



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