



19 October 2021

# Employee Value Proposition (EVP): The RCKa Constitution

Revision	Date	Reason for issue / Change
0	19/10/2021	First issue

RCKa is a **PEOPLE-FOCUSED PRACTICE** of architects, designers and policy makers

Our mission is to:

## Enhance the wellbeing of **INDIVIDUALS**

Foster a working culture of trust that provides meaningful opportunities, responsibilities, and support for employees to flourish. A place where differences are celebrated and where fairness, equality and equity for all voices is actively promoted. A place where pay, structured benefits and enhancements are in place to support needs, careers, wellbeing, and personal growth.

- Commit to employing a diverse team that better represent and connect with the communities we live and work within - EDI group to review all employment decisions
- Pay the London Living Wage or above and operate a transparent salary structure to ensure equal pay across comparable roles. We will publish our mean gender pay gap annually
- Develop a progression plan through mentorship and training for every member of staff to help support career and personal growth
- Promote a better work life balance through enhanced holidays, a healthy office culture that discourages late working and flexibility in both working hours and place of work
- Value and trust our employees, and endeavour to include more voices in the decision-making process through consultation, workshops, and working groups
- Compassionately support families and those with care commitments including providing enhanced maternity and paternity packages
- Prioritise mental health and wellbeing in the workplace through collaborative team structures, an active social calendar and confidential access to internal and external advice and support
- Actively exclude (drive-out) prejudice or discrimination of any kind by intervening to protect our staff should any instance of it occur

## **Enable COMMUNITIES to thrive**

Unlock and promote social value - nurture new networks and strengthen those already established - to help communities flourish. Call upon our experience, skills and connections to increase the agency of communities and ensure they play a meaningful role in shaping the places they live and work in to address their needs for today and into the future.

- identify and understand local need to fully inform opportunities and outcomes
- value the knowledge and diversity of existing communities to create places that support everyone
- recognise the potential a design process has to establish and/or strengthen the cohesion of communities and seek to include local people to increase ownership and agency
- contribute a quantum of pro-bono resource to support grass roots community type organisations turn their ambitions into a reality, and/or employment mentorship to economically disadvantaged people to build a more progressive and representative architectural community
- be able to demonstrate how the physical places and buildings we design encourage community cohesion and respond to a diverse range of users' needs in both their strategic and detailed design
- support and promote practices and organisations local to live projects through collaboration - such as establishing local talent frameworks, employing local people and collaborating with local educational establishments

## **Help SOCIETY realise its economic, social and environmental goals**

Use our influence to affect positive change to people's lives by addressing societal issues by placing people at the centre of the conversation

- proudly participate in wider societal causes such as Black Lives Matter and Pride etc.
- expand the role of the architect to engage with and better address societal issues - we are positive policy makers, critics, and activists
- collaborate across industries to make a louder more impactful voice - e.g. Architects Aware!, the London Practice Forum, Project Compass, the LSA DTT network
- provide thought leadership through talks, training, teaching and publications
- commit to applying sustainable design principles on every project regardless of client agenda to deliver exemplars, upskill the team, encourage collaborators and celebrate best sustainable practices and lifestyles
- deliver exemplar projects in every sector that demonstrate best practice, and share knowledge to realize industry wide improvements
- consider wellbeing and individual need from first principles to encourage and embed best practice across all sectors
- through teaching, empower and inspire the next generation of architects to engage in societal issues