



EQUALITY, DIVERSITY AND INCLUSION AT THE NATIONAL COMPOSITES CENTRE ANNUAL REPORT



INTRODUCTION TO THE NATIONAL COMPOSITES CENTRE

OUR PEOPLE STRATEGY

Our vision is to be the world-leading authority on composites, bringing together and developing the best minds and the best technologies, to solve the world's most complex engineering challenges.

To deliver this vision, we strive to create an innovative, entrepreneurial and inclusive culture with highly motivated and engaged teams that enable people to perform at their best.

Our equality, diversity and inclusion (EDI) vision is about respecting difference, valuing potential, and leading an innovative and diverse future.

Ownership

We empower all National Composites Centre (NCC) employees to embody the responsibility of being allies and demonstrate positive behaviour to cultivate an inclusive environment. The Senior Leadership Team is wholeheartedly supportive and committed to EDI. Tim Rose, Chief Finance and Operations Officer, has been appointed as the member of the Senior Leadership Team to drive the plan forward, with delegated responsibility of specific actions across the HR Team and other nominated stakeholders within the NCC.



EDI AT THE NCC – 2022/2023 ACTIVITIES

We have made great progress during 2022 and 2023 driving our EDI agenda forward. Key activities have included developing an understanding of our workforce demographics, how our employees view inclusivity at the NCC, and ensuring policies and infrastructure enable our EDI activities.

Inclusivity in Innovation Charter – Established February 2022

We're proud to have signed the Catapult Network's Inclusivity in Innovation Charter, recognising that equality, diversity and inclusion lead to better decisions, better innovation, and makes our working life more rewarding and more productive.

EDI Audit of Demographic and Inclusivity Items

The NCC worked closely with a diversity and inclusion consultancy to undertake a holistic review of our diversity demographics, EDI activities, policy and practices, and understand our employees view of our culture.

Inclusivity and Affinity Groups

The NCC has developed a network of individuals who are passionate and enthused by EDI. These EDI ambassadors come together regularly to feedback on initiatives, call for action and are trusted advisors when formulating the EDI roadmap. We have also established four affinity employee networks: Women's Led, Embrace (race, nationality and religion), PRIDE+ Allies, and Neurodiversity. These act as a support network of advisors and change makers for NCC policy and practice.

Education and Awareness Sessions

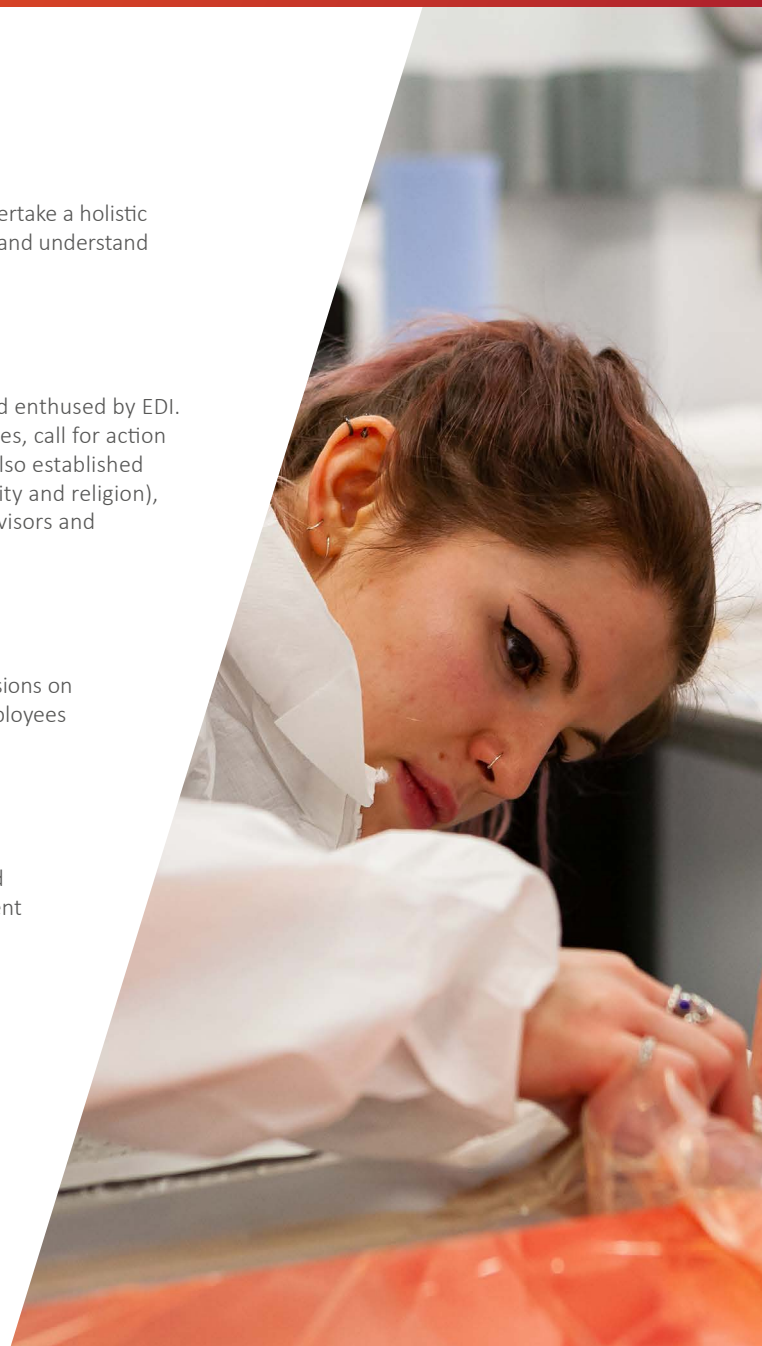
A calendar of events has been created, introducing virtual awareness sessions on EDI and wellbeing. There is an ongoing development of resources for employees to call upon for education and for support.

Gender Pay Report

The NCC is committed to decreasing the gender pay gap year on year, and our ambition is to ultimately eradicate the gender pay gap. Our most recent gender pay gap report can be found on [our website](#).

Knowledge Sharing

The NCC has connected with other centres across the High Value Manufacturing Catapult and University of Bristol to share best practice, and have the opportunity to collaborate on actions and initiatives.



AREAS OF FOCUS FOR 2023/2024

Having reflected on the progress we have made over the last 10 years as an organisation, we are now developing a roadmap for the future. This involves analysing our current landscape, identifying key focus areas and formulating tangible actions that will impact Equality, Diversity and Inclusion.



POLICIES AND INFRASTRUCTURE

Objectives

- Collate and analyse EDI statistics of the NCC alongside external benchmarks on a regular basis to assist with understanding landscape and drive future initiatives.
- Ensure policies and processes are in place to promote and enable EDI.
- Detailed communications plan to raise awareness of EDI at NCC.

Action / Measures

- Measuring key metrics to analyse EDI across the organisation.
- Survey the workforce on inclusivity in the NCC.
- Legislative reporting, including Gender Pay reporting, analysis of progress year on year.
- Continually review and update policies and processes to support and guide all employees at NCC.
- Regular communications on EDI activities to encourage personal accountability and participation.
- Continually explore best practice of our activities and roadmap with Catapult Network and University of Bristol.



BUILDING AN INCLUSIVE CULTURE

Objectives

- Continue EDI commitment from Senior Leadership Team with regular review and feedback on our EDI objectives.
- Equipping individuals with the knowledge and awareness to act on EDI.
- Develop and nurture employee networks within the NCC and our Catapult Network to inspire and encourage everyone to bring their whole self to work.

Action / Measures

- Dedicated Senior Leadership lead for EDI.
- EDI training programme for all employees, including specific modules on inclusive leadership for managers and the Senior Leadership Team.
- Build a programme of events and resources for individuals to access to help build awareness.
- Create and embed employee affinity groups, with champions and ambassadors discussing barriers and opportunities for protected groups across NCC.
- Sharing best practices across the Catapult Network and University of Bristol.



EQUALITY OF OPPORTUNITY AND INCREASING DIVERSITY OF THE NCC TEAM

Objectives

- A holistic review of recruitment and selection policy and process within the NCC, for both external hires and internal progression, to ensure and promote inclusivity and accessibility throughout employee lifecycle.
- Target outreach and careers events to promote the NCC in under-represented groups.

Action / Measures

- Work with diversity and inclusion consultancy to understand best practice of policy and implement recommendations.
- Become a Disability Confident Employer.
- EDI training programme for all employees, including specific modules on inclusive leadership for managers and the Senior Leadership Team.
- Seek advice on recruitment campaigns to help promote the NCC with under-represented groups.




INSPIRING FUTURE GENERATIONS

Objectives

- Continue development of our Science Technology Engineering and Math (STEM) strategy, promoting internal and external learning activities to encourage the development of female engineers.

Action / Measures

- Sharing best practices across the Catapult Network and University of Bristol.
- STEM strategy and a programme of engagement activities to attract and educate female students.

Our EDI Roadmap at the 		Measures of Success	Inclusivity in NCC	Growing Diversity			Building a better future	
			% of staff who feel that NCC is an 'inclusive' place to work	Promoting diversity through career progression reflective of NCC population	Diversity of external new hires is higher than industry average	Diversity of NCC Leadership Team and Board is higher than industry average	Increase number of individuals from Under-represented backgrounds recruited onto NCC skills programmes	Increase number of children who we have inspired to pursue STEM subjects
Policies and Infrastructure	Monitoring of employee demographic data and to continually review our EDI Roadmap			★	★	★		★
	Ensure policies and processes are in place to promote and enable EDI		★	★	★	★	★	
	Detailed communications plan to embed EDI		★					
Building an inclusive culture	Learning and development programmes to educate on equality and equip individuals to act		★					
	Leadership		★					
	Employee Inclusivity and Affinity groups to help support EDI in the NCC		★					
Equality of opportunity and increasing diversity	Review current recruitment processes ensuring equality of opportunity		★	★	★	★	★	★
	Learning and development programmes to equip hiring managers, and help individuals to grow		★	★	★	★		
	Outreach/events to promote NCC		★		★	★	★	★
Inspiring future generations	STEM Programme			★	★			★

EVALUATION, GOVERNANCE AND CONTINUAL MONITORING

The measures detailed in our EDI plan will be regularly evaluated and monitored by the NCC to ensure their full commitment and to highlight any opportunities for improvement.

This monitoring will be led by the EDI Lead, and supported by the Head of HR, the HR team and the Senior Leadership Team.

People data will be analysed on an annual basis, along with legislative reporting of gender pay and equal pay. Reports will be published on the NCC website.

