

[RICS launches new guidance to supplement Rules of Conduct Rule 4](#)

2 years ago



[RICS'](#) Rules of Conduct Rule 4 states that members and firms must treat others with respect and encourage diversity and inclusion. RICS has launched ['Developing an Inclusive Culture' —guidance developed with the help of RICS members and DEI experts](#) to reflect good practice in encouraging diversity and inclusion.

The guidance aims to support members and firms by illustrating good practice in six areas:

- inclusive spaces
- inclusive recruitment
- inclusive policies
- inclusive culture
- everyday life at work
- career progression

Diversity, equity and inclusion (DEI) is a priority for RICS and the wider profession — the sector needs to attract and retain the best talent, regardless of gender, race, disability, neurodiversity, class or socio-economic background, religion, sexual orientation or age. Firms with a diverse workforce demonstrate greater creativity, innovation and efficiency, which are essential qualities in a fast-changing world. They also need staff who reflect the communities they serve if they are to be credible and understand the issues faced by those communities.

The guidance will equip RICS professionals globally with the skills and knowledge to deliver better outcomes for their stakeholders and the wider public, promoting ethics and professionalism for the public

advantage. It particularly aims to support SMEs and sole practitioners by providing access to valuable specialist advice, essential tools, and resources to develop sustainable, up-to-date DEI practices.

In delivering this guidance, RICS is expanding the support available to members and firms to help shape an inclusive profession where everyone can thrive, realise their potential and deliver positive social impact.