

Equality Impact Assessment (EQIA) - RCOT annual conference 2027.

RCOT's Annual Conference will be held at Liverpool's Adelphi Hotel, a grade 2 listed building. It is a short distance from the main train station, and a range of accommodation is available at either the hotel or nearby. This assessment considers the factors that can impact on people's ability to access and experience the conference and outlines measures taken to support accessibility and inclusion.

Potential equality impacts considered

The characteristics listed below are protected under the Equality Act 2010 and are included to support consistent consideration of potential differential impact.

Age	☐
Disability (including physical, sensory, learning disabilities, long-term conditions and mental health)	☒
Gender reassignment / gender identity (including transgender and non-binary people)	☒
Marriage and civil partnership	☐
Pregnancy and maternity	☒
Race (including ethnicity, nationality and national origin)	☐
Religion or belief	☒
Sex	☐
Sexual orientation	☐

Other relevant inclusion considerations

Caring responsibilities (including unpaid carers)	☒
Socio-economic circumstances (e.g. income, housing insecurity, financial hardship)	☒
Neurodivergence (e.g. autism, ADHD, dyslexia)	☒
Digital access and/or digital confidence	☐
Language, literacy or communication needs	☐

Health conditions not meeting the legal definition of disability	☒
Geographical location (e.g. rural or remote access)	☒

Measures taken to support inclusion and accessibility.

1. There will be a dedicated conference entrance and check in that will be accessible for all attendees.

Ramps will be in place throughout the duration of the event; there will be a 10-15 minute transition period, or a refreshment break between sessions, to support people who require more time to move between sessions and there will be held spaces in the main events.

2. Rooms will be available to accommodate attendees who are pregnant, breastfeeding or require a quiet space.
3. There will be access to a prayer /faith room.
4. There will be clear signage to quiet spaces, accessible ramps and toilets.
5. Gender-neutral toilet will be available during the conference to support inclusive access for all attendees
6. The lift to bedrooms has limited accessibility for some wheelchairs. Alternative accessible accommodation at a nearby hotel will be offered at the same rate.
7. Catering can meet different requirements.
8. Reduced fees for qualifying attendees are in place and online options available for those members who cannot attend in person.

Please contact hello@rcot.co.uk if you have questions about your individual accessibility or inclusion requirements.