

The RIBA Compact

The RIBA Compact brings together students, RIBA Chartered Practices, schools of architecture and the RIBA and commits them to working in partnership to support students undertaking practical experience in the workplace. By taking mutual responsibility to commit to best practice and fulfil a set of obligations, the parties involved can improve outcomes in placements, help build strong relationships and provide tangible benefits for all involved.

RIBA Chartered Practices must meet the obligations once the Compact forms part of Chartered Practice criteria from January 2022. Voluntary adoption will be encouraged when the Compact is trialled with immediate effect from June 2021.

All UK schools of architecture offering a monitoring service for students undertaking professional practice experience and/or RIBA validated Part 3 courses will be required to adhere to the Compact once implemented into the RIBA procedures for validation from September 2021.

Principal obligations of the parties to the RIBA Compact:

The RIBA

- provide guidance to students on the RIBA Practical Experience Eligibility Criteria, the RIBA Plan of Work and the PEDR system
- provide a digital platform (PEDR) for students to evidence their professional practical experience in preparation for Part 3
- provide a template model for a student employment contract, structured induction and job profiles for Stage 1 and Stage 2 experience
- via the RIBA procedures for validation, require schools of architecture offering a PEDR monitoring service for students and/or a Part 3 course to meet the obligations of the Compact
- through the RIBA validation process, support schools of architecture wishing to embark on course changes recommended by the RIBA Education Review (RER) which support the delivery of professional skills within the academic framework
- support all parties through relevant RIBA services and resources including, but not limited to RIBA Jobs; Future Architects; RIBA Inclusion Charter (provision typically reviewed biennially)
- communicate regularly with students, employment mentors, Schools of Architecture, and other consultants and principals involved in the supervision of students in placement and provide dedicated support via compact@riba.org
- investigate any complaints that a Chartered Practice is not adhering to the obligations contained within the Compact
- review feedback from all parties to further influence and shape the future Compact

RIBA Chartered Practice

- comply with the RIBA code of practice for chartered practices
- notify RIBA of the designated contact in the practice, who will pass on guidance and updates issued by the RIBA to employment mentors and students
- communicate effectively with the School of Architecture, the RIBA, and other consultants and principals involved in the supervision of students in placement
- nominate a suitably qualified architect to act as the student's employment mentor who will offer daily support and take responsibility for completion of the PEDR process; ensure

access to both CPD and informal learning opportunities and may offer mentoring more widely to students still undertaking their qualifications

- provide a clear written contract of employment with students, to which each party is a signatory, and which stipulates the obligations of both the student and employer, reflecting the content of or using as a template the RIBA student model contract and ensuring clarity on liability for repayment of course fees should the student leave the practice
- discuss the student's chosen PEDR monitoring service (year out course) or Part 3 course and agree both an appropriate amount of paid study leave, and the timeframe to which this arrangement refers
- offer structured professional practical experience (PPE) defined by the eligibility criteria for RIBA Chartered Practice, the RIBA Practical Experience Eligibility Criteria and the RIBA Plan of Work; setting out a defined timescale for the first months of PPE, the scope of work to be undertaken, with expectations and practical commitments to be agreed to by all parties
- support the student to develop an informal learning plan, which could cover how they might expand their knowledge of business management; develop their individual creative portfolio, plan for their future career and any other relevant topics
- pay at least the Living Wage set by the Living Wage Foundation (<https://www.livingwage.org.uk/>) to all staff, including architecture students and apprentices employed by the practice
- agree that there will usually be no unpaid work or unpaid overtime - other than during work placement schemes/sandwich years organised by Schools of Architecture as part of their curriculum, formal study abroad programmes, or work shadowing that is limited to a maximum of 4 weeks and therefore not applicable for recording on PEDR - or good employment practice compensation will be provided by another benefit, such as time off in lieu etc.*

* the amendment has been made to provide a fuller definition of this obligation reflecting good employment practice and feedback from members

The Student

- comply with the RIBA code of professional conduct insofar as relevant
- take responsibility for own learning, accessing relevant RIBA resources and support and preparing to undertake the responsibilities of a chartered architect in the future
- take responsibility for own work within an office, subject to supervision by their employment mentor
- in conversation with the practice, have a clear understanding of the roles and responsibilities of an employee within the office
- in conversation with the practice, to not undertake tasks without adequate preparation and confidence in ability to complete those, seeking guidance from the employment mentor or experienced colleagues
- complete PEDR records in a fair, open and timely manner, agreeing with the office in advance the inclusion of any material generated in the office
- communicate effectively with the employment mentor, the school of architecture, and any other consultants and principals involved in the supervision of students in placement
- with support from mentor, develop an informal learning plan, which could cover expanding knowledge of business management; developing an individual creative portfolio; planning for future career and any other relevant topics

The School of Architecture

- meet to the obligations of the Compact as required by the RIBA procedures for validation
- publish details of the service offered to students during the period of professional practical experience (including during Part 3 studies), covering costs, monitoring, times and dates of recall days, professional studies advisor contact details and arrangements, educational support and access to learning resources
- monitor the professional practice experience gained by students, and ensure that elements are incorporated into the academic framework, which is reviewed by RIBA visiting boards
- offer appropriate advice and guidance on RIBA Practical Experience Eligibility Criteria and the relevance of proposed placement
- fulfil requirements with regards to the timely evaluation and signing of professional practice experience records (PEDR) by the professional skills staff in the school
- communicate effectively with the student's employment mentor, the RIBA, and other consultants and principals involved in the supervision of students in placement
- through the RIBA validation process, develop course changes recommended in the RIBA Education Review (RER) which support the delivery of professional skills within the academic framework

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