

GUIDANCE

Disability inclusion framework

Goals and objectives

With the newly established DEI team and the rollout of our 2024/25 DEI strategy, RICS is focused on improving inclusion through the introduction of a disability inclusion framework. This initiative will ensure that everyone at RICS is supported and has the opportunity to thrive.

This framework outlines RICS' commitment to creating an inclusive environment for everyone, providing a structured approach for long-term impact and sustainability.



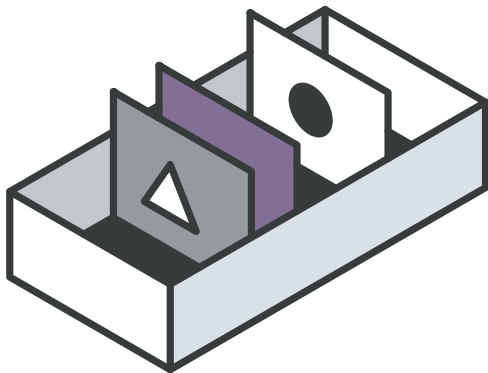
RICS will:

- improve accessibility by removing barriers and ensuring individuals with disabilities are better able to succeed in our organisation
- foster an inclusive culture by improving understanding of disability inclusion and reasonable adjustments
- enhance recruitment and retention of individuals with disabilities, and
- become an inclusive employer and professional body with an environment that is inclusive and accessible for all.

Four pillars of success

To achieve our ambition of becoming a disability-inclusive workplace and professional body, we have adopted four pillars of success that will help us meet our objectives.

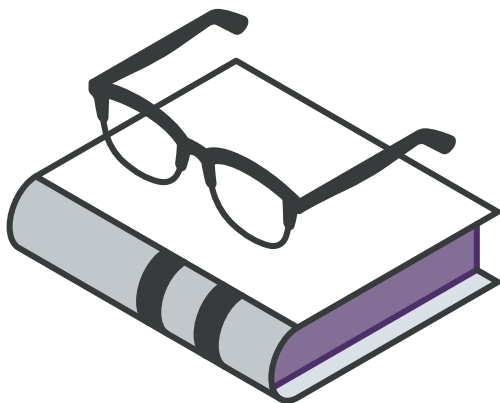
Policies and procedures



Recruitment and attraction



Knowledge and learning



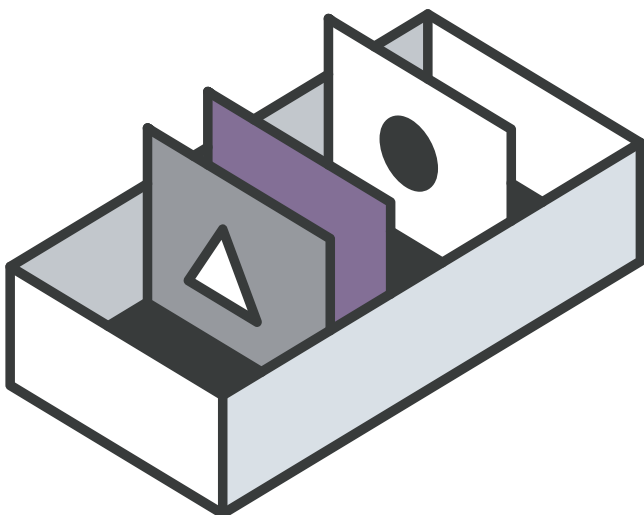
Attitudes and behaviours



Policies and procedures

Purple Tuesday audit and consultation

Following a consultation with [Purple Tuesday](#), a report was provided that helped to identify areas where we could do more for our colleagues. The report recommended the development of a disability inclusion framework, including an internal reasonable adjustments policy. This represents our forward-thinking approach to disability inclusion, accessibility, and reasonable adjustments in the workplace.



Introducing policy

This framework has been developed in collaboration with HR and the Disability Inclusion Working Group.

Our next steps involve partnering with HR, and our senior leaders to effectively roll out the policy and framework.

We have also developed an action list to help line managers create a more inclusive workplace.

Disability inclusion working groups

The first internal group includes key stakeholders across operational areas such as Facilities, IT, Legal, HR and HSE, as well as a representative from our Accessibility network. This working group was consulted on the creation and implementation of the reasonable adjustments policy. Its members act as accessibility champions, promoting the framework and informing their teams.

Another working group, comprised of representatives from member-facing teams, worked collaboratively to deliver an external [reasonable adjustments policy](#) for members and stakeholders engaging with RICS.



Health Adjustment Passports

We will introduce a [Health Adjustment Passport](#) (HAP) scheme that enables employees with a disability, mental or physical health condition, or neurodivergence to record their medical conditions and accessibility requirements.

This can be shared with line managers to assist with supporting employee needs. Training will be provided to ensure employees understand the benefits of HAPs.

Recruitment and attraction

To align with our goal of enhancing the recruitment and onboarding of individuals with disabilities, the following measures will be carried out to support candidates in the recruitment process.

- Accessibility awareness training will be implemented for the Talent Acquisition team to educate the team on how to attract and support candidates with disabilities.
- Each job advertisement will include a clear statement that invites candidates to request reasonable adjustments.
- Candidates will be encouraged to request reasonable adjustments at any stage of the recruitment process.
- RICS will support candidates and hiring managers throughout the process to ensure it is accessible and inclusive to all.
- A more detailed summary is provided in the Reasonable adjustments policy.



Disability Confident employer scheme

Following the successful implementation of the disability inclusion framework, the next step will be to achieve external recognition from the [Disability Confident employer scheme](#). Becoming a Disability Confident employer will signal our commitment to inclusivity and help to attract a broader pool of talent who may have otherwise overlooked our organisation.

Knowledge and learning

Lunch and learn workshops

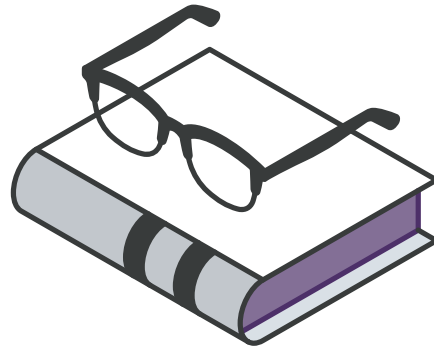
We will create sessions for key stakeholders throughout the organisation who can drive the most significant impact on our disability inclusion efforts.

Membership support teams

Working in collaboration with the membership DEI manager, we will provide training for our membership and candidate-facing teams on effectively supporting individuals with reasonable adjustments requests.

Self-led employee learning

As part of our commitment to employee personal development, we will actively promote self-directed learning through our employee learning platforms, [MindTools](#) and [LinkedIn Learning](#).



Attitudes and behaviours

In order to improve understanding throughout RICS, we will be conducting a campaign to raise awareness across our workforce. Some of the key objectives of this campaign include:

- educating employees on disabilities (including, but not limited to, neurodiversity, mental health conditions, chronic illnesses and the impact that a lack of employee support has on individuals and the workplace)
- challenging stereotypes and attitudes toward disability, and
- promoting an inclusive culture and highlighting the experiences of individuals with disabilities.



We will achieve these goals by:

- utilising our partner organisations [Purple Tuesday](#), [Vitality](#) and [LionHeart](#) for workshops and virtual events focusing on disability inclusion
- ensuring that new starters are aware of HAPs and our reasonable adjustments policy at induction
- sharing employee experiences via internal communications channels
- providing regular updates and resources on the intranet
- tracking line manager participation in training and collaborating with HR Business partners to ensure that reasonable adjustment needs are being met, and
- regularly reviewing this framework to ensure that it continues to meet the needs of our employees, members and wider stakeholders.

Delivering confidence

We are RICS. As a member-led chartered professional body working in the public interest, we uphold the highest technical and ethical standards.

We inspire professionalism, advance knowledge and support our members across global markets to make an effective contribution for the benefit of society. We independently regulate our members in the management of land, real estate, construction and infrastructure. Our work with others supports their professional practice and pioneers a natural and built environment that is sustainable, resilient and inclusive for all.

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Candidate support
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[rics.org](https://www.rics.org)