

Equality, Diversity & Inclusion Action Plan September 2023

Objective	Action Required	Person Responsible	By When	Progress Made	Further action required.
Objective 1 Understand key diversity information including families, staff team and volunteers. Ensure that representation of key communities throughout staff and volunteers is celebrated.	Collate data to form diversity information within our organisation.	HR	Jan 2024		
	Analyse recruitment and staffing data for patterns and trends	TA			
	Add analysed data on our website including age, disability, gender, and race (staff, Trustees & Volunteers)	FCM	Jan 2024		
	Identify ways to ensure job adverts reach diverse applicants and create inventory of places to advertise	HR CM's OM EDI Lead	Aug 2024		
Objective 2 Continue to support staff in their understanding and promotion of EDI	Identify any relevant EDI training for staff as part of their CPD and that can form part of the induction process	EDI Trustee EDI Lead	Aug 2024		
	Identify content that can be created and added into our Dingley Promise Induction Programme.	EDI Lead EDI Trustee Training Team	July 2024		
	Develop an awareness of the range of activities that represent EDI within Centres and how these can be further developed	QM	July 2024	Calendar of events created to support planning	Monitor the effectiveness of the calendar and how the centres are using this
Objective 3 Ensure that within each centre all families are represented	Ensure that representation of families include LGBTQ+ families. Using books, resources and pictures to support understanding of the diversity of our families.	EDI Lead QM OM	Aug 2024	Books linking to Diversity, inclusion and families shared with CMs	
	Following the success of the current translated leaflets, identify other main languages spoken within our communities and print leaflets.	FCM	Aug 2024		

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Objective 4 Ensure EDI is a key part of strategic decisions for the charity.	Prioritise EDI in strategic business plan including regular review of the organisational Diversity Policy,	CEO COO BOARD	Ongoing		
	Recruit a Trustee for EDI	CEO COO Board	Ongoing		
	Include an EDI section within staff surveys to feed into the decision making and planning with the Board.	EDI Lead CEO	Aug 2024		