

# JTP's Equality, Diversity & Inclusion Charter



JTP's Equality, Diversity & Inclusion Charter is a public statement that sets out the practices' commitment to create an equal, diverse and inclusive workplace and our ambitions to positively influence and encourage diversity in the wider architectural industry and in the projects and places that we create.

The Charter supports JTP's Equality Policy which sets out policies and procedures in relation to equality, diversity, and inclusion.

An Equality, Diversity & Inclusion Action Plan sets out how we will achieve our ambitions.

JTP's Equality, Diversity & Inclusion Group has been established to represent employees and work with our Managing Partner, Operations Partner and Practice Manager to ensure the aims of the Charter and Action Plan are met.

The Charter and Action Plan are reviewed on an annual basis and assessed to measure progress and to inform future strategies.

## The Charter

JTP commits to providing equality of opportunity for all persons and will actively encourage diversity, fairness, and the respect of others at all times as set out in our Equality Policy and Core Principles.

Equality, diversity and inclusion applies to everyone, with particular respect to age, disability, race (including ethnic origin, colour, nationality and national origin), religion or belief, gender or gender identity (including gender reassignment), sexual orientation, socio-economic status, marital and civil partnership status, pregnancy and maternity.

We will commit to upholding the values of the RIBA Inclusion Charter and help to break down barriers to create a more inclusive profession.

## 1. Communication

We will ensure that we have robust and accessible policies and procedures that are easily understood and which are reviewed on a regular basis.

We will encourage open and honest discussions relating to Equality, Diversity & Inclusion through our Equality, Diversity & Inclusion Group and through our open-door policy.

## 2. Monitor, Measure, Analyse & Action

We commit to regular monitoring, analysing and reporting meaningful data and progress related to equality, diversity and inclusion. We will be ambitious in our goals and will use the data analysis to inform future priorities.

We will continue to implement an equal pay policy, as well as the monitoring and reporting of our gender pay results.

## 3. Equality, Diversity & Inclusion Training

We will provide Equality, Diversity & Inclusion training to all employees.

## 4. Celebrating and Raising Awareness of Diversity

We will celebrate the diversity within our studios and raise awareness with an internal annual calendar of events and initiatives.

## 5. Recruitment, Retention & Personal Growth

We will provide an accessible recruitment offer to attract, select and retain candidates from diverse backgrounds.

We commit to pursuing an ambition of employing a workforce that reflects the diversity of the cities in which we are based.

We will implement our strategies to diversify our management team and support the progression of those from diverse backgrounds to improve representation at a senior level within the practice.

## 6. Outreach

We will work with schools and Blueprint for All (formerly the Stephen Lawrence Charitable Trust), as well as other organisations to promote architecture as an accessible career amongst those from disadvantaged and diverse backgrounds.

Through our Community Planning processes, we will continue to engage with the demographic of the places we work, reaching out to under-represented and hard to reach groups.

## 7. Mentoring & Work Experience

We will continue to support Blueprint for All and other organisations, providing support and mentoring to achieve their aims of breaking down barriers to architecture and to create a more diverse industry.

We will offer work experience to those from diverse backgrounds and under-represented groups to promote pathways to architecture.

## 8. Collaboration

We will collaborate and promote opportunities with small and diverse practices and businesses on our projects and extend our influence to encourage our clients and consultants to do the same.

We work in a non-hierarchical manner and will continue to embed our charrette methodology in our projects to encourage collaborative working both internally and externally.

*“Through this Charter we pledge our commitment to embracing equality and diversity across the practice and the places we create.”*

Signed on behalf of the partners and directors of JTP



Marcus Adams  
Managing Partner