National Centre for Creative Health (NCCH)

Equality, Diversity, Inclusion & Belonging (EDIB) Statement

Registered Charity No. 1190515

Statement updated October 2026

OUR COMMITMENT

The National Centre for Creative Health (NCCH) is committed to equality, equity, diversity, inclusion and belonging in everything we do.

We want NCCH to be an organisation in which people are treated with dignity and respect, are able to participate fully, and feel that they belong. We want our work, relationships and influence to reflect and respond to the diversity of the stakeholders, communities, and wider society we seek to serve.

We recognise that people have different experiences, needs, identities, resources and opportunities. Treating everyone in exactly the same way does not always create fair access or fair outcomes. Our approach therefore goes beyond equal treatment to a more equitable approach that actively considers and addresses barriers people may experience.

This EDIB Policy Statement describes what NCCH believes and commits to. Our EDIB Procedural Policy describes how those commitments are put into practice, and our EDIB/Creating Change Action Plan sets out the specific priorities, actions and measures through which NCCH seeks to make progress.

OUR LEGAL RESPONSIBILITIES

As an employer and charity, NCCH will comply with applicable equality, employment, human rights, safeguarding, data protection and charity law, including the Equality Act 2010. When working with public authorities, including local authorities, government departments and NHS organisations, NCCH will recognise and support the principles of the Public Sector Equality Duty and will seek to ensure that equality, diversity, inclusion, belonging and human rights are appropriately considered in the design, delivery and evaluation of our work.

We do not unlawfully discriminate, harass or victimise people on the basis of the protected characteristics recognised by the Equality Act 2010:

- age;

- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including colour, nationality and ethnic or national origin;
- religion or belief;
- sex; and
- sexual orientation.

NCCH is committed to offering support and making reasonable adjustments to allow full participation for disabled people participating in NCCH's work. We will also take proactive and proportionate steps to prevent sexual harassment and to create safe and respectful environments.

We will also take appropriate steps to prevent discrimination, harassment and victimisation, for those who are not directly within the protected characteristics above but who suffer the same disadvantage as those who are.

Our legal responsibilities provide a minimum standard. Compliance is our floor, not our ceiling. This paragraph used to reflect this message will be used 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 equitable 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.

More information on how we support equality of opportunity and lawful positive action, including equal opportunities in employment, can be found in our EDIB Procedural Policy, which sets out how we put into practice and discharge the overall aims and commitments outlined in this statement.

OUR WIDER COMMITMENT TO EQUITY

Our commitment to equity extends beyond the protected characteristics in the Equality Act.

We will seek to understand and address barriers associated with factors including socio-economic circumstances, educational background, caring responsibilities, geographic inequalities, digital exclusion, access needs, health inequalities and other circumstances that may affect people's ability to participate, contribute or belong.

Where appropriate and lawful, we will use positive action, targeted outreach, reasonable adjustments and other proportionate measures to address disadvantage, under-representation or particular needs.

INCLUSION AND BELONGING

We want people who work with us, contribute to, participate in, engage, and represent or act on behalf of NCCH to feel welcomed, respected, listened to and able to contribute.

We will seek to make our meetings, events, resources, communications and ways of working accessible and inclusive. We will consider barriers to participation and, where possible, remove or reduce them.

We recognise that inclusion is not simply about who is present. It is also about whose knowledge and experience is valued, who has influence, who makes decisions and who feels able to challenge, contribute and belong.

OUR ROLE IN CREATING CHANGE

As the National Centre for Creative Health, our commitment to EDIB extends beyond our own organisation.

We recognise that inequity can be created or reinforced by structures, systems, practices and unequal distributions of power. We therefore seek to use our influence, resources, relationships and convening role to help challenge inequity within creative health.

We will seek opportunities to:

- listen to people and communities whose experiences and perspectives are under-represented;
- work collaboratively and through co-production;
- value lived experience and expertise alongside professional and academic knowledge;
- support participation by people and organisations who may face barriers to inclusion;
- improve representation and belonging within our own organisation and across the creative health sector;
- create opportunities for dialogue, challenge, learning and shared action; and
- use our strategic influence to support wider change.

We recognise that our role is not to have all the answers. We are committed to learning from others, listening to challenge and changing our practice when evidence or experience shows that we need to do so.

LEARNING AND ACCOUNTABILITY

EDIB is an ongoing organisational responsibility, not a one-off agenda. We will regularly review our policies, practices and organisational culture and seek feedback about people's experiences of working with and engaging with NCCH.

We will use proportionate equality and equity impact assessment to help us identify potential barriers, disadvantage and unintended consequences when developing significant policies, programmes, events, resources and decisions.

The Board of Trustees and NCCH leadership are responsible for ensuring that EDIB remains embedded in the organisation's governance, decision-making and work.

Our EDIB Procedural Policy sets out how these commitments are implemented, and our EDIB/Creating Change Action Plan sets out the actions through which we seek to make progress.

We will be open about what we learn, including where we do not get things right, and will seek to improve our practice over time.

NCCH believes that the values of creative health should be reflected not only in what we advocate for, but in how we work together, how we use our power and resources, and how we engage with the people and communities around us.