

**CHANGE –  
Equality,  
Diversity and  
Inclusivity  
Action Plan**



RTPI  
Corporate  
Strategy  
2020-2030



## Foreword

In January 2020 the RTPI published its new Corporate Strategy 2020-2030. Equality, Diversity and Inclusivity is one of four integrated Pillars which support three core objectives of Influence, Members and Learning.

The RTPI is committed to working with members to continue to promote a diverse and inclusive profession. We want to demonstrate that a career in planning is open for all to join.

For us to be an effective and sustainable profession, we must be genuinely representative of the society in which we work. This includes recognising and addressing the need for broader visibility of diversity at all levels of the profession, from entry to the most senior. We need to be accessible and inclusive, adaptable to change and proactive in our support for members, wherever they may be.

This action plan – CHANGE – has been developed to help guide both members and employers as they work to achieve a more balanced profession. This bespoke action plan represents the means for the profession to achieve this.

I hope that CHANGE will be transformative and will not just benefit planners but will also positively impact on how people view the profession.

Sue Manns FRTPI  
RTPI President  
February 2020



## Equality, diversity and inclusivity

CHANGE is comprised of six core areas over a ten-year period, with regular review points, using the Brook Graham Maturity Model which is designed to illustrate evolution towards Equality, Diversity and Inclusivity (EDI) maturity. The six core areas are:

### 1. Diversity and Inclusion Strategy

To create a clear vision and definition of Equality, Diversity and Inclusivity (EDI) and why it is important to the planning industry

### 2. RTPI Governance Structure

To create effective governance structures to drive and measure the EDI strategy and plan

### 3. RTPI Standards

To leverage RTPI's convening power to create a more diverse and inclusive planning profession

### 4. Education Sector

To make the planning profession more attractive to a more diverse population and develop alternative routes to entry

### 5. Leadership and Culture

To equip leaders with the skills and insights to drive inclusive cultures and become visible EDI role models

### 6. Attract and retain diverse talent

To create a working culture and environment where diverse talent can thrive and progress

EDI MATURITY LEVEL ● **STAGE 1** Constructing Foundations ● **STAGE 2** Building Infrastructure ● **STAGE 3** Momentum and integrating ● **STAGE 4** Pioneering

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	
Themes	Progress review	Progress review	Progress review	Progress review	Progress review	Progress review	5 Year review: MAJOR AUDIT	Progress review	Progress review	Progress review	Progress review
Equality, Diversity & Inclusivity strategy	<b>1</b> Develop business case, strategy & plan Update RTPI website	Develop & execute calendar of EDI events Maintain EDI strategy & plan				Extend strategy to cover all protected characteristics holistically	Provide tools to assess EDI maturity, tools to develop EDI across the employee life cycle best practice guidance, workshops to embed best practice, guidance & cases				
RTPI governance structure	<b>2</b> Appoint EDI manager	Develop industry charter Develop organisation chart & implement governance model	Design & implement measurement & reporting			Demonstrable success against targets and plans	Change culture is evident, nuanced understanding of how to attract the best talent from across all of society				
RTPI standards	<b>3</b> Identify research areas/ establish industry networks	Conduct research & develop thought leadership	Use research to lobby government & develop best practice guidelines / roll out guidelines to organisations	Roll out cross industry mentoring & leadership development programmes	Source funding/ Create mental health programmes	Roll out supply chain industry standards/ Recognition awards	Continually develop EDI module for STD planning curriculum, mechanisms exist to continuously learn from and develop the evolving EDI situation of the planning profession				
Education sector	<b>4</b> Convene educational & industry experts Execute campaigns to outline professional planning opportunities		Further develop apprenticeship programmes Advise on creating opportunities for diverse groups to experience planning jobs	Incorporate planning profession campaigns into career guidance Expand planning school accreditation programmes Increase funding streams for students & scholarships		Expand planning profession awareness across a wider spectrum of national curriculum subjects at KS3, KS4 & KS5	Application and acceptance to planning schools and for careers in planning by under represented groups broadly represents national population statistics				
Leadership & culture	<b>5</b> Develop standard EDI behaviours Raise awareness of mental health	Develop inclusive leadership, unconscious bias training & mentoring programmes Create online repository of learning materials for the industry Identify and promote role models from under represented groups		Roll out behaviour change 'nudge' programme		Success stories are circulated and inclusive leadership competency is evident across the profession, unconscious bias impact is evidentially reduced					
Attract & retain diverse talent	<b>6</b> Execute campaigns to raise awareness and broaden appeal of planning profession	Implement employee resource groups Upskill recruitment teams Develop policy and programme guidelines	Expand sourcing channels Seek feedback and inputs from employee resource groups Create & share best practice on diverse talent retention			Change in talent pipeline and leadership demographics across the profession					
Key milestones	EDI manager in place Industry networks set up	EDI strategy & plan developed and ready for execution	Governance model established	Best practice guidelines rolled out	Leadership, unconscious bias & mentoring programmes developed and made available	Additional funding streams identified	Supply chain industry standards created/ recognition award programme launched	Campaigns have delivered tangible results and development opportunities for the year ahead	Supply chain working in collaboration on EDI with the planning profession	Planning profession seen as a leading example of EDI innovation & best practice	EDI content incorporated into standard planning curriculum
Progress against objectives	RTPI is recognised within the planning industry as a lynchpin in driving the EDI agenda forwards	Clear EDI vision in place & understood by key stakeholders	Greater awareness of planning profession	% Increase in hiring of diverse talent at entry and experienced hire level	% Increase in uptake of apprenticeships	% Increase of diverse talent in leadership & executive positions across the industry	% Reduced attrition and 'leakage' of diverse talent	Talent sourcing channels have expanded based on feedback employee resource groups	Role models from diverse groups have increased at all career levels	Increase in attraction and retention of under represented groups	EDI core to all new planning policy and learning materials

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