



## Employee Value Proposition (EVP): the RCKa Constitution

Version	Date	Reason for Issue
1	22 February 2022	Minor amendments

RCKa is a [people-focused practice](#) of architects, designers and policymakers.

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. Nurture a place where differences are celebrated and where fairness, equality and equity for all voices is actively promoted. Create a place where pay, structured benefits and enhancements are in place to support needs, careers, wellbeing and personal growth. We commit to:

- Employing a diverse team that better represents and connects with the communities we live and work within. Our EDI group will review all employment decisions.
- Paying the London Living Wage or above and operating a transparent salary structure to ensure equal pay across comparable roles. We will publish our mean gender pay gap annually.
- Developing a progression plan through mentorship and training for every member of staff to help support career and personal growth.
- Promoting a better work/life balance through enhanced holidays, a healthy office culture that discourages late working and provides flexibility in both working hours and place of work.
- Valuing and trusting our employees, and endeavouring to include more voices in the decision-making process through consultation, workshops and working groups.
- Compassionately supporting families and those with care commitments including providing enhanced maternity and paternity packages.
- Prioritising 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 excluding (driving-out) prejudice or discrimination of any kind by intervening to protect our staff should any instance of it occur.

### **Enable communities to thrive**

We will strive to unlock and promote social value by nurturing new networks and strengthening those already established to help communities flourish. We will call upon our experience, skills and connections to increase the agency of communities and ensure they play a meaningful role in shaping the places in which they live and work to address their needs for today and into the future. We will achieve this by:

- Identifying and understanding local need to fully inform opportunities and outcomes.
- Valuing the knowledge and diversity of existing communities to create places that support everyone.
- Recognising the potential the design process has to establish and/or strengthen the cohesion of communities and seeking to include local people to increase ownership and agency.
- Contributing a quantum of pro-bono resource to support grass roots community organisations turn their ambitions into a reality, and/or employment mentorship to economically-disadvantaged people to build a more progressive and representative architectural community.
- Demonstrating 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.
- Supporting and promoting 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. We will:**

- Use our influence to affect positive change to people's lives by addressing societal issues and 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 realise 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.