

Equality, Diversity, and Inclusion Statement

Introduction

The National Centre for Accessible Transport (ncat) embeds equality, diversity and inclusivity, aiming to ensure that all its operations and research activities are conducted in an open, inclusive, and equal environment. This commitment is central to our values and integral to the success of our organisation. Our values are clear and include:

- **Disabled People's Voices:** Our work starts and ends with disabled people, and we amplify their voices in all decision-making.
- **Collective Strengths:** We are a collective and we play to our respective strengths, respecting each other's expertise.
- **Collaborative Leadership:** We work collaboratively, with shared leadership, respectful of all opinions and positions.
- **Research and Evidence:** We place a premium on research and evidence, not assumptions, to demonstrate good practice and deliver impact to influence policy.
- **Agility and Innovation:** We are agile, innovative, and ready to lead change.

Our Commitment to Equality, Diversity, Inclusion and Equity

ncat's mission is to work with disabled people to influence the transport sector and shape the future to ensure that all travel systems are accessible for disabled people. It does this by providing evidence derived from research that can be used to influence policy and practice. To achieve this, we embed an environment that embraces equality, diversity, inclusivity, and equity at the core of all our business operations and research activities. We recognise the importance of

intersectionality, understanding that various social identities overlap and create unique experiences and challenges, particularly for disabled individuals. In line with our commitment:

Equality: We strive to provide equal opportunities for all, ensuring that everyone has access to the same opportunities and is treated with fairness and respect.

Diversity: We recognise and value the diverse backgrounds, perspectives, and experiences of our ncat community, believing that this diversity enriches our work and enhances our ability to serve our stakeholders effectively.

Inclusion: We foster an inclusive environment where everyone is valued, respected, and able to contribute to their fullest potential.

Equity: We work to promote the equality and inclusion of those who have been marginalised or excluded by actively seeking to recruit disabled people (and people from other minoritised groups). We also actively promote the work of disabled experts and organisations and prioritise commissioning services from them where relevant. We are committed to implement and maintain inclusive practices and policies that foster an environment where everyone can thrive and be successful.

Social Model of Disability

In addition to our general equality, diversity and inclusivity values, we also adopt and actively promote the social model of disability, which recognises that disability is created by barriers in society rather than by an individual's¹ impairment. This model focuses on identifying and removing these barriers to create a more accessible and inclusive environment. In line with our commitment:

- We will continuously review and improve our facilities, resources, and services to ensure they are accessible to everyone in all our business operations and research activities.

¹ By disability, we refer to anyone experiencing access barriers due to an impairment, even if they don't identify as 'disabled'. This includes people who are D/deaf, neurodivergent, chronically ill, have a mental health condition, age-related impairments, and both visible and non-visible impairments.

- We will offer support and advocacy for individuals facing barriers to inclusion, working collaboratively to address and remove these barriers.
- We will provide regular training and raise awareness about equality, diversity, and inclusion to ensure that our staff and stakeholders understand and embody these values, updating this as new thinking and understanding emerges.

Overall, our policies and practices are designed to promote equality, eliminate discrimination and barriers, and actively include underrepresented groups.

Monitoring and Review

We regularly monitor and review our Equality, Diversity, and Inclusion commitment to identify areas for improvement. The Board and the Leadership Team (LT) will review every year to ensure it aligns with our strategic goals and industry best practices. Additionally, feedback from internal and external stakeholders is actively sought and valued in this process.

Useful contact

If you want to reach out to us, [please send an email to: info@ncat.uk](mailto:info@ncat.uk)

What is Equality, Diversity, Inclusion and Equity?

Equality means equal rights and opportunities are afforded to all. The Equality Act 2010 in the UK protects those with protected characteristics from direct and indirect discrimination, harassment and victimisation in services and public functions, work, education, associations and transport.

Diversity refers to the demographic differences within a group, often at the team or organisational level. It includes characteristics protected under the UK law such as: age, disability, gender reassignment,

marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Inclusion is about people having equal access and respect so they can participate on the same terms and as easily as everyone else. It can also often be defined as the extent to which everyone at work or in an organisation feels valued, accepted, and supported, regardless of their background.

Equity refers to fairness and justice, distinct from equality. While equality means giving the same to everyone, equity recognises that people have different starting points and requires adjustments to address these imbalances. As a learning organisation, we recognise this is an ongoing process of identifying and overcoming both intentional and unintentional barriers created by bias or systemic structures.

Useful links

1. <https://www.gov.uk/guidance/equality-act-2010-guidance>
2. <https://www.gov.uk/discrimination-your-rights>
3. <https://www.disabilityrightsuk.org/resources/equality-act-and-disabled-people>

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