

**We are artists, academicians, friends,  
makers, caretakers, cocktail shakers,  
restorers, storers, story-tellers, curators,  
archivists, advocates, fundraisers,  
fun-raisers, collectors, communicators,  
creatives, fans, students, wise owls and  
fresh thinkers in the heart of London.**

**RA**

**Welcome to the  
Royal Academy of Arts**

# Who we are

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*As an artist-led and practice-centred academy, we have played a pivotal role in advancing contemporary artistic practice since 1768.*

There is no other art organisation in the world quite like the Royal Academy of Arts, we are a dynamic body of eminent practising artists and architects; a leading academy of practitioners, teachers and students; a world-renowned curator of ground-breaking exhibitions; and the custodian of a unique collection of art and architectural works.

- We are an intriguing mix of old and new
- We are proud of our legacy but forward-thinking
- We are deeply respectful of our heritage but constantly working to confront, challenge and create anew
- We are committed to our founding mission but perpetually evolving
- We are a living academy

# Our culture

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*Our work together here is a two-way partnership. Through investment in employee awareness, training and development (with workshops such as Unconscious Bias, LGBTQ+ Awareness, Bystander, Inclusive Language, and Mental Health First Aid training, to name but a few), we strive to create an inclusive, collegiate work environment, which offers meaningful, professional careers.*

To enable this, we ensure that every employee has a voice and a way to be heard at all levels throughout the organisation. We achieve this through staff-led initiatives such as our LGBTQ+ Employee Affinity Group, our EDI Working Groups and the RA's Employee Council.

We want our employees to feel appreciated, supported and fulfilled in their role. We aspire to do this by:

- Asking for their views and input
- Listening to them
- Trusting them to deliver their role
- Thanking them for a job well done
- Keeping them up to date with what's happening
- Providing opportunities for growth and progression
- Supporting them through life's ups and downs

# We offer great benefits...

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## Health & Wellbeing

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Virtual Private GP and Second Medical Opinion Service

Taxis home for anyone finishing after 11pm

£50 voucher towards glasses for VDU users

Enhanced Holiday – 25 days

3 additional days leave at Christmas for all staff

Cycle to Work Scheme

EAP – advice line, online portal and face to face counselling sessions

Volunteering opportunities

Agile Working Policy

Mental Health First Aiders

## Financial

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Enhanced Pension Scheme: Employee pays between 3%–6% with a 5%–10% employer contribution

Season Ticket Loans

Give as You Earn Scheme

Staff Discounts in Café and Shop on site at the RA

Reciprocal Agreements with other galleries

Benefits Hub – online discounts on a range of travel, retailers & experiences

# ...and even more great benefits

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## Family

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Life Insurance 3x salary

Special Leave for last minute emergencies

Enhanced Maternity, Paternity and Shared Parental Leave benefit

Compassionate Leave

Free entry for friends and family into RA exhibitions

Day off to move house

2 days leave for your marriage or civil partnership celebrations

## Culture, Social & Development

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Free access into all RA exhibitions

Curator-led talks, and other talks & events for staff

RA Choir, RA Netball Club, Craft Club

LGBTQ+ staff network

RA Staff Council

Thirsty Thursday Social

RA Staff Breakfasts

Annual RA Party – the phenomenal social event of the year!

Leadership Training and Basic Skills Courses

Race Equity & Inclusion Training

Access to the Apprentice Levy and other funding for development courses

# Our mission and values

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## Our mission *Why we matter*

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**We promote creativity and the practices of art and architecture; we engage the widest possible public with the creation, enjoyment and understanding of the arts through exhibitions, learning and the exchange of ideas**

## Our values *Who we are*

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**Forever creative  
Fiercely independent  
Unapologetically excellent  
Belonging to all  
Ethically grounded**

**Royal  
Academy  
of Arts**