



# The Neighbourhood

NEWSLETTER / ISSUE 2 / 2019





# The Neighbourhood

HTA's equality, diversity & inclusion newsletter

The past year has seen many exciting activities across the practice, part of which includes our focus on diversity & inclusion. HTA is committed to ensuring that our practice is a great place to work and we believe that our success relies on the active encouragement of contributions from a diverse range of people both within and outside the practice. We encourage everyone at HTA to be themselves and share in different perspectives, experiences, lifestyles and cultures in a safe, supportive environment.



What we deem to be important at HTA, and what comes across in our core values, is an emphasis on conversation and dialogue across the practice. This year, we have continued to openly share and celebrate our personal experiences, built new external relationships with Disability Confident, Built By Us and WIB to name a few. We have also expanded our Diversity and Inclusion group and strengthened relationships with the Stephen Lawrence Charitable Trust, Beyond Boundaries, Rethink Mental Health and more.

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# You learn something new every day...

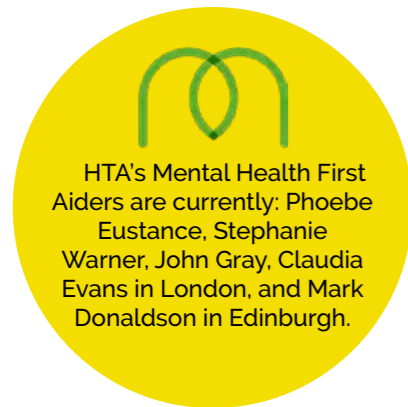


2 years ago HTA invested in a series of pre-recorded diversity & inclusion webinars covering topics such as: Introduction to Diversity & Inclusion, Unconscious Bias and Dignity at Work. These webinars form part of HTA's New Joiners Induction Programme that staff must complete within their first 6 months. However, they also provide an opportunity for existing staff to have a refresher.

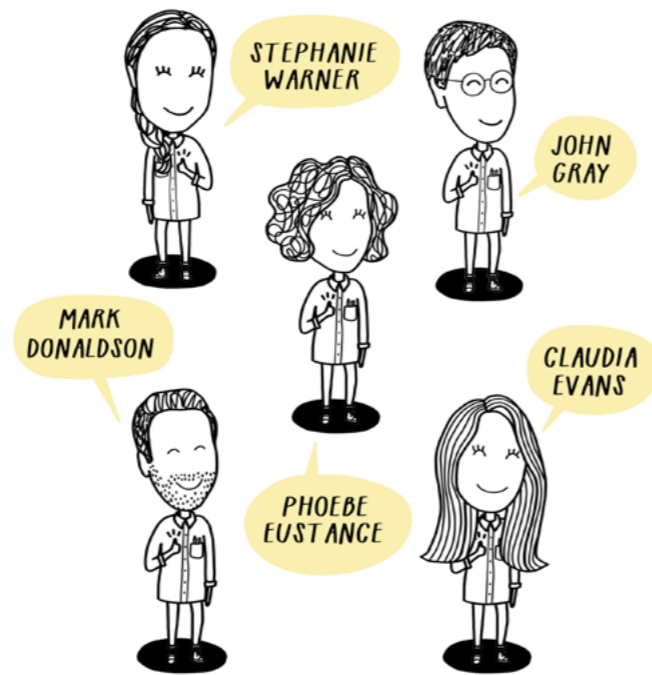


There has been a great deal of work done in recent years to alleviate the stigma around mental health in the UK, demonstrated by its prevalent position in current political debate.

The importance of encouraging and supporting everyone to have good mental health cannot be underestimated.



In 2017, Rethink provided a series of Mental Health for Manager Workshops and in October 18 HTA invited Daniel Graham from Rethink Mental Illness to deliver further workshops providing HTA staff and managers with essential information and guidance on how to encourage and promote good mental health for one's self and others. The training also taught us how to spot someone suffering from poor mental health and provided tips on where to signpost people for help and advice if they are encountering difficulties with their mental health.



# LGBTQ+

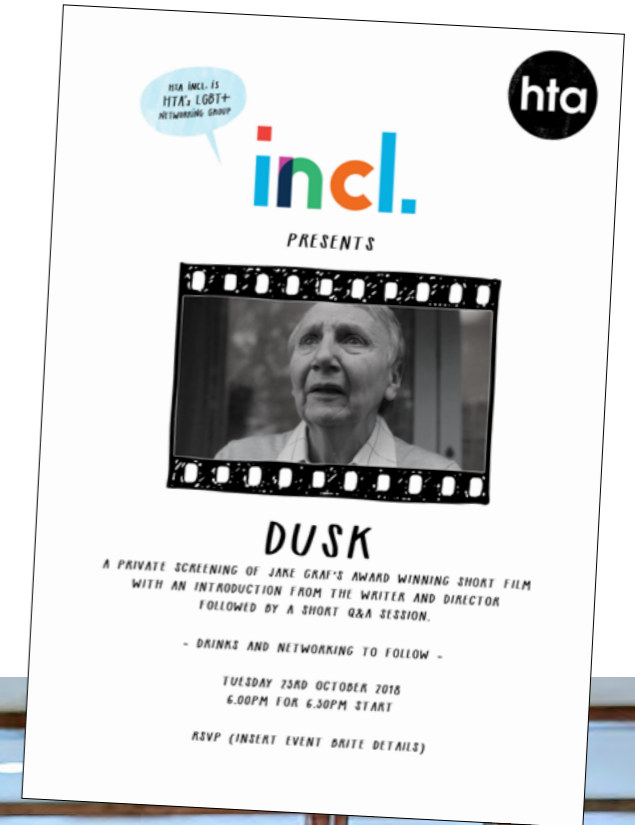
# inclusive



## Network Group

HTA's LGBTQ+ Network Group has met on various occasions over the past year. In 2017, this group was launched by staff who identify as LGBTQ and wished to establish a network to support and inform within the practice. **Inclusivity is at the heart of the group's ethos and a space is created for allies to join and participate in discussions and events.**

To this date, the group has represented HTA at various events including the RIBA Pride breakfast and at London City Hall for Planning Out's anniversary. To bring it back to the realm of architecture and urban design, HTA incl. are also looking at future research projects that create links between urban design and LGBTQ spaces. If you are interested in joining the group, please email: [HTAIncl@hta.co.uk](mailto:HTAIncl@hta.co.uk)







# Women@HTA

**HTA has been active in promoting events for women.**

**In 2018 we held workshops on Resiliency with Karen Fugal from Women in BIM (WiB) and Impact and Gravitas with Annie Fine and Cat Clancey from AF Communications. We are hoping to organise further events like these in 2019.**

### Gender Pay Gap Reporting

In April 2018, Gender Pay Gap Reporting became necessary by law for all organisations with 250+ staff. Although there was no legal requirement for HTA to calculate and publish these figures, we were interested in understanding our own gender pay gap in order to address it over the coming years.

We discover a c. 19% gap which was not a surprise given the higher number of male staff in more senior roles. However, we have made a commitment to keep our eye on this figure and find ways in which to reduce it over time.

### Gender Equity in Cities Conference

HTA staff Tanatswa Borerwe, Alisha Fisher & Saphia Al-Haboubi, part of 3°09, organised this event during the London Design Festival. 3°09 is a young design collective interested in being facilitators of social change in the built environment. They believe and encourage young people to engage in their environments through workshops, events and temporary perspectives. They identify the problems within the built environment and aim to tackle them through social agency and accountability. Their conference, Gender Equity In cities took place on the 15th September 2018.

# Transgender Awareness Week



Anna Sullivan, Associate Senior Architect was featured in an RIBA Journal article discussing her experience of transitioning between genders and how this life experience influences creative output and her life and work as an architect in today's changing society. Anna feels that Inclusivity is not so much a statement as a mindset.

*The full article can be found at: [www.ribajournal.com/culture/anna-sullivan-transform-architecture-and-the-trans-experience](http://www.ribajournal.com/culture/anna-sullivan-transform-architecture-and-the-trans-experience)*



# Parents Forum

*John Gray launched HTA's first Parents Forum in 2018, which has met 3 times to date. The Parents Forum aims to bring those balancing the complexities of combining parenthood with holding down the day-job together to explore and share tips on how to find the balance and ways in which HTA can help. For more information on upcoming dates, please speak to John.*






# BAME

HTA continues to support the SLCT. For a third year we have provided a bursary toward the Building Futures programme and worked with them to promote new Part 1 positions to their cohorts. We aim to appoint at least one Part 1 Architectural Assistant via the SLCT each year.

“Afrofuturism: a gala dinner in support of the Stephen Lawrence Charitable Trust organised by the RIBA and HTA’s Marketing Team, has raised over £100,000.

 Stephen Lawrence  
Charitable Trust

2018 marked both 20 years since the foundation of the Trust and 25 years since Stephen Lawrence’s death, and the gala dinner was one of a series of events hosted by RIBA to mark this significant anniversary - celebrating all the Trust has achieved and fundraising for its future. In the last three years, the Trust’s flagship Building Futures programme has supported over 250 young people from disadvantaged and under-represented backgrounds to enter careers in architecture. The RIBA is committed to helping young people and broadening access to architecture, as well as supporting the Trust’s aims and important work. All monies raised from this event go directly to support the work of the Trust, giving young people from disadvantaged backgrounds the inspiration and support to follow their dreams.



ROOFTOP CINEMA  
ALDGATE EAST  
THURSDAY 28TH JUNE



## EPART OF THE LONDON FESTIVAL OF ARCHITECTURE

**2018 was an important year for our nation to re-affirm its multicultural identity.**

It was 70 years since the Windrush brought thousands of immigrant Caribbean’s to our shores, it was 25 years since Stephen Lawrence was murdered, 2018 saw the Commonwealth Heads of Government meeting in London. In recognition of these two momentous events HTA hosted a rooftop cinema screening, in partnership with the Stephen Lawrence Trust.

Director John Akomfrah paired archive footage with a Miles Davis soundtrack; enabling Hall to act as a narrator guiding audiences through the many political, social, and cultural changes which took place throughout the 20th century. Hall is celebrated as a founding figure of British Cultural Studies, with much of his work focusing on defining cultural identity.

“The event screened The Stuart Hall Project (John Akomfrah, 2013). This documentary focused on the life and works of cultural theorist Stuart Hall who emigrated from Jamaica to the UK in 1951 to study at Oxford University.





# Community Engagement & Social Value Projects

The Beyond Boundaries team at HTA Design, in collaboration with SeerBridge, launched this initiative to encourage young people from diverse backgrounds living in regeneration areas to engage in the exploration of design and construction. This is one of a number of projects that have taken place over the last few years under the overall Beyond Boundaries initiative.

The Lego Design and Build Competition involved 8 teams of 6 young people (aged 11-15 years) taking up the challenge to 'Design a prototype house or apartment that reflects life beyond 2020'.

Each team has mentor support and guidance from a member of the HTA design team to

help guide them through the process. They had fixed parameters of the size of the Lego baseplate and the number of bricks they could use, but beyond that, they were free to let their imagination run wild!

The outcomes were incredibly impressive, with huge amounts of energy and creativity displayed by the various teams.

As well as the final Lego brick based model, the competition is encouraging young people to utilise the software 'Lego Digital Designer' to introduce them to how digital tools can play a part in the design process.

The teams all clearly committed to lots of hard work throughout the process, coming up with fantastic ideas and turning these into real built designs.

On the judging day they did a superb job of explaining how they had come up with their ideas, talking about how they had worked together, and their motivations behind their final designs, covering some big issues, like climate change and housing affordability!

The HTA mentors were joined by Ben Derbyshire, Peter Murray & Claire Bennie to celebrate the children's 7 entries.

All the young people received certificates and vouchers for their amazing achievements, as well as an iMac desktop for their youth organisation.

*"The winning team 'Fight for Peace' stood out for their fantastic teamwork, with a super creative designer, great research and project manager and a very diligent builder! But what really stole the judges' hearts was their well-conceived heart-shaped design! This competition was both enormous fun and a fantastic opportunity for young people to engage in the exploration of design and construction."*

**Ben Derbyshire**



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## Useful resources & activities

HTA subscribes to Health Assured - Employee Assistance Programme providing 24/7 help and support when you need it. Now available in the palm of your hand via their Health e-Hub App.

The Architect's Benevolent Society have teamed up with Anxiety UK to launch a new mental health support helpline specifically for Architects, Architectural Assistants, Landscape Architects, Technologists and their families.

D&I: Do you have any Diversity & Equality events planned?

If you are planning to arrange or attend any diversity and equality related events or meetings within the next few months, please let us know about it!

We would be interested to hear what others are doing both internally and externally, please also send any photos of the event if appropriate to do so.

## What's coming up?

In light of various pieces of research conducted by sources, including 'The Parent Trap' article that appeared in AJ a few months back and due to some of the reported feedback highlighted from the Gender Pay Gap Reporting, HTA has considered its Family Friendly Policies. In April 2019, the following changes will come into effect:

- **Maternity:** for staff under 5 years' service, maternity payments will be enhanced at the higher 90% rate for 12 weeks instead of 10. For those with 5 year's + service, maternity will be enhanced at the higher 90% rate for 24 weeks instead of 10 weeks.
- **Paternity:** for fathers or same sex parents with over 5 years' service, paternity leave and pay will be enhanced to 4 weeks instead of the existing enhanced 2 weeks at full pay. For those with under 5 years. It remains unchanged.
- **Shared parental leave:** HTA will be leading the way with this one and will offer the same terms for Shared Parental Pay as the new Maternity leave/pay options to fathers or same sex parents wishing to take up the option of Shared Parental Leave. We aim to support more staff in making this a realistic option in the early months of their new children's lives, as well as supporting their partners to return to work from maternity leave sooner if they wish to do so.
- **Flexible working hours - Flexitime:** We realise that efforts to becoming a more flexible workforce will enable more parents and carers to remain in work whilst balancing their responsibilities effectively alongside their jobs. HTA is introducing flexi-time whereby staff can liaise with their line managers and agree flexibility in the time they start and leave work. More details to come.



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