

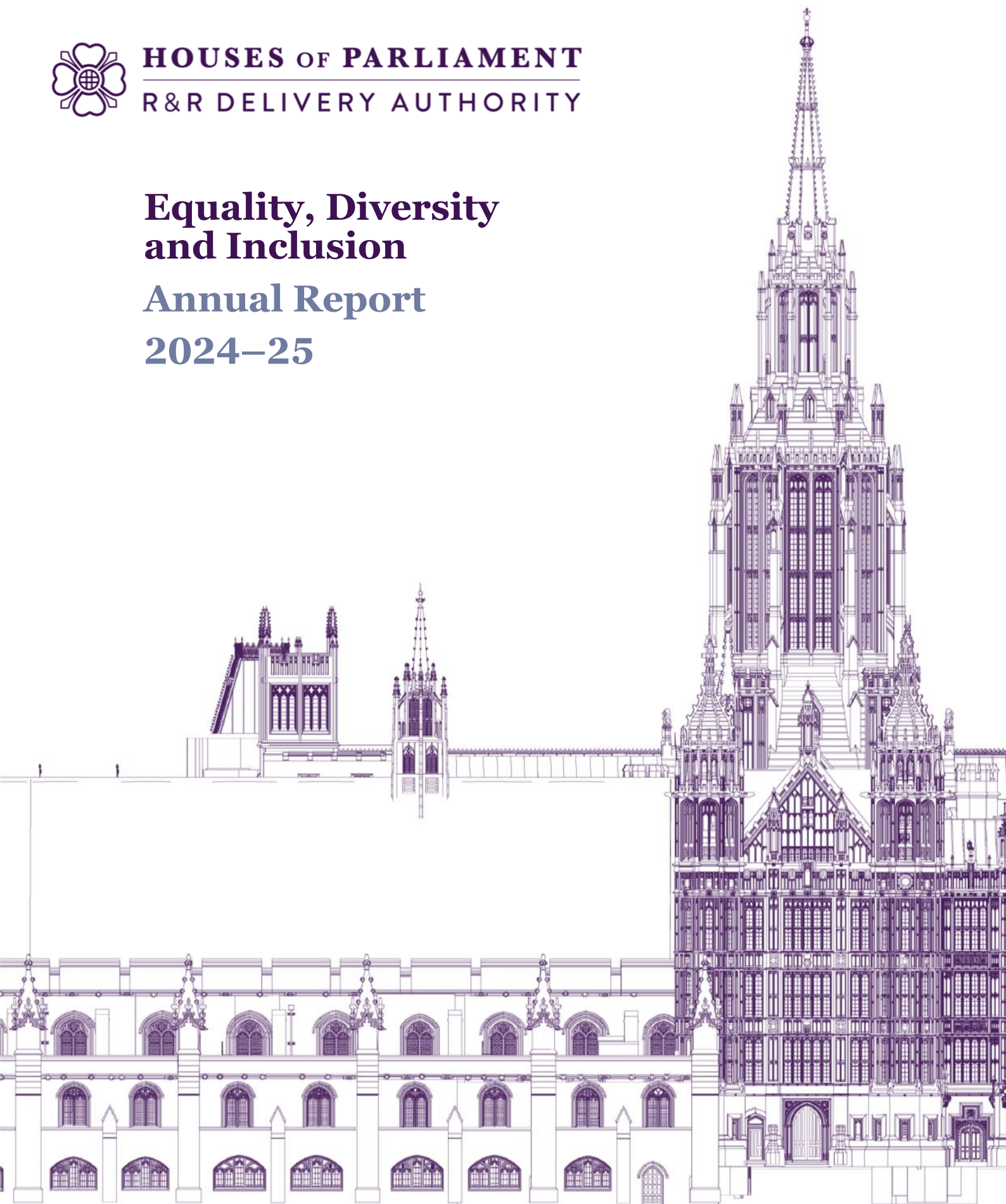


HOUSES OF PARLIAMENT
R&R DELIVERY AUTHORITY

Equality, Diversity and Inclusion

Annual Report

2024–25



1 Foreword



I'm pleased to introduce this report, which presents our Equality, Diversity and Inclusion (EDI) performance and workforce diversity data for the Restoration and Renewal (R&R) Delivery Authority for the year ending March 2025.

At the Delivery Authority, we are proud to be building a workplace where everyone feels valued, supported and able to thrive. Inclusion is a principle we stand by and something we actively work towards every day. This commitment is reflected in the actions and contributions of colleagues across the organisation, and I want to thank everyone who continues to help shape our culture.

Whilst this report provides a snapshot of our progress, it also reflects the Delivery Authority's shared values and the journey we are on as an organisation. We know there is always more to do, and we remain committed to learning, improving and creating an environment where diversity is celebrated, and everyone has the opportunity to succeed.

Russ MacMillan

Chief Executive

Restoration and Renewal Delivery Authority Ltd

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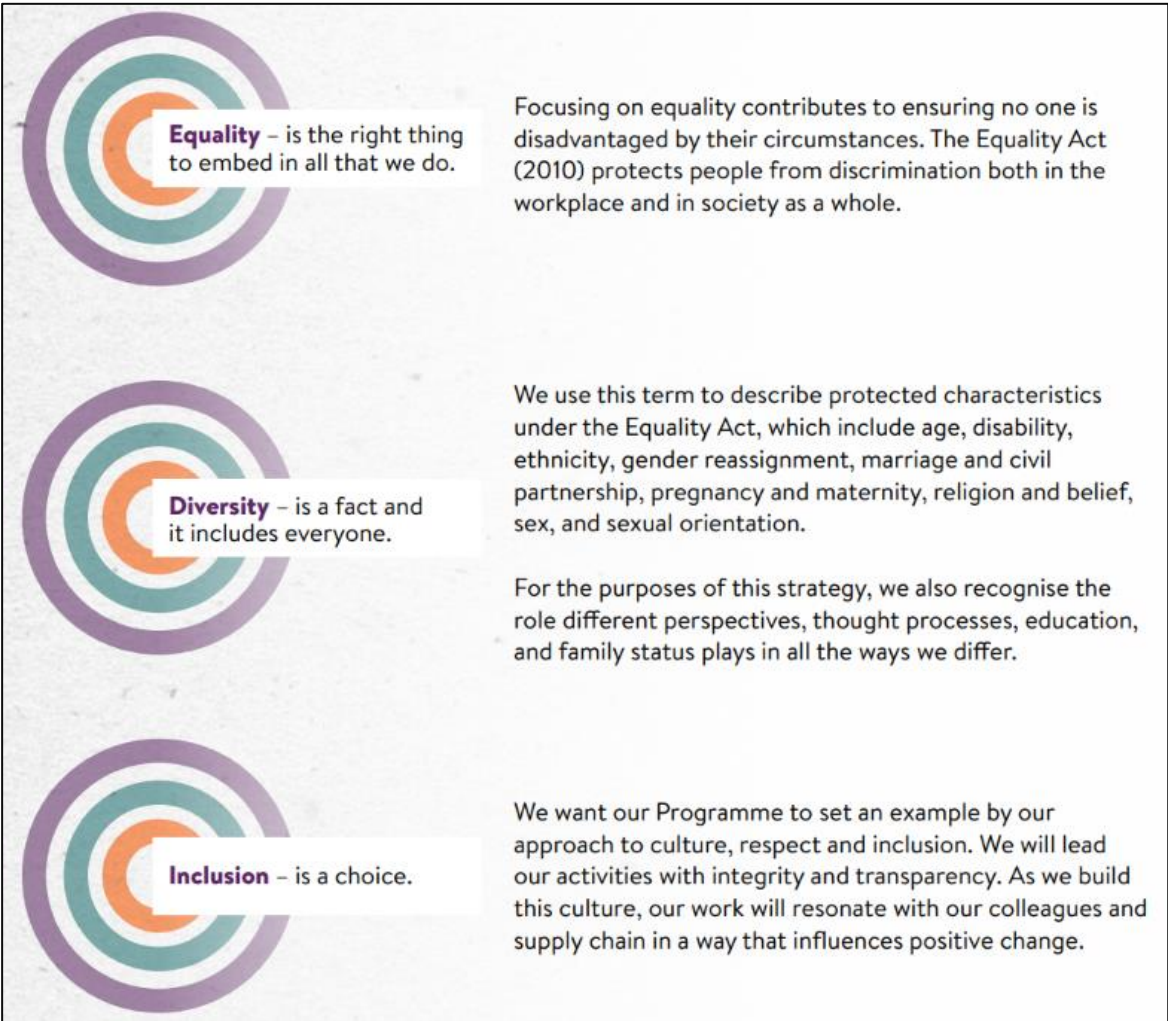
2 Purpose

The Delivery Authority was established by the Parliamentary Buildings (Restoration and Renewal) Act 2019 (as amended). As part of the Programme Delivery Agreement between the Delivery Authority and Parliament, the Delivery Authority is required to develop and implement an EDI Strategy. This strategy must take into account the diversity and inclusion strategies of both Houses of Parliament, as well as the Public Sector Equality Duty under the Equality Act 2010.

The purpose of this report is to set out the initiatives undertaken by the Delivery Authority in the reporting period in support of its EDI Strategy.

3 Our Goals & Our Approach

The starting point for ensuring that EDI is embedded in the Delivery Authority is the definition of equality, diversity and inclusion in the EDI Strategy:



Equality – is the right thing to embed in all that we do.

Focusing on equality contributes to ensuring no one is disadvantaged by their circumstances. The Equality Act (2010) protects people from discrimination both in the workplace and in society as a whole.

Diversity – is a fact and it includes everyone.

We use this term to describe protected characteristics under the Equality Act, which include age, disability, ethnicity, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, sex, and sexual orientation.

For the purposes of this strategy, we also recognise the role different perspectives, thought processes, education, and family status plays in all the ways we differ.

Inclusion – is a choice.

We want our Programme to set an example by our approach to culture, respect and inclusion. We will lead our activities with integrity and transparency. As we build this culture, our work will resonate with our colleagues and supply chain in a way that influences positive change.

The continued focus this year has been the EDI objectives below, and which are detailed in the following sections.



Establishing a diverse workforce across the Programme, attracting and retaining the best talent.



Creating fair and inclusive environments where everyone's contribution is valued.



Working collaboratively with stakeholders and maximising engagement opportunities.

4 Establishing a Diverse Workforce

4.1 Inclusive Recruitment

A range of initiatives have been implemented to support the Delivery Authority's commitment to fostering a diverse workforce:

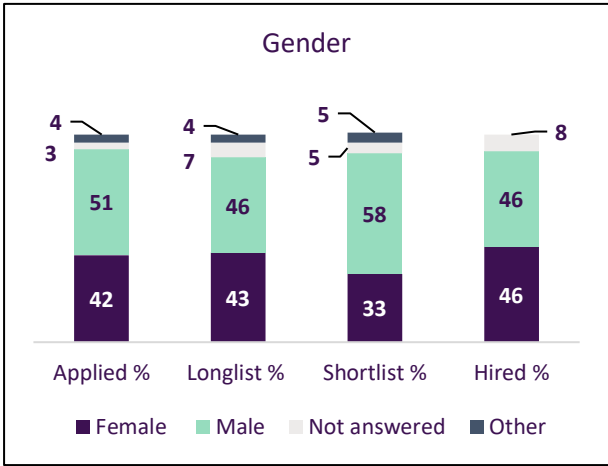
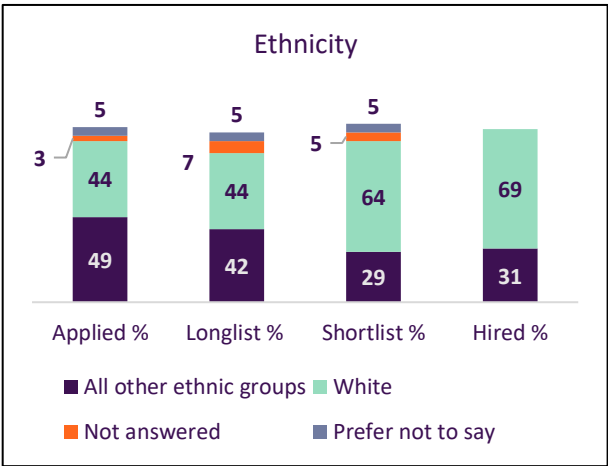
- Inclusive recruitment training was attended by all hiring managers, supporting colleagues in effective and inclusive practices in their teams.
- Diversity Champions were trained to attend and guarantee diversity in all interviews – there are currently ten Diversity Champions in the organisation.
- In collaboration with the Business Disability Forum, a new Accessibility Statement was created and published on the Restoration and Renewal Careers site.
- Gender decoder tools continued to be used to ensure gender neutral language in job adverts.

4.2 Recruitment Data

This section details data from the Delivery Authority's recruitment activity. Data on gender, disability, sexual orientation, ethnicity, age, religion, and social mobility are collected throughout the recruitment process – from application to longlisting, shortlisting and hiring (see Appendix 1 for full graphs and tables).

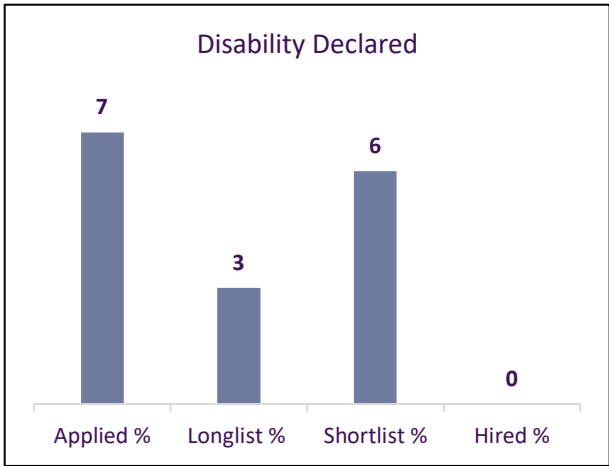
As outlined in Section 4.1, a range of inclusive recruitment initiatives have been implemented, and while it is difficult to draw direct causal relationships between these actions and recruitment outcomes, some notable movements in the data, particularly among female applicants and people from All Other Ethnic Groups, were seen.

There were more applications from All Other Ethnic Groups (AEOG) than from white candidates, a reversal from the 2023–2024 data. Successful AEOG candidates also rose from 19% to 31% year on year.



The number of successful female applicants rose year on year, resulting in an even split between male and female hires.

While increased representation among female and AEOG candidates was seen, there were no successful applicants who had declared a disability. This could be a result of the low declaration rate, with 80% of applicants choosing not to answer this question.



5 Creating Fair and Inclusive Environments

5.1 The Delivery Authority's Values and Behaviours

The values and behaviours of the Delivery Authority are fundamental to the organisation's culture. They were developed and shaped by colleagues from across the programme and set expectations about ways of working and accountability, both collectively and individually.

Colleagues are introduced to these values and behaviours during the induction session on their first day and are encouraged to demonstrate them in their work throughout their time on the programme.

This is supported by the Delivery Authority's recognition platform, OTII, which allows colleagues to highlight and celebrate co-workers demonstrating these values and behaviours.



5.2 Workforce Diversity

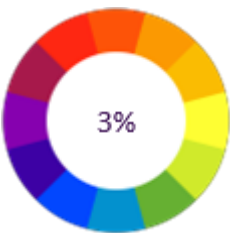
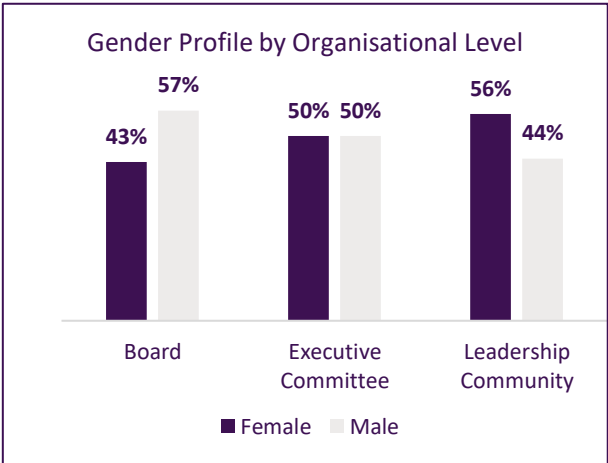
To monitor progress in developing and maintaining a fair and inclusive environment, the Delivery Authority collects workforce data to better understand the diversity characteristics of those working within the organisation. While data on diversity characteristics are required and collected from key supply chain partners, BDP and Jacobs, this report will focus on the Delivery Authority’s statistics.

The Delivery Authority went through a period of organisational change from late 2024 to early 2025. This resulted in changes to the size and demographic profile of the organisation. The data provided in this section represents the Delivery Authority’s workforce diversity data prior to the full implementation of the organisational changes, but reference is made to the impact of the changes where appropriate.

Workforce diversity data on gender, disability, sexual orientation, ethnicity, age, religion, and social mobility are collected. This year, there was an increase in declaration rates across all diversity characteristics, with the overall rate rising from 73% in 2023–2024 to 78% in 2024–2025.

Full workplace diversity data can be found in Appendix 2, but some areas of note include:

- Female colleagues represented 50% of the Delivery Authority’s workforce – this is significantly higher than the 24.6% average for the built environment sector.¹
- A year-on-year increase was seen in the representation of female colleagues in the leadership community from 47% to 56%.
- Prior to the organisational changes, the gender profile of the Executive Committee was evenly split between male and female colleagues. The changes resulted in a smaller executive team, with 80% male and 20% female representation.
- Changes to the Board were also implemented after the reporting period, resulting in 75% male and 25% female representation.



While there was no change in the representation of gay, lesbian, or bisexual colleagues in the organisation (3%), there was a comparatively low declaration rate in this area with 28% of respondents choosing not to answer this question.

¹ Source: Action Sustainability’s 2024 Diversity Survey

6 Working collaboratively with stakeholders

The Delivery Authority is committed to promoting and engaging colleagues in EDI activities and initiatives. In addition to collaborating with *ParliOut*, Parliament's LGBT+ network, to share Parliament-wide Pride Month activities, a range of internal events were held. Highlights included:

Black History Month

The theme for this year's Black History Month was Reclaiming Narratives. It offered an opportunity to broaden understanding and appreciation of Black contribution across the arts, sciences, politics, and everyday life, moving beyond the traditional focus on slavery and the civil rights movement.



The Delivery Authority held a range of events to celebrate Black History Month including a Black history quiz, a group discussion on the theme of being Black and belonging, and a 'Snack Black' event where colleagues were invited to bring in and share snacks enjoyed in African and Caribbean communities.



International Women's Day

International Women's Day provided an opportunity for the Delivery Authority to recognise and celebrate the vital contributions of women, particularly those working within major programmes. Some of the outstanding women working within the Delivery Authority were recognised and a social media campaign highlighted colleagues working in underrepresented fields such as science, technology, engineering, and mathematics (STEM).

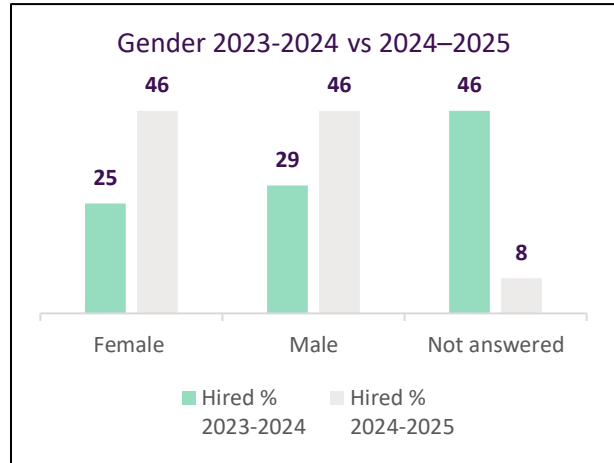
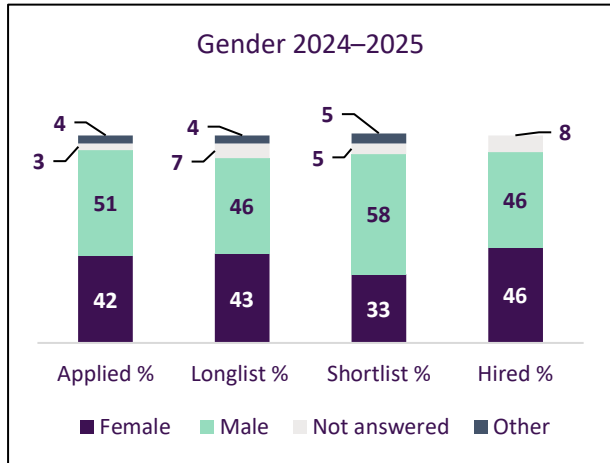
7 Summary

As the Delivery Authority enters a new phase following the organisational review, appropriate EDI goals and initiatives will be identified to reflect and support the new organisational structure and profile. Initiatives currently identified for 2025–2026 include:

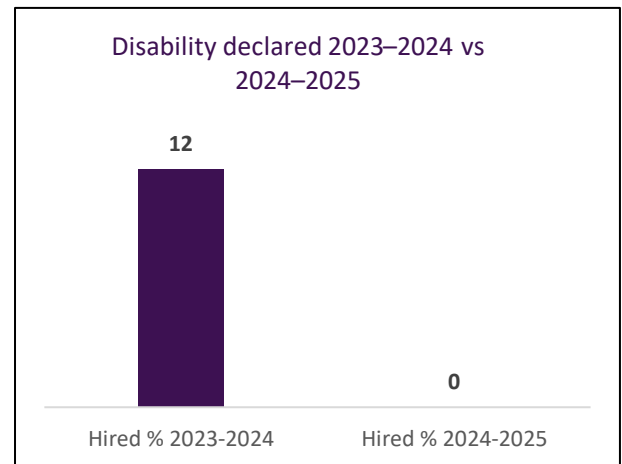
- The EDI Strategy will be reviewed and updated to ensure appropriate EDI support for colleagues within the bounds of the Delivery Authority's new organisational structure.
- New line manager training will be developed and attended by all people managers. This will include dedicated modules on EDI and inclusive recruitment.
- To ensure continued diversity in interview panels, new Diversity Champions will be trained to replace those colleagues who left the programme following the organisational review.

Appendix 1 – Recruitment Data

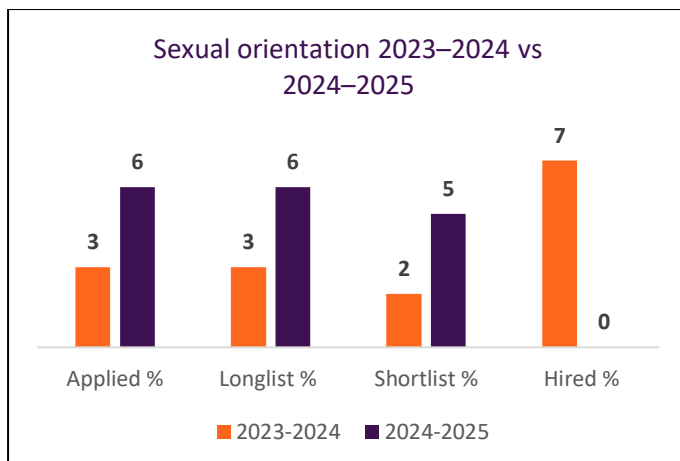
Gender



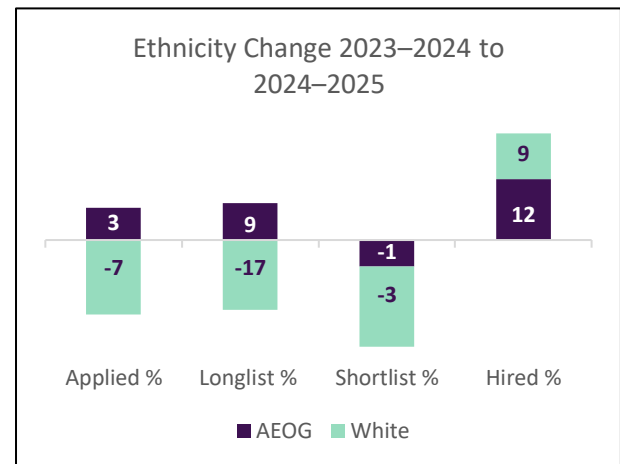
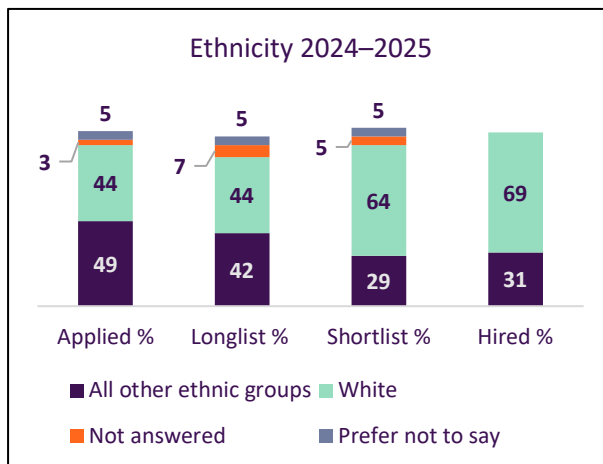
Disability



Sexual orientation



Ethnicity



Age

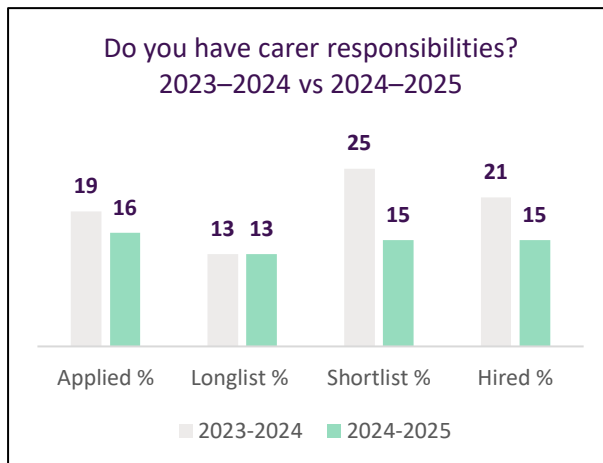
Age category	Applied %	Longlist %	Shortlist %	Hired %	Hired 2024-2025 vs 2023-2024
16-24	3	1	3	0	↔ 0%
25-34	20	21	28	46	↑ 28%
35-44	22	21	23	23	↓ 13%
45-54	19	20	15	23	↓ 16%
55-64	9	10	8	8	↑ 1%
65+	1	1	0	0	↔ 0%
Prefer not to say	26	27	25	0	↔ 0%

Religion or belief

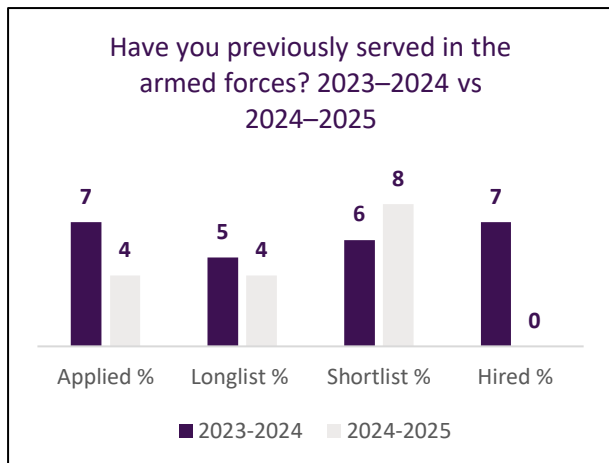
Religion or Belief	Applied %	Longlist %	Shortlist %	Hired %	Hired 2024-2025 vs 2023-2024
Buddhist	1	1	0	0	↓ 4%
Christian	36	36	30	54	↑ 22%
Hindu	12	10	8	0	↓ 4%
Jewish	1	0	0	0	↔ 0%
Muslim	9	7	0	0	↔ 0%
No Religion	25	24	38	38	↑ 2%
Not answered	3	7	5	0	↓ 14%
Other	2	2	3	0	↓ 4%
Prefer Not To Say	10	11	18	8	↑ 1%
Sikh	2	2	0	0	↔ 0%

Social mobility 2024–2025

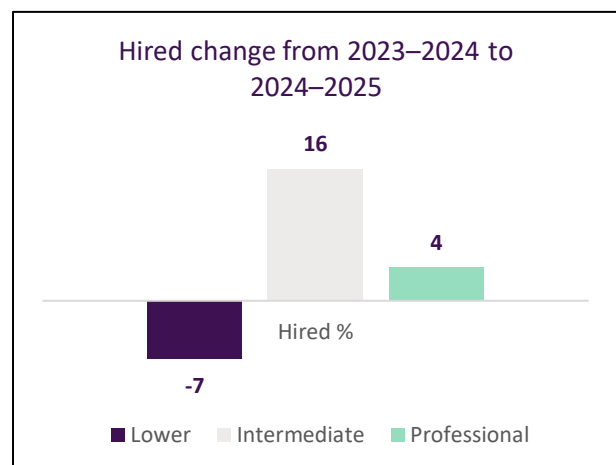
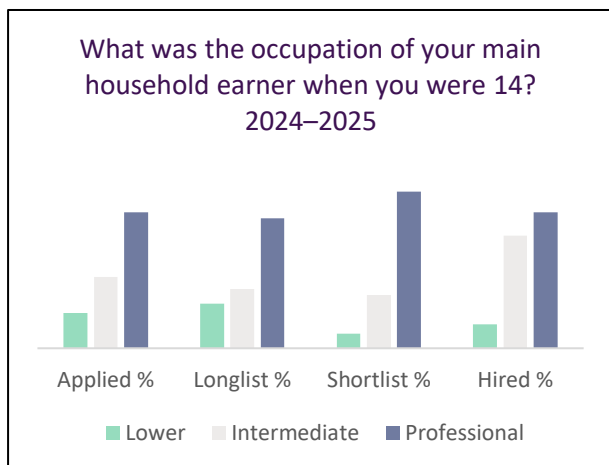
Carer responsibilities



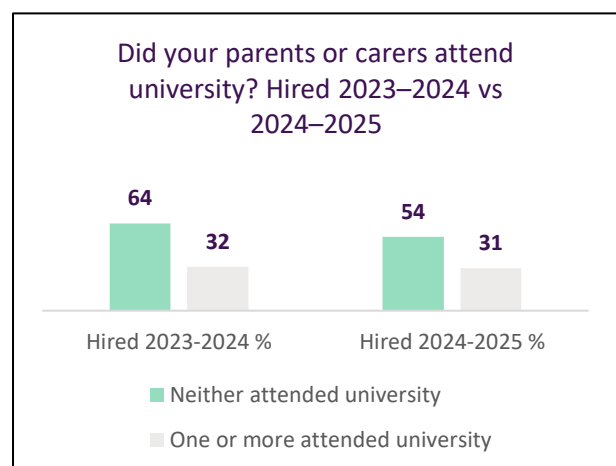
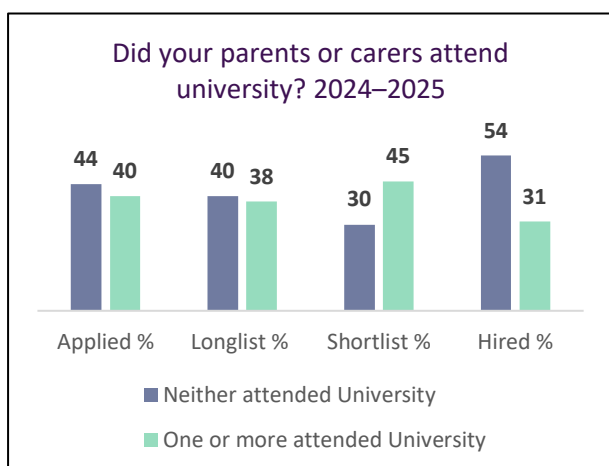
Armed forces



Main household occupation



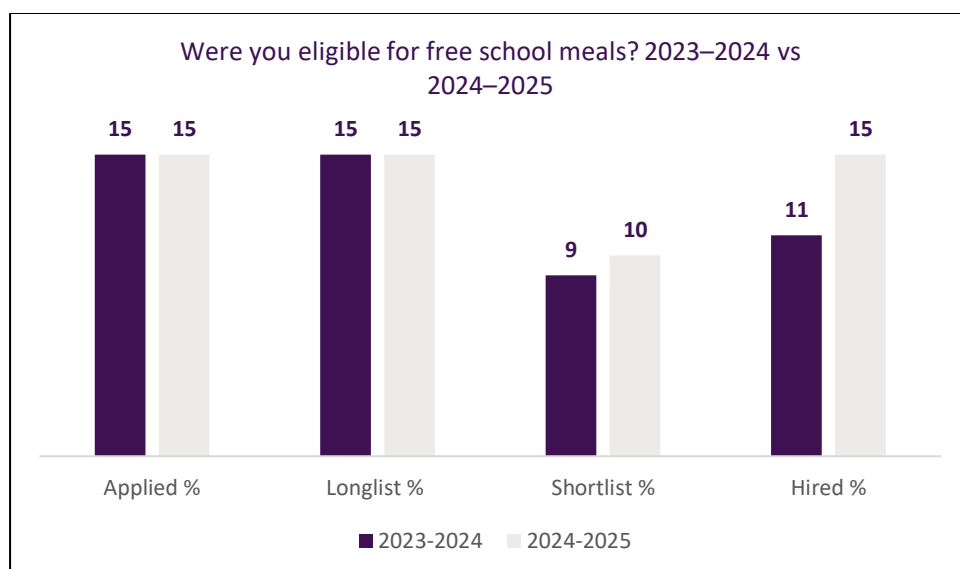
Parents/carers university



School attended from 11–16

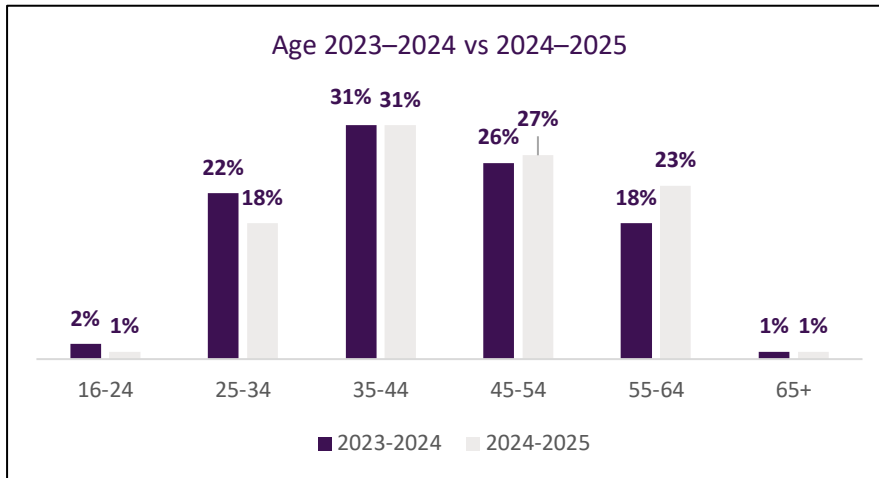
School type attended 11-16	Applied %	Longlist %	Shortlist %	Hired %	Hired change from 2023-2024
A state-run or state-funded school	51	53	50	54	↓ 3%
Attended school outside the UK	26	21	15	8	↓ 13%
Independent or fee-paying school	10	8	10	15	↑ 4%
Independent or fee-paying school with 90% tuition bursary	2	1	3	15	↑ 15%
Not answered	0	0	3	8	↑ 4%
Prefer not to say	8	9	18	0	↓ 7%
Unknown	0	0	0	0	↔ 0%

Eligible for free school meals

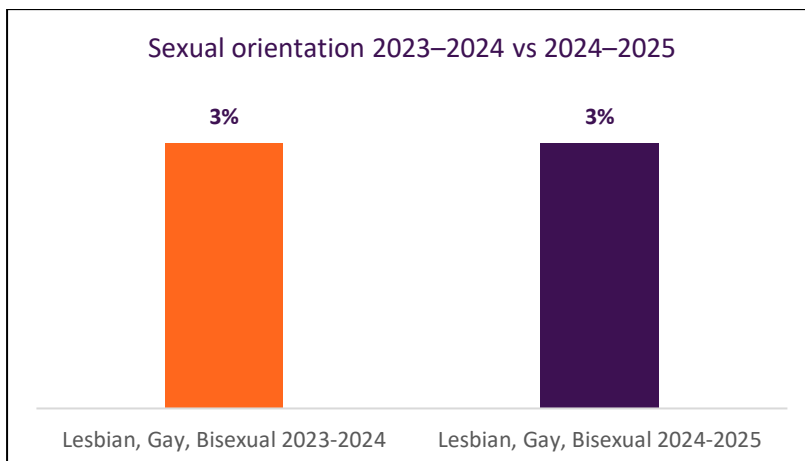


Appendix 2 – Workforce Diversity Data

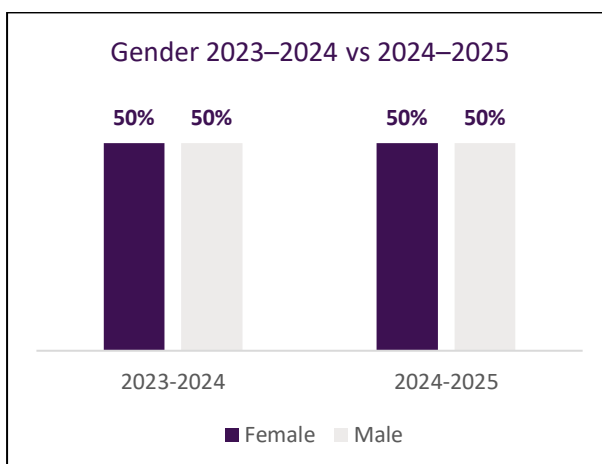
Age



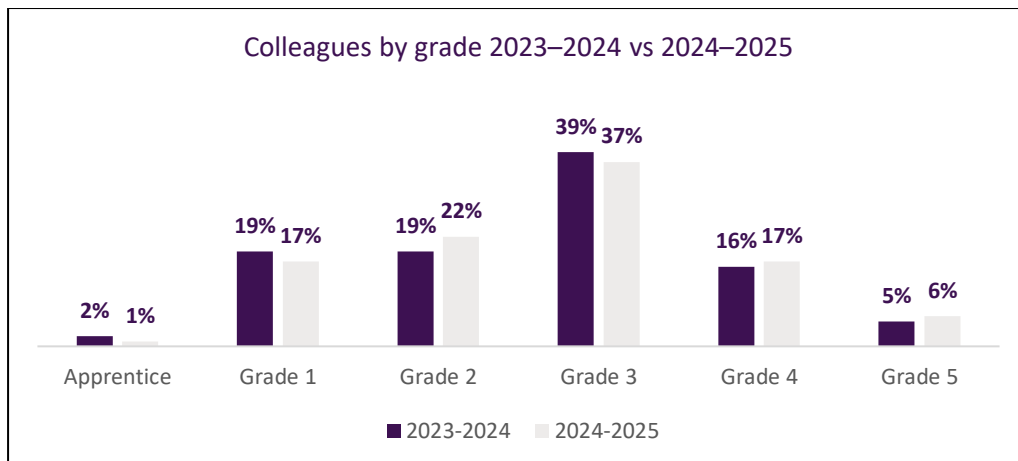
Sexual orientation



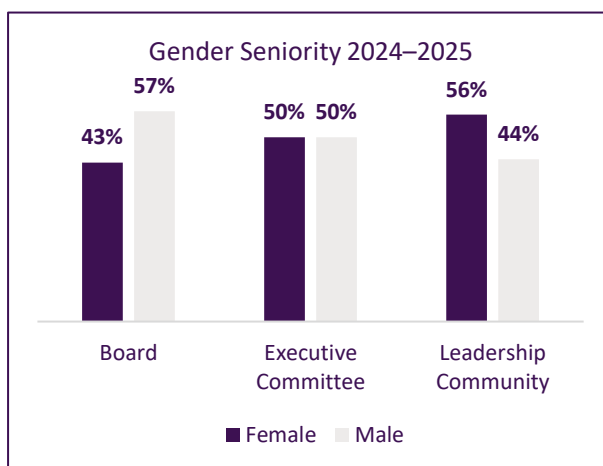
Gender



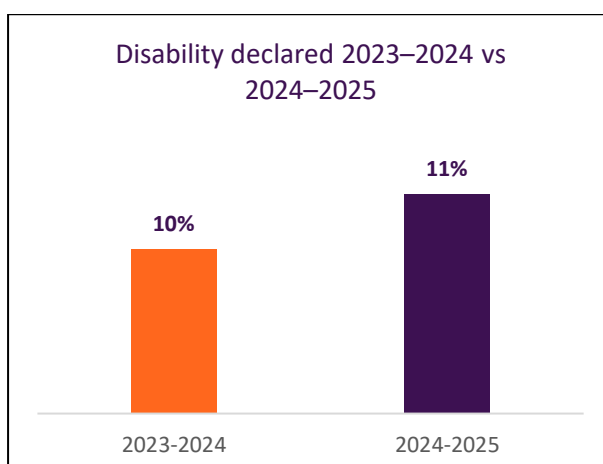
Grade



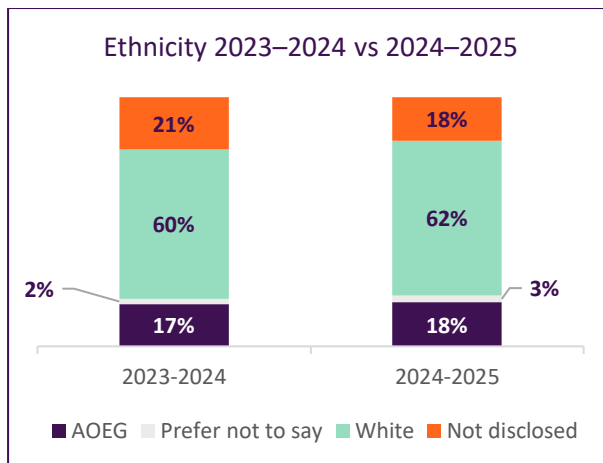
Gender seniority



Disability



Ethnicity

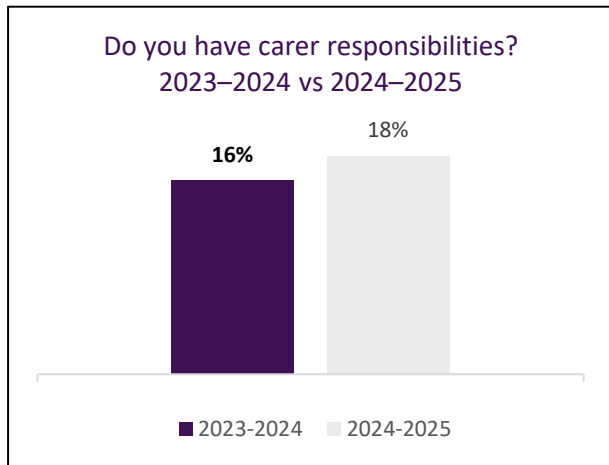


Religion or belief

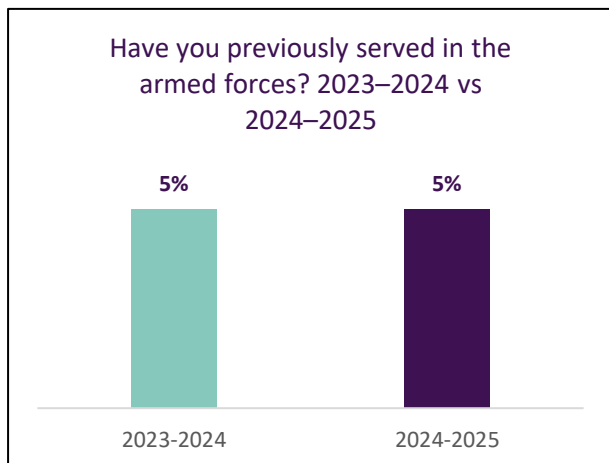
Religion or Belief	2024-2025	Change from 2023-2024
Agnostic	9%	↑ 9%
Christian	31%	↔ 0%
Hindu	4%	↑ 1%
Muslim	0%	↔ 0%
No Religion	37%	↑ 4%
Prefer Not To Say	8%	↑ 1%
Sikh	1%	↔ 0%
Not answered	20%	↓ 3%
Buddhist	0%	↓ 1%
Jewish	0%	↔ 0%
Other	1%	↔ 0%

Social mobility 2024–2025

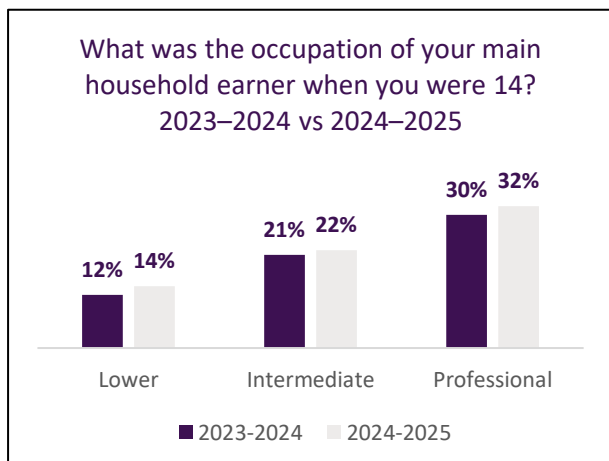
Carer responsibilities



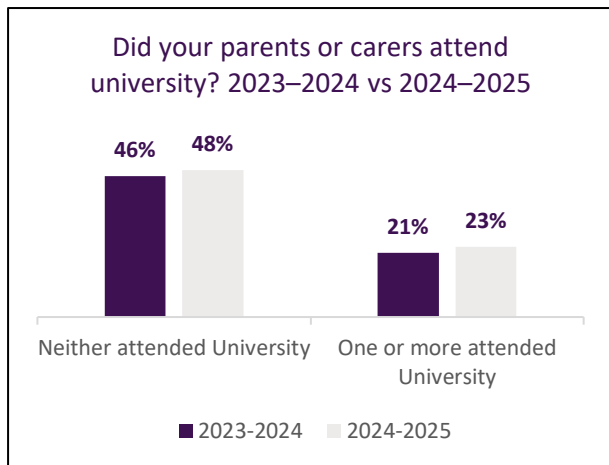
Armed forces



Main household occupation



Parents/carers attended university



School attended from 11–16

School type attended 11-16	2024-2025	Change from 2023-2024
A state-run or state-funded school	54%	↑ 3%
Attended school outside the UK	10%	↓ 5%
Independent or fee-paying school	8%	↓ 1%
Independent or fee-paying school with 90% tuition bursary	1%	↓ 15%

Eligible for free school meals

