

## Equity, Diversity & Inclusion Action Plan February 2025

<b>Objective</b>	<b>Action Required</b>	<b>Person Responsible</b>	<b>By When</b>	<b>Progress Made</b>	<b>Further action required.</b>
<b>Objective 1</b> Understand key diversity information including families, staff team and volunteers. Ensure that representation of key communities throughout staff and volunteers is celebrated.	Update registration & new staff documentation to capture a range of information and enable HR to capture our EDI information	HR CMs	Apr 2025	Registration forms being updated to include information.	Once complete, add forms to webpages. HR to remove previous new starter forms.
	Add analysed data on our website including age, disability, gender, and race (staff, Trustees & Volunteers)	HoC COO	Jun 2025		
	Identify ways to ensure job adverts reach diverse applicants and create inventory of places to advertise	HR CM's Ops	April 2025		
	Identify how are we using the diversity data to inform our decision making.	COO HoQ Board	Sept 2025		
<b>Objective 2</b> 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	July 2025	Team Training day- Keynote	
	Ensure that our staff are aware and equipped to discuss and interact in an inclusive way with represented communities within Dingley's centres.	COO SLT Centres	Sept 2025		
	Identify content that can be created and added into our Dingley Promise Induction Programme.	EDI Lead EDI Trustee TPM	Nov 25	Intersections course to be completed by staff as part of their induction.	
	Support the delivery of curriculum focus activities which represent EDI within Centres and how these can be further developed	HoQ Ops Centres	Sept 2025	Calendar of events to be shared.	

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<b>Objective 3</b> Ensure that within each centre all families are represented	Ensure that representation of all families that are part of Dingley's Promise including LGBTQIA+, single parent families and religious practices. Using books, resources and pictures to support understanding of the diversity of our families.	EDI Lead HoQ Ops	Aug 2025	Books linking to Diversity, inclusion and families shared with centres New books regularly added	
	Following the success of the current translated leaflets, identify other main languages spoken within our communities and print leaflets.	HoC ROQM	Sept 2025	Widget tool now being used to support documents being shared in multiple languages	
<b>Objective 4</b> 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		
	EDI Focus Discussion activity to be carried out at Every Board Meeting to develop a strong understanding of EDI across the Organisation.	EDI Trustee COO	Ongoing	allocated a set time in every board meeting for Trustee EDI development - introducing topics & concepts or discussing embedding EDI strategically	
	EDI Focus discussions mirrored for Centre Teams to ensure collaborative approach & understanding of EDI. Updates shared with organisation to show EDI is a key element to strategic decisions.	COO	Ongoing		