

National Centre for Creative Health (NCCH)

Equality, Diversity, Inclusion & Belonging (EDIB) Policy Statement



Registered Charity No. 1190515

Statement updated July 2025

EQUALITY, DIVERSITY, INCLUSION AND BELONGING POLICY STATEMENT

(This will be made available on the 'Organisational Documents' page of the NCCH website and a shortened version - highlighted in bold - available within advertised recruitment descriptions on the NCCH website)

The National Centre for Creative Health (NCCH) is committed to promoting equality diversity, inclusion and belonging, providing an inclusive and co-operative environment in which all individuals working for and on behalf of the organisation feel respected and able to give of their best.

NCCH is committed to reflecting and representing the diversity of the UK and to equal opportunities in employment. The policies and practices of NCCH aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people. At the heart of everything we do, we seek to treat people fairly and with dignity and respect.

We will take every possible step to ensure that no person working at NCCH, seeking employment with us, or any member of associated personnel (trustee, and freelance, contracted workers, temporary staff, patrons and volunteers) will receive less favourable treatment (direct discrimination) or will be disadvantaged by requirements or conditions that cannot be shown to be justifiable (indirect discrimination) on the grounds of their:

- race,
- colour,
- nationality,
- ethnic origin,
- religious or political belief or affiliation,
- trade union membership,
- age,

- health,
- gender,
- gender reassignment,
- marital status,
- parental status,
- pregnancy and maternity,
- caring responsibilities,
- sexual orientation,
- disability,
- socio-economic background,
- educational background,
- ex-offender status,
- or any other inappropriate distinction.

NCCH also understands unlawful discrimination also includes indirect discrimination claims which can be made by individuals who are not directly within the protected characteristics above but who suffer the same disadvantage as those who are.

As an employer, NCCH will:

- promote diversity, equality, inclusion and belonging for persons working for and on behalf of NCCH and value input from individuals and groups of people from diverse cultural, ethnic, socio-economic and other distinctive backgrounds.
- promote fair and equal treatment for employees and associated personnel in fulfilling their potential, ensuring that no individuals or groups of people are afforded unfair privilege within the working environment.
- treat all members of staff and associated personnel fairly and equally, irrespective of their length of service, status and number of hours worked.
- challenge discriminatory practice and less favourable treatment, wherever this is identified.
- undertake positive action, wherever possible, to encourage greater participation of under-represented groups of people across the organisation.
- promote an environment free from discrimination, victimisation or bullying in any way or form in relation to all employees, associated personnel, and service users of the organisation.
- regard breaches of NCCH's Equality, Diversity, Inclusion and Belonging Policy as misconduct which may lead to disciplinary action.
- keep under review all employment practices and procedures to ensure fairness.
- take positive steps to ensure that the policy is known to all employees, associated personnel, and potential employees.
- ensure that equal opportunity is embedded in all our policies, procedures, day to day practices and external relationships.

Equal opportunities in employment

As an applicant, you can be assured that NCCH will take positive steps to ensure:

- Job descriptions and associated conditions relate to the particular job, define the qualifications, experience and other skills required in the post, and only include those factors which are necessary and justifiable in terms of objective criteria for the satisfactory performance of the job.
- All applicants are treated equally and fairly throughout the recruitment and selection process.
- All decisions are made in line with this Equality, Diversity, Inclusion and Belonging Policy and Action plan and our assurance of equal opportunities in employment, and safer recruitment policies and according to the job and skills requirements for the post.

Positive about disability

We value and encourage diversity in our workforce and are committed to promoting equality, inclusion, belonging and eliminating discrimination.

As an employer, we are aware of our obligations under the Equality Act 2010 and (Amendment) Regulations 2023 and Disability Discrimination Act (DDA) and are committed to offering support and making reasonable adjustments to allow full participation in the interview and recruitment process, and to adjust working conditions to support members of staff once employed and during the duration of their employment, to enable them to fully participate on an equal basis with other workers.

It is important that you let NCCH Director, Alex Coulter, know of any access requirements you have (alexandra@ncch.org.uk). NCCH will consider information you give us and work with you to develop reasonable adjustments. Examples include: changing the timing of interview, providing equipment or assistance throughout the process e.g. a reader or scribe.

Employment monitoring

We would like to encourage all applicants to complete our Equality, Diversity, Inclusion and Belonging monitoring form at the start of a job application so that we can assess our performance.

Data submitted to this form is anonymous and will be kept confidential at all times and in accordance with GDPR. It will not be accessible to anyone outside of the NCCH staff team and will be used to monitor the effectiveness of our employment policies so that we can improve where required. This information will be used for statistical purposes only and applicants will not be identified in any way.