



EDI AT THE NCC ANNUAL REPORT **2023 / 2024**



**NATIONAL
COMPOSITES
CENTRE**

INTRODUCTION

At the NCC, we strive to create an innovative, entrepreneurial and inclusive culture with highly motivated and engaged teams that enable people to perform at their best.

We empower all NCC employees to embody the responsibility of being allies and demonstrate positive behaviour to cultivate an inclusive environment. The Senior Leadership Team have fully endorsed and are committed to equality, diversity and inclusion (EDI). Tim Rose, Chief Operations Officer, has been nominated as the member of the Senior Leadership Team to take the plan forward, with delegated responsibility of specific actions across the HR Team and other nominated stakeholders within the NCC.

NCC VISION

A pioneer of industrial transformation, growing our impact by delivering a range of innovations to create a sustainable, production and resilient future.

NCC MISSION

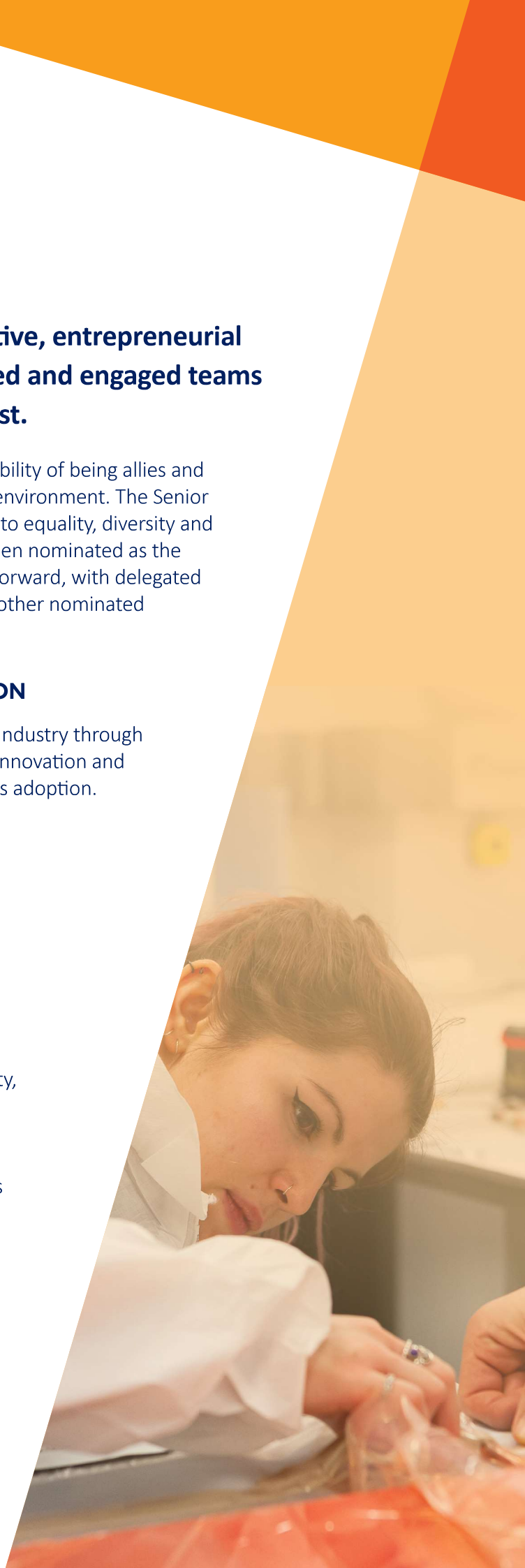
Transforming Industry through collaborative innovation and accelerating its adoption.

OUR EDI VISION

Respecting difference, valuing potential, and leading an innovative and diverse future.

INCLUSIVITY IN INNOVATION CHARTER

We're proud to have signed the [Catapult Network's Inclusivity in Innovation Charter](#), recognising that equality, diversity and inclusion leads to better decisions, better innovation, and makes our working life more rewarding and more productive. We continue to ensure our EDI roadmap and actions are aligned with the commitments we have made, and have worked hard to create spaces to share best practices across the catapult network.



EQUALITY, DIVERSITY AND INCLUSION AT THE NCC

2023/2024 ACTIVITIES

Building on the progress we made during 2022 and into 2023, we are pleased with the continued progress we have made over the past year in driving our EDI actions.

Key activities have been the continuous review and embedding of our policies and processes, the evolvment of our affinity employee networks and the impact on awareness they have made through their networks, and the consistent approach to education to increase awareness of EDI topics.

EDI INCLUSIVITY SURVEY

We found great insight in the inclusivity survey undertaken in 2022, and so we made the decision to make this an annual activity to understand employees' views on our inclusive culture through the lens of the different communities that make up our workforce. The outputs of this activity were once again incredibly insightful. We saw significant shifts in positive responses against the items prioritised in our EDI roadmap, including training and awareness, leadership and EDI strategy. The outputs of the survey have helped us shape the next year of activities to ensure we are addressing the most important areas for our staff.

INCLUSIVITY AND AFFINITY GROUPS

Our four affinity employee networks: Women's Led, Embrace (race nationality and religion), PRIDE, and Neurodiversity, have now been established for a year. These act as a support network of advisors and change makers for NCC policy and practice and have been key advocates in continuing the discussion on building our inclusive culture. The affinity employee networks have held various events to raise awareness of allyship, educate on culture, and highlight any challenges they face in their community. They have helped shape policy and practice within NCC, including our Bullying and Harassment policy, recruitment process and toolkit, and an inclusivity toolkit.



EDUCATION AND AWARENESS SESSIONS



A calendar of events has been created, introducing virtual awareness sessions on EDI and wellbeing. An important output of our inclusivity survey showed that the next phase of our roadmap should focus on equipping individuals with skills to be able to act. With this in mind, we have hosted events with the affinity employee networks to highlight the importance of allyship, with tangible take aways for employees; introduced active bystander training and inclusive leadership for employees and managers; and developed an inclusion toolkit, with practical guidance and thoughts for all NCC to use to build an inclusive culture for all.

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. It is positive to see the decrease in our gender pay gap over the past two years and we are working hard to ensure this is consistent and we maintain this trajectory. Our most recent gender pay gap report can be found on [our website](#).

KNOWLEDGE SHARING



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

AREAS OF FOCUS FOR 2024/2025

As mentioned we have made great progress against our EDI roadmap and want to continue to drive our agenda forward. 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 the NCC.

Action / Measures

- Measuring key metrics to analyse Diversity and Inclusion across the organisation.
- Annual survey of the workforce on inclusivity in the NCC, and measure our progress on responses.
- Legislative reporting, including Gender Pay reporting, analysis of progress year on year.
- With the support of our affinity groups, 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 the catapult network and the University of Bristol.



BUILDING AN INCLUSIVE CULTURE

Objectives

- Equipping individuals with the knowledge and awareness of what is an ally, and the skills to act on EDI.
- Develop and nurture the affinity groups within the NCC and our Catapult network to inspire and encourage everyone to bring their whole self to work.
- Continue EDI commitment from Leadership team with regular review and feedback on our EDI objectives.

Action / Measures

- EDI training programme for all employees, including specific modules on active bystander, allyship in action and inclusive leadership.
- Build resources for individuals to access to promote allyship actions, and equip employees with supporting communities in the workplace.
- Continue to work with the affinity groups to create spaces to discuss barriers and opportunities for protected groups across NCC, as well as advocate the importance of allyship.
- Sharing best practices across the Catapult Network and University of Bristol.
- Regular updates with SLT on EDI activities and focus areas.



EQUALITY OF OPPORTUNITY AND INCREASING DIVERSITY OF THE NCC TEAM

Objectives

- A holistic review of our internal progression and reward, to ensure and promote inclusivity and accessibility throughout employee lifecycle.
- Establish mentoring programme to allow equal opportunity for all to develop in NCC.
- Deliver guidance on inclusive recruitment for hiring managers.

Action / Measures

- Work with internal stakeholders to develop clear guidance on our career progression and reward processes.
- Implement a mentoring programme allowing access for all to develop their careers and promote through means such as the affinity groups.
- EDI training programme for all employees, including specific modules on inclusive recruitment and unconscious bias.
- Deliver inclusive recruitment toolkit, a practical guide for hiring managers and transparency on the recruitment process for all employees.



INSPIRING FUTURE GENERATIONS

Objectives

- Continue development of our 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.



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 Equality, Diversity and Inclusion 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.

SUMMARY

We are incredibly pleased with the progress we have made, but we recognised there is much more to do.

We understand and impress the need to continually review and gather feedback from the organisation. We have updated our roadmap for next year with new initiatives and actions and look forward to reporting back with further progress next year.

