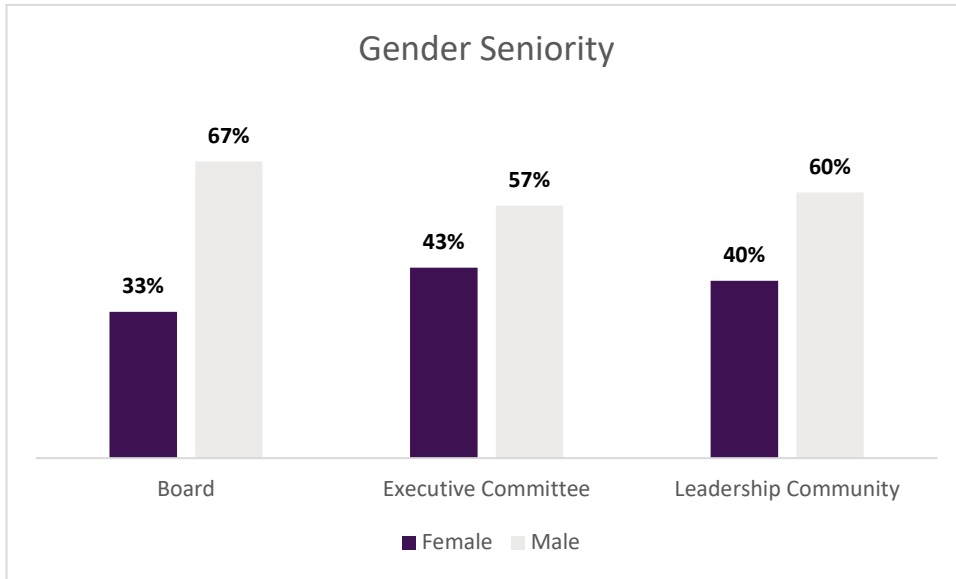
Current response rate is at 60% average disclosure rate across all areas, which is an increase of 7% from 2021-22. We are delighted to have achieved our 60% target disclosure rate (this is a response of any kind, including 'prefer not to say'). Whilst we recognise that this can still be improved, achieving the target, means that the data we have gives a clear indication of where to place our efforts for the year ahead to ensure progress is made and we secure value for money in our efforts.

3.1 Gender

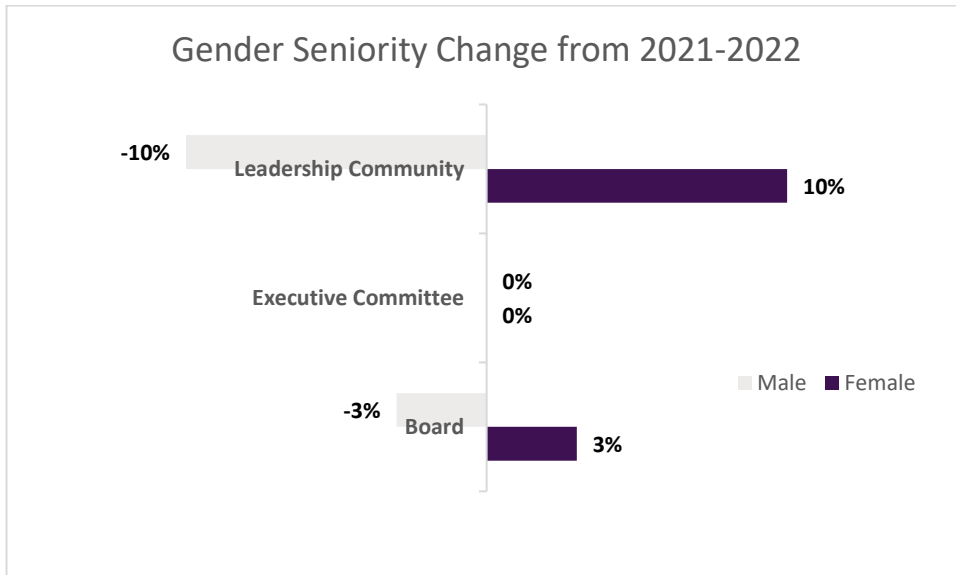
Our workforce gender split shows a balance between our female (45%) and male (55%) colleagues across the Programme. This represents a small but encouraging change of 5% increase in female colleagues since last year's benchmark. The Delivery Authority has maintained a positive gender representation profile of 56% female and 44% male.



The graph below shows our gender representation throughout leadership positions on the Programme. Our leadership community, includes Executive Directors, Heads of Department and those from our supply chain partners who are in core Programme roles.



Gender balance has improved since last year and we are pleased to see increases in female representation in our Leadership Community (10%) and the Board (3%) - see graph below. However, we know that when we look deeper into these numbers across our internal grading system, we have more work to do to improve representation of women at senior levels of the organisation, representation of men in more junior roles and working with our supply chain partners to achieve our gender equality ambitions.





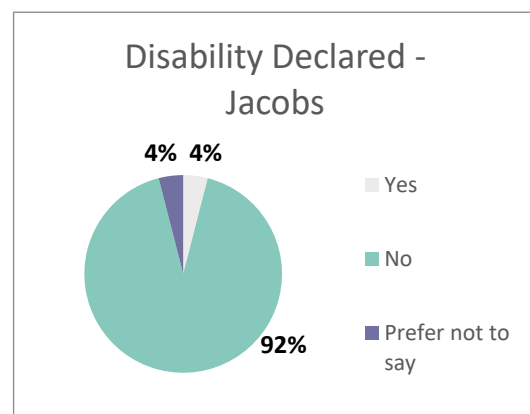
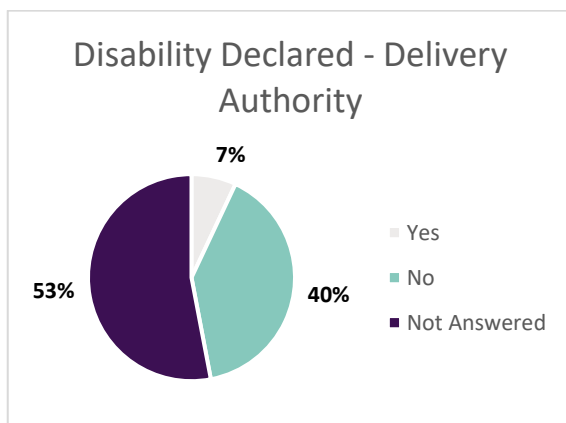
3.2 Age

Age Category	Delivery Authority	BDP	Jacobs	R&R Average 2022-2023	R&R Benchmark 2021-2022	Change from Benchmark
16-24	5%	6%	0%	4%	3%	↑ 1%
25-34	26%	26%	15%	24%	24%	No change
35-44	24%	35%	37%	30%	29%	↑ 1%
45-54	27%	19%	29%	25%	22%	↑ 3%
55-64	17%	11%	15%	15%	14%	↑ 1%
65+	1%	3%	0%	1%	2%	↓ 1%
Not disclosed	N/A	N/A	3%	1%	6%	↓ 5%

The average age remains at 41 and there is good age representation for the age groups between 25 and 64. Last year, we identified that our age demographic could be more inclusive in the age groups of 16-24 and 65+. We have seen a small improvement on the 16-24 category (1%) despite the fact that our internship programme had reduced numbers this year. Representation of colleagues over the age of 65 is still low and decreased by 1% from last year.

Age inclusion is still very important to us on the Programme and we are working with the Executive sponsor and the Age Focus Group to develop our age inclusion action plan.

3.3 Disability



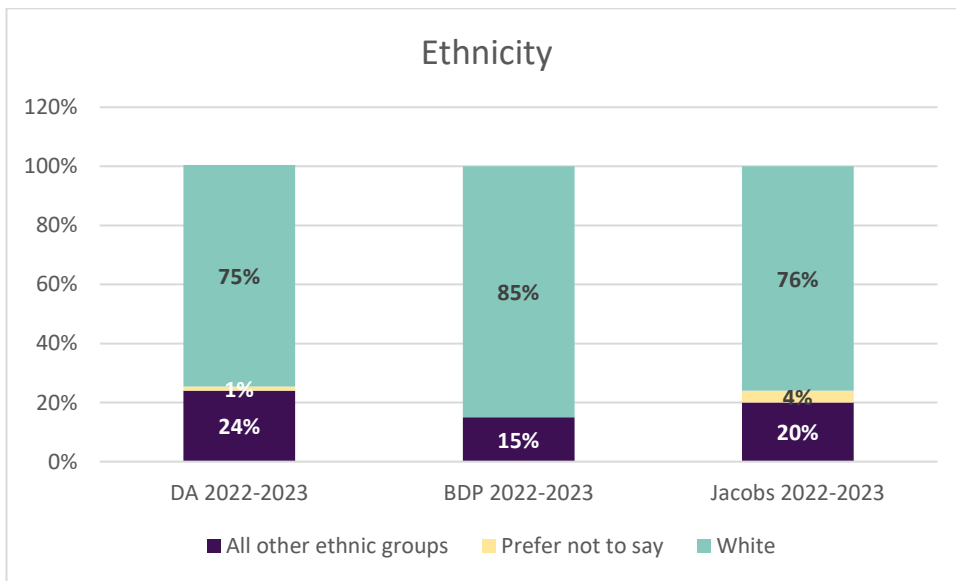


Our figures show that the number for colleagues who declared a disability has not changed since last year and is at 7% for the Delivery Authority and 4% for our Programme Partner, Jacobs. We will work with our design partner, BDP, to ensure their data is collected and shared with us.

It is clear from this data that we have work to do on supporting colleagues to share their information with us. Last year we ran workshops on Workplace Adjustments for managers and colleagues in our Data and Digital department who work support the development of digital accessibility and respond to relevant requests.

Through 2023-24, we will work closely with our Executive Sponsor for Disability to improve our disability declaration rates and implement the disability action plan, as well as additional actions arising from the Business Disability Forum’s Assessment and our Disability Confident Level 2 Assessment.

3.4 Ethnicity



We have moved to the Government recommendation of ‘All other ethnic groups’ (AOEG) to help us understand at a more general level the trends and patterns occurring. AOEG includes all colleagues who have declared their ethnicity as denominations under Black, Asian, or Minority Ethnic. However, we want to fully recognise the variance of lived experiences within this term. Whilst we understand there are still groupings of very different cultures and heritages in the terms we have used above, we cannot fully disaggregate our data without identifying individuals. We commit to engaging with colleagues and be led by them in the best language to use in our publications moving forward.

As at 31 March 2023, we have seen an improvement in Delivery Authority employees disclosing their ethnicity (up to 72%, from 42%). We do not have comparable data for BDP and Jacobs, so will work closely with them to understand the disclosure information they hold. Finally, the Delivery Authority has seen an increase in the number of colleagues who identify as being from a



non-white ethnic group and we recognise that the activities in our EDI Action Plan will support our continued improvement in this regard.

3.5 Religion and Belief

Religion or Belief	DA 2022-2023	BDP 2022-2023	Jacobs 2022-2023	R&R Average 2022-2023	R&R Benchmark 2021-2022	Change from Benchmark
Agnostic	1%	N/A	N/A	0%	1%	↓ 1%
Christian	28%	24%	35%	28%	20%	↑ 8%
Hindu	3%	2%	2%	2%	2%	No change
Muslim	1%	1%	4%	2%	1%	↑ 1%
No Religion	29%	23%	48%	31%	22%	↑ 9%
Prefer Not To Say	5%	0%	7%	4%	N/A	N/A
Sikh	2%	0%	0%	1%	1%	No change
Not answered	32%	49%	N/A	31%	52%	↓ 21%
Buddhist	N/A	1%	0%	0%	0%	No change
Jewish	N/A	0%	0%	0%	0%	No change
Other	N/A	1%	4%	1%	1%	No change

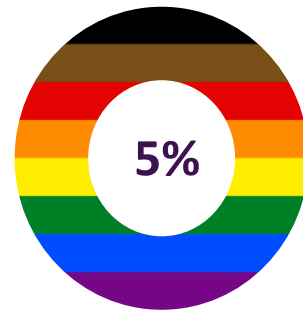
Generally, in the UK, there is a decline in the number of people declaring that they have a religion or belief on census information. Last year, 52% per cent of colleagues did not provide an answer. This year, our disclosure rate has improved significantly by 21%. It is important to note that there were differences in the questions asked by different employers for this area, which can be seen in the N/A responses. BDP were also not included in the figures for 2021-2022

We have work to do to get a more detailed understanding of the various faiths our colleagues have but also those who do not have any religious beliefs.



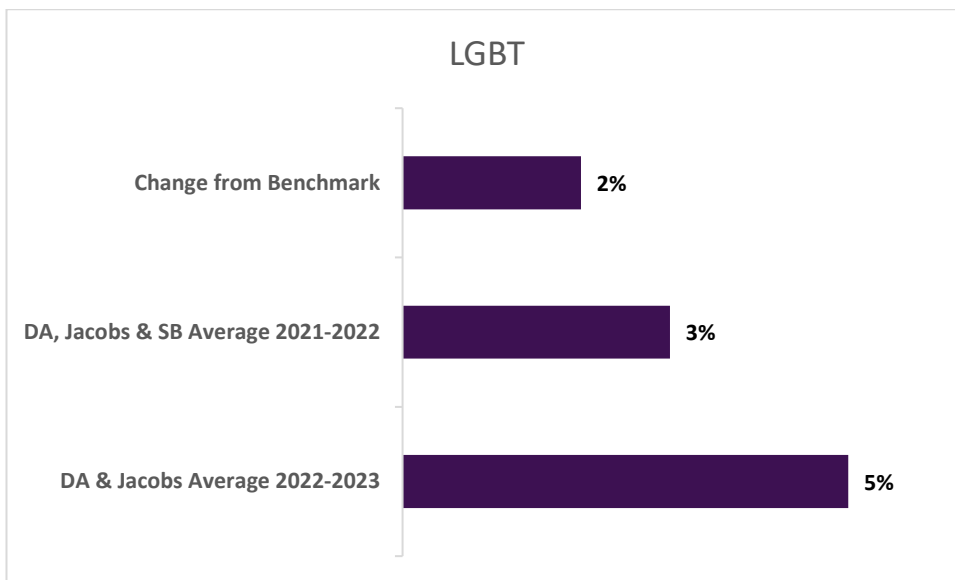
3.6 Sexual Orientation

An average of five per cent of colleagues identified as being lesbian, gay or bi-sexual which is a two per cent increase since last year. The highest representation (9%) is still with Jacobs colleagues who have a well-established employee network group but it is worth noting that this positive increase is attributable to the increase of colleagues in the Delivery Authority who identify as LGBT+ (up from 1% to 3%).



On average six per cent of colleagues across the Delivery Authority and our Programme partner, Jacobs preferred not to answer this question, and 37% in the Delivery Authority alone did not provide an answer to this question.

We have a lot more work to undertake in this area, to both create the culture where people feel comfortable to disclose their data but also to ensure that when we recruit to the Programme, we are an attractive workplace for the LGBT+ community. When we hosted our LGBT+ focus group, many people told us that visibility of LGBT+ matters and further support on how to be an ally were important to them. This has been taken forward into our action planning for the next year.



3.7 Social Mobility

Social mobility can be described as the relationship between our starting point in life and where we end up as adults - usually in relation to income, occupation, and status. It is a key factor in the EDI Strategy, the Skills, Employment and Education Strategy and under 'Creating a lasting legacy' in our Social Value Strategy.

We aligned our workforce monitoring questions to the Government Equalities Office toolkit two years ago, and this is the first report where we can report on this. Therefore, there are no benchmarks to help us understand if there were any movements in our profile. We know that our data disclosure on social mobility remains behind target due to the later addition of the questions

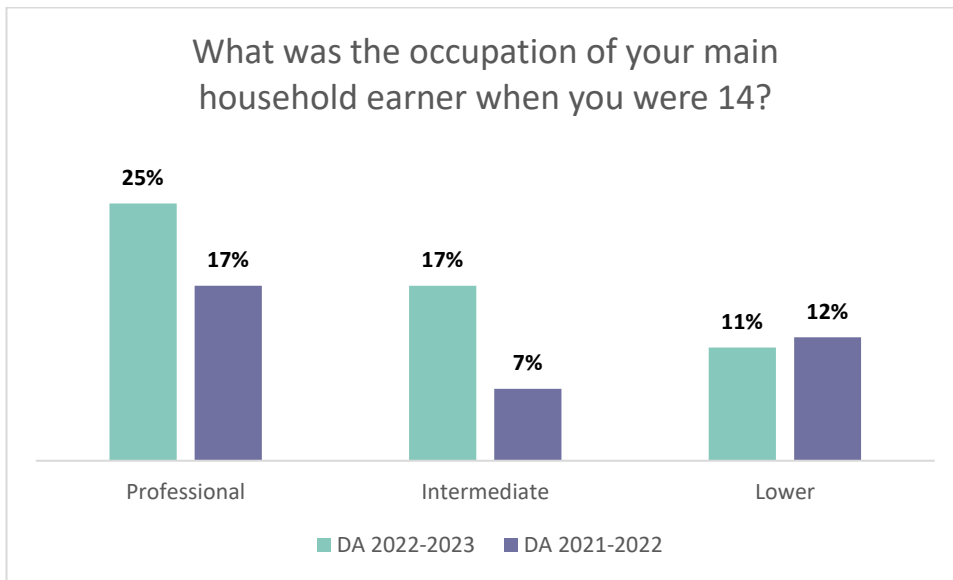


into our system, but we can see key trends that help inform our approach and these can be seen in the sections covering social mobility below:

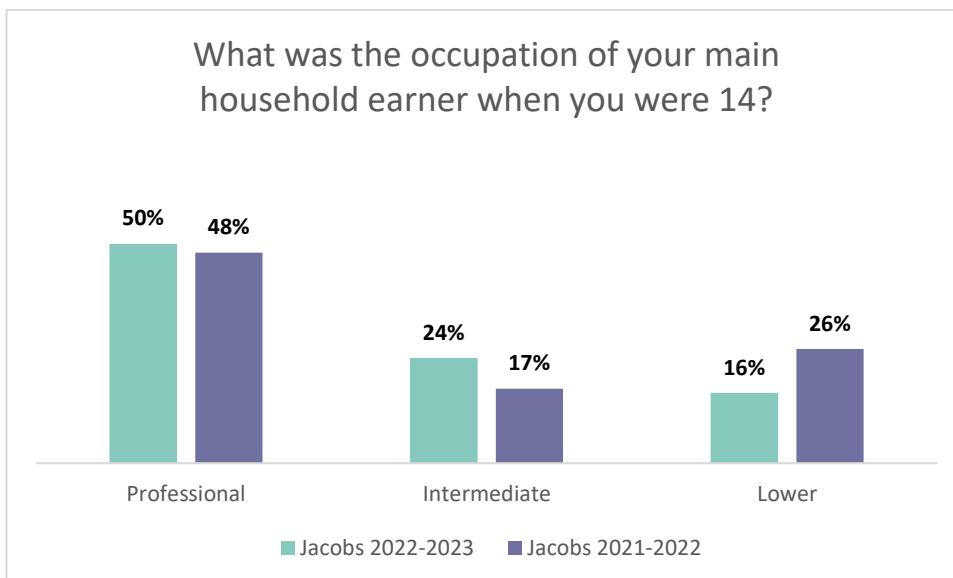
Socio-economic background

The Social Mobility Commission recommends asking about household occupational level as the best measure to assess someone’s socio-economic background. Not only that but it’s easiest to understand and crosses all nationalities.

Delivery Authority

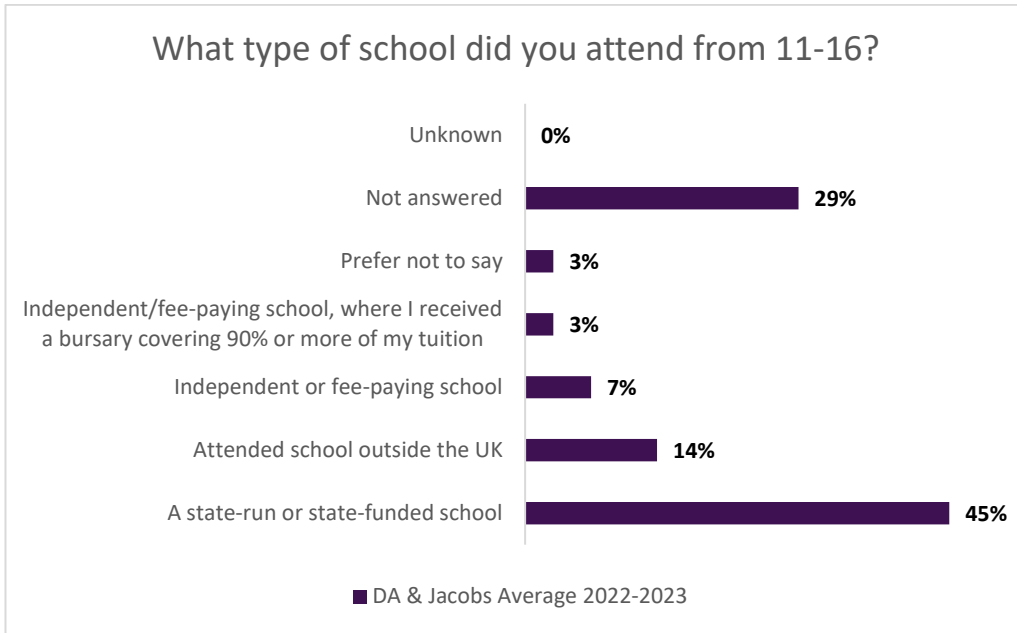


Jacobs

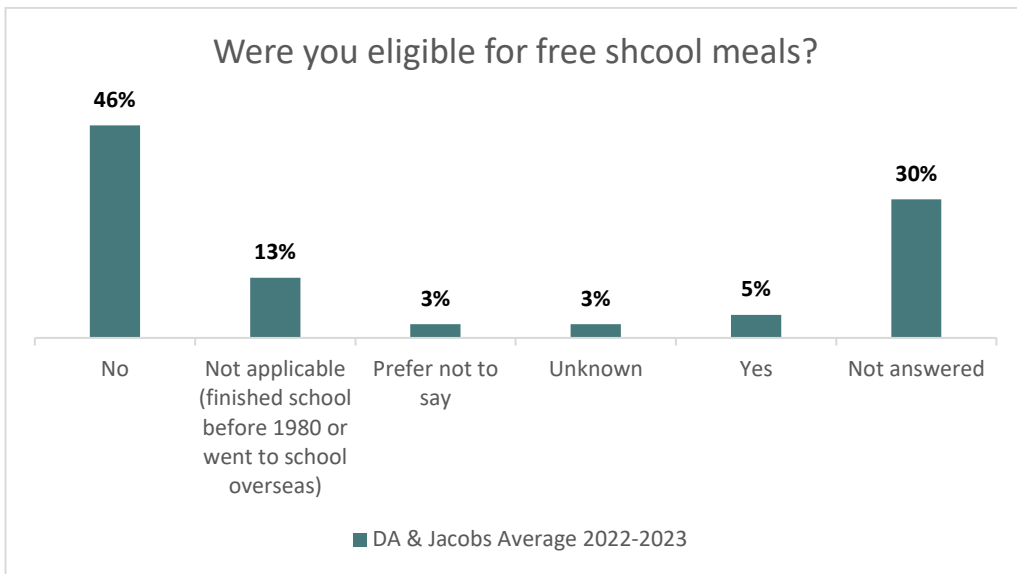


We also measure:

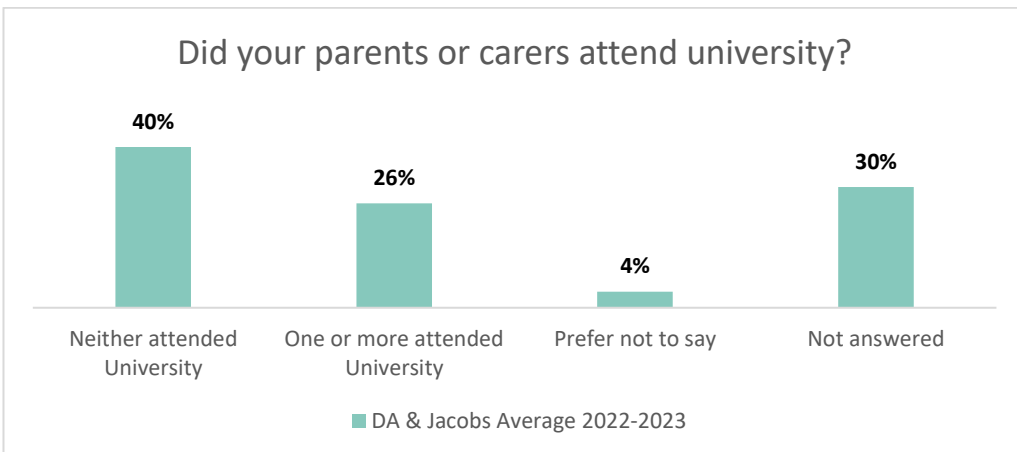
- the type of school attended which shows economic and cultural advantage;



- free school meals eligibility, which shows economic disadvantage; and



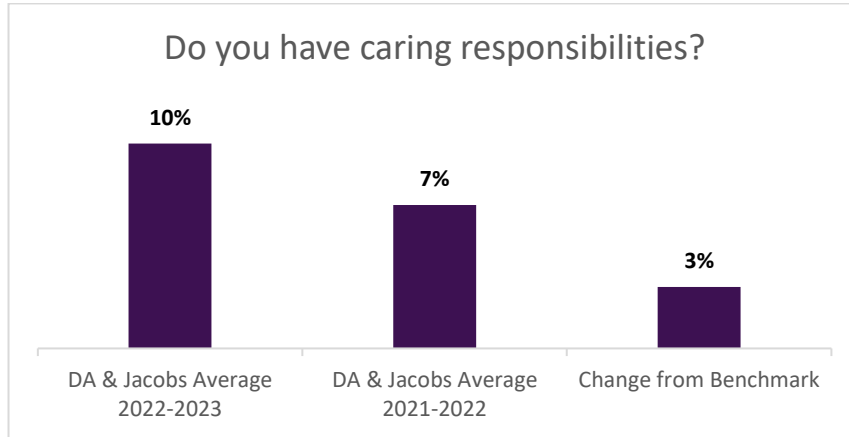
- Parental qualification, which shows educational advantage.





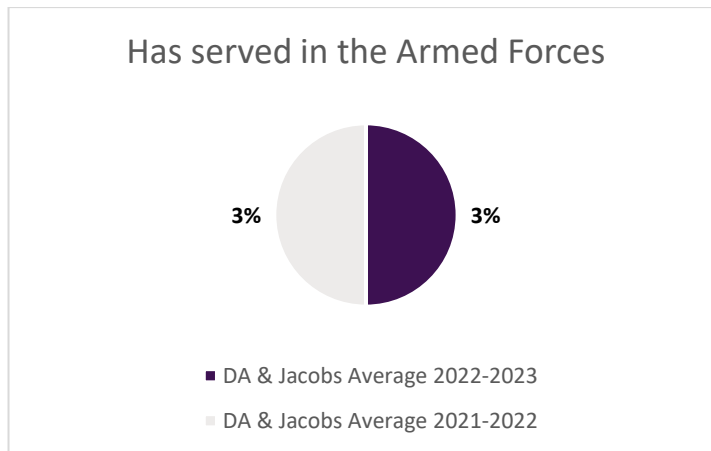
Carers

One in six carers give up work or reduce working hours to care which can have knock on impacts to their own income and career and therefore we choose to monitor this under social mobility. With one in seven people now juggling work with caring for someone who is older, ill or disabled - and an ageing population – we expect the number of carers in our workforce to grow.¹



Veterans

We are proud to report that three per cent of our workforce are veterans. For the Delivery Authority we saw a small increase of one per cent.



We support those who have previously served in the Armed Forces, and we have been signatories to the Armed Forces Covenant for three years now. This year we have moved from Bronze to Silver level commitment to the Defence Employer Recognition Scheme (DERS), and we recognise the opportunity with the transferrable skills and qualities that veterans and reservists have for our Programme. We also recognise the opportunity we have to learn from Jacobs who are DERS Gold award holders.

¹ [Employers For Carers EFC \(employersforcarers.org\)](http://employersforcarers.org)



4 Recruitment

EDI data trends arising out of our recruitment activity are set out in the graphs in pages 18 to 20.

The data trends in our recruitment activity demonstrate some positive stories:

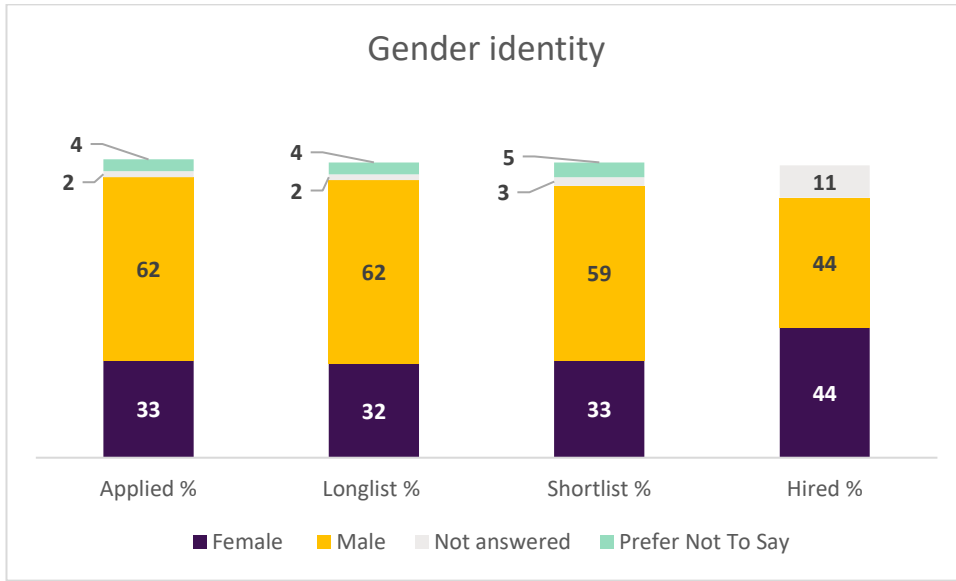
- We maintain a good gender and ethnicity balance throughout all recruitment stages.
- We have seen positive increases in percentage of successful appointments for:
 - female applicants (from 33% at application stage to 44% at hiring stage)
 - applicants with disabilities (from 6% at application stage to 11% at hiring stage).
 - applicants from the LGBT community (from 6% at application stage to 17% at hiring stage)
- In the recruitment of people from All Other Ethnic Groups (AOEG) we have reversed the trend that was observed last year where we saw that data dropped significantly under all other ethnic minority groups from application to longlisting. We now have a good balance across all stage of the recruitment process.
- The trends also highlight that we do not seem to apply any criteria that would disadvantage any particular group from going throughout the selection processes from application to longlist, shortlist and appointment.

However, the data also provides us with very clear areas for development:

- We still have low numbers of female applicants and we need to continue to use gender neutral language and offer flexible working arrangements.
- Low number of disabled applicants (6%) continues to be a trend and whilst the Guaranteed Interview Scheme has been successful in supporting candidates (shown by an increase in hire figures – 11%), we need to do more to be an attractive employer in this space.
- We must not be complacent of overall gender balance across the workforce and we need to understand what is happening between shortlist and hire to female applicants to Level 4 roles and above.
- We need to understand at a more granular level the trends on specific ethnic categories by unpacking the “All other ethnic groups” category.
- We need to ensure we provide more inclusive opportunities regardless of socio-economic background, outside of our internship scheme.



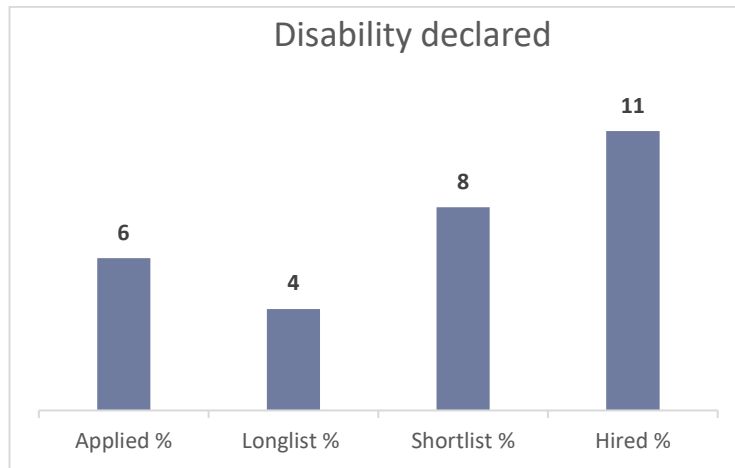
4.1 Gender identity



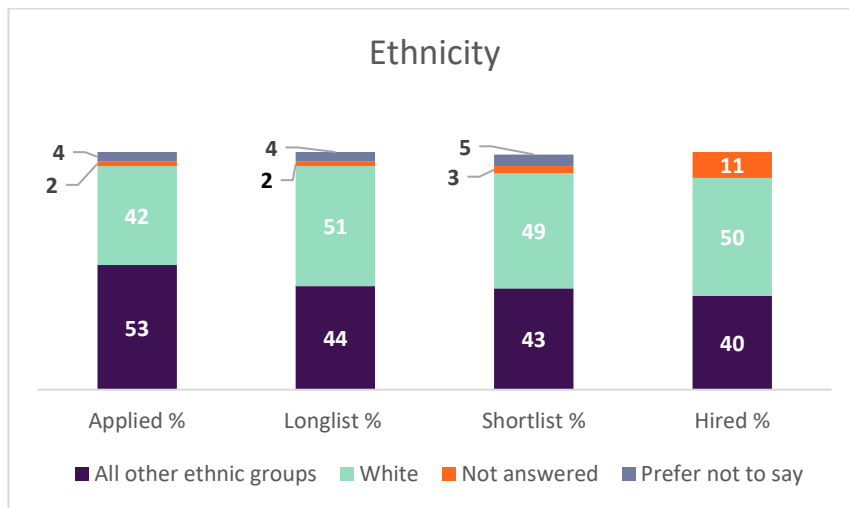
4.2 Age

Age category	Applied %	Longlist %	Shortlist %	Hired %
16-24	10	5	11	6
25-34	28	24	26	33
35-44	21	22	21	17
45-54	15	19	16	28
55-64	8	10	7	17
65+	1	2	2	0
Prefer not to say	17	19	17	0

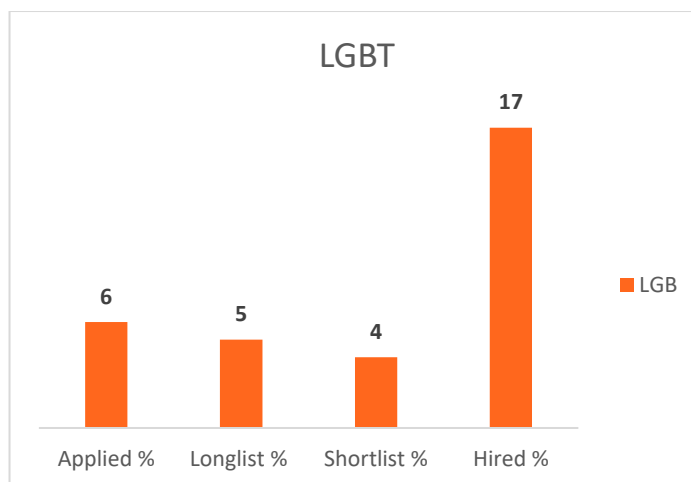
4.3 Disability



4.4 Ethnicity



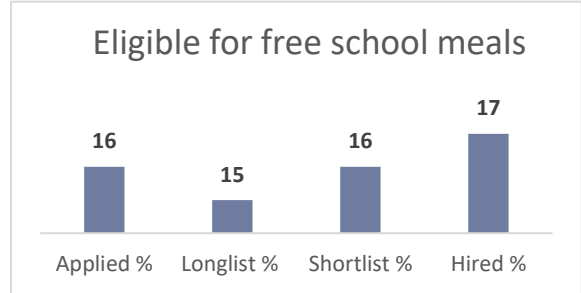
4.5 Sexual Orientation



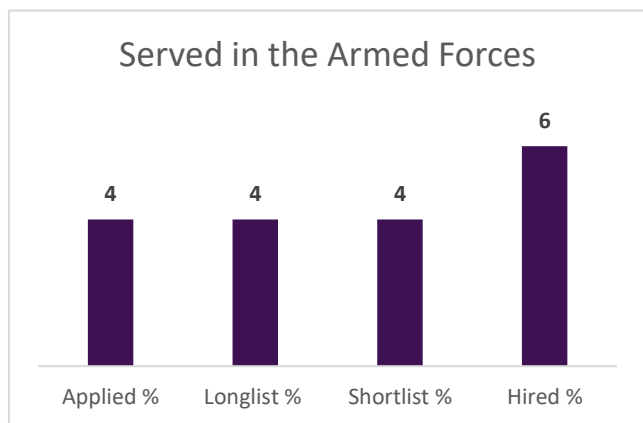
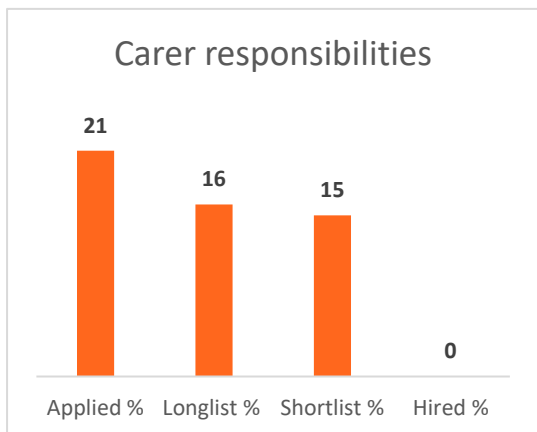
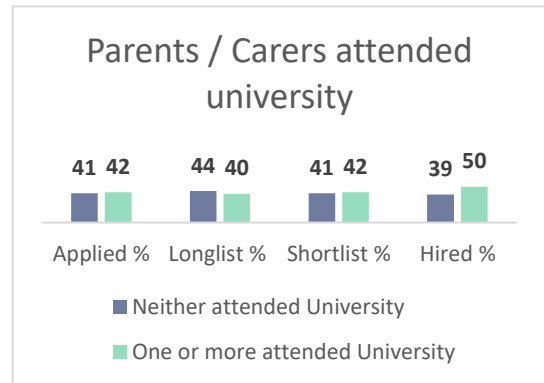


4.6 Social Mobility

School type attended 11-16	Applied %	Longlist %	Shortlist %	Hired %
A state-run or state-funded school	48	55	57	89
Attended school outside the UK	30	25	17	0
Independent or fee-paying school	12	11	14	6
Independent or fee-paying school with 90% tuition bursary	1	1	1	0
Not answered	1	2	4	6
Prefer not to say	6	6	6	0
Unknown	1	0	1	0



Parent / Carer's job at 16	Applied %	Longlist %	Shortlist %	Hired %
Clerical and intermediate occupations	5	6	8	11
Long-term unemployed	2	2	2	0
Modern & traditional professional occupations	28	30	30	33
Not answered	1	2	4	6
Others	11	7	6	17
Prefer not to say	9	8	7	0
Routine, semi-routine manual and service occupations	8	8	10	6
Senior, middle or junior managers or administrators	16	17	17	6
Small business owners	12	11	11	17
Technical and craft occupations	7	8	6	6





5 Summary

We continue to build our data, in line with our EDI Strategy, to help us understand our areas of strength and those that need improvements. We are committed to learning from and implementing best practice. We are also aware of the continued changing landscape for the delivery of the restoration and renewal of the Houses of Parliament and adjust our action plans accordingly.

For 2023-24, we will take the opportunity to consolidate, fully implement actions or embed schemes that were initiated as part of the 2022-23 EDI action plan. Our action plan will, therefore, include the following:

- Deliver inclusive recruitment training for all people managers.
- Implement the Diversity Recruitment Champions Scheme
- Improve disclosure rates in current workforce
- Workplace Adjustments training for all people managers
- Develop and communicate the R&R Allyship Framework
- Develop our diversity focus groups further
- Implement the DA mentoring scheme
- Complete the Social Mobility Index and Race at Work Charter
- Host collaborative EDI calendar events with the Parliamentary Workplace Equality Networks
- Develop EDI contract requirements and a comprehensive guide for suppliers.