Independent Disability Advisory Group

January 2018
Making London more accessible and inclusive

Transport for London (TfL) has an Independent Disability Advisory Group (IDAG) that helps shape our work to keep the Capital moving, working and growing.

Its advice is invaluable as we are committed to making London more accessible and inclusive for everyone.

The seven members are appointed for their professional expertise and extensive knowledge of disability access, transport and customer service. Each one has experience of living with disability, whether it is sensory or mobility impairments, mental health or specific learning difficulties. The members are not employed by TfL or the Greater London Authority (GLA) to ensure the group’s independence.

IDAG provides strategic and practical advice. It evaluates and influences our strategies, policies, services and projects, highlighting where change is needed. It feeds into our Diversity and Inclusion governance structure, ensuring that we continue to consider accessibility and inclusivity in our work.

Joanna Wootten
Chair

Joanna is an age, disability and inclusion expert who lives in London and uses public transport most days.

She believes everyone should have access to public transport and maintains that if you get it right for disabled people, you get it right for all passengers, including older people and families with young children.

As a consultant, she helps organisations think strategically about the needs of their disabled customers and employees. She has worked with the Sainsbury’s customer experience team for three years, providing advice, conducting research, running focus groups and managing trials. She introduced disability customer standards across the business and has developed award-winning training films.

Joanna, who worked as a solicitor before joining the charity sector, has held senior roles including deputy and acting CEO of SignHealth and director at the Business Disability Forum. She has just completed an MSc in gerontology at King’s College London.

Staynton Brown
Director of Diversity and Inclusion

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There are currently 72 step-free Underground stations

Agnes has spent more than 20 years championing equality, diversity and inclusion in the public, private and third sectors.

During the past 10 years, she has provided training and consultancy services to more than 100 organisations as an independent consultant and as associate of Disability Rights UK, the Equality Challenge Unit and Goss Consultancy Ltd.

Previously, she conducted a statutory independent review for the Equality and Human Rights Commission in 2013-14 and worked for the Disability Rights Commission until it closed in 2007. Her final role there was as Director of Policy and Communications.

Agnes specialises in employment and co-authored the Cabinet Office research report ‘Tackling disability and health-related barriers to progression within the Civil Service’.

Previously vice-chair of Radar (now Disability Rights UK), Agnes has been a trustee of three other charities. She is currently a governor at her local primary school.

Championing equality, diversity and inclusion in the public, private and third sectors
Esther Leighton

Esther co-founded Towards Equality, a company that provides disability equality training for universities, businesses, charities, schools and the wider community.

She has been working to influence local and national policy on behalf of disabled people since 2005. This has included reviewing town transport networks and advising on improvements to encourage more disabled people to use public transport.

Esther wants all disabled people to have equal opportunities and access as part of a more inclusive society, a belief that was further fuelled while Esther was studying psychological and behavioural sciences at Cambridge University. She co-founded the Cambridge Disabled Students’ Campaign and was heavily involved in advocating for disabled students’ rights, including obtaining extended study, accessible transport and paid support.

She is researching children’s early mobility, and how movement affects thinking, with the aim of influencing healthcare policy.

All disabled people should have equal opportunities and access as part of a more inclusive society.
In July 2017 Kamran was appointed CEO at Disability Rights UK, the leading charity run by people, and for people, with experience of disability or health conditions. Previously, he was CEO of Action on Disability (AoD), which provides services for disabled people and campaigns regionally for a ‘life beyond barriers’.

Kamran’s passion for equality and human rights, together with his business expertise, helped to double the size of AoD and led to important partnerships with, among others, the Lyric Hammersmith, Mencap and Mind.

With more than 20 years’ experience of the charity sector, he has designed and run equalities training for organisations including GSK and the BBC, plus housing departments and leisure industry providers. He is a board member of Inclusion London and the Lyric Hammersmith, and Chair of Candoco Dance Company.

Kamran has a thorough understanding of the mechanics of business and people management; he set up a successful finance company to help charity sector organisations meet their legal obligations efficiently.

His belief is that, with imagination, passion and the desire for equality, anything is possible and barriers faced by disabled people can, and must, be removed.

Kamran Mallick

With imagination, passion and the desire for equality, anything is possible and barriers faced by disabled people can, and must, be removed.

Assistance dogs are welcome on all our services.
Natalie Doig

Natalie has worked in disability and equality across a number of industries since 1999.

In 2002 she was Disability Coordinator for the Mayor of London’s European Year of Disabled People, helping to stage the Liberty festival in Trafalgar Square – the first disability rights and arts festival in the UK.

She has worked for the Disability Rights Commission (DRC) as Head of Access to Services and Transport. There she produced codes of practice for the Disability Discrimination Act 2005 and guidance for the housing sector on the Disability Equality Duty. She was also involved in transport campaigns.

As Head of Equality and Diversity at the Nursing and Midwifery Council, Natalie introduced its first equality strategy and was instrumental in developing a new equality impact assessment framework.

Since 2010, she has worked with the Metropolitan Police Service, CLIC Sargent, Disability Rights UK, Kingston University and Inclusion London through her own company, Hareonna Diversity.

Natalie has also worked for the Royal National Institute of Blind People, specialising in transport, streets and accessible information campaigns. She is a member of HMRC’s Charter Committee and an independent appraiser of NHS information standards.
A lifelong campaigner in the areas of human rights, equality and anti-exploitation issues, Salli has held a variety of jobs since graduating. These include working for the BBC; working as an electrical engineering technician; and as CEO of a housing co-operative.

A building surveyor by profession, she is a member of the Chartered Institute of Building and has worked in local government, including for the Greater London Council, and the Inner London Education Authority. Most recently she has been an expert witness in legal disputes for the London Borough of Hackney.

Since retiring, Salli has been involved with various third sector and campaigning groups. She was a member of the management committee of Haringey Disability First Consortium (HDFC) and Chair of its Mobility, Access, Transport and Housing sub-group (MATH). She was also a member of the Board of Trustees of Haringey Women’s Forum and is now Chair of Disabled People; 14% of Haringey, known as The 14%.

A member of both the Haringey Transport Forum and the GLA’s Inclusive Design and Access Panel (IDaAP), she is also involved in a number of campaigns to support the rights of disabled people.

Salli Booth

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Tracey is the founder of Proudlock Associates, an award-winning disability and inclusive design consultancy.

A graduate from the University of Leeds, her first job was with London Dial-a-Ride Users’ Association. Since then, she has worked in a number of large and diverse organisations, supporting them with their disability and diversity agendas including London Borough of Camden and Shaw Trust.

Between 2010 and 2014, Tracey was a member of Equality 2025, a high-level advisory group of disabled people who offered strategic advice to ministers and senior government officials.

She is a former trustee of the Association for Spina Bifida and Hydrocephalus and a member of London TravelWatch and The Chartered Institute for Personnel and Development. She is also Chair of the Brent Cross Cricklewood Consultative Access Forum and a trustee of RICA, a consumer research charity providing practical information for disabled and older consumers.

Tracey regularly contributes to national and local media debates about disability and inclusion.

We aim to make London safer and more accessible for everyone.

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