

Equality, Diversity and Inclusion Two Year Delivery Plan

	ACTIONS	OWNER	TIMESCALES
	Culture		
1	Define with staff and Board an organisational inclusive culture and policy	CJ	March 2024
2	As part of the Performance and Development Review process identify a set of inclusive behaviours that TA staff adhere to.	CJ	March 2024
3	Review inclusive culture behaviours in the staff survey.	CJ	March 2024
	Leadership and Governance		
4a	Collate an audit of ED&I data we routinely collect (people, programmes, projects and funding)	CJ	March 2024
4b	Consider how we should benchmark ourselves to be inclusive	CJ	March 2024
4c	Identify what further data we should collect and how will we collect it	CJ	March 2025
4d	Set up monitoring and reporting systems (consider GDPR and legal requirements of special category data)	HT	March 2025
5	Work with partners to develop an impact and learning process for EDI collective actions.	CJ	March 2025
6	Create a template to report progress against the EDI Delivery Plan to the EDI Sub-group.	EDI Chair	March 2024
7	Incorporate an EDI related objective into the Board Development Review Template	Chair	March 2024

8	Write an anti-oppression statement and publish on our website.	Chair	March 2025
9	Develop a flow chart which triggers a response from us around our key priority groups to challenge any discrimination and building anti-oppression practice.	CJ	March 2025
Policy and Procedures			
10	As part of the People Plan review and update our recruitment policy to ensure it is inclusive.	HT	March 2024
11	Create an EDI policy which will determine how other related policies are updated.	HT	March 2024
12	Identify progression routes for staff within the People's Plan.	HT	March 2024
13	Identify ED&I education and training programmes within the Board Development Plan.	EDI Chair	March 2024
14	Identify EDI education and training programmes within the People Plan.	HT	March 2024
15	Include enhanced training on understanding and tackling bias within the People Plan for the board, senior leadership team and those with a role in recruitment	HT	March 2024
16	Include ED&I induction training within the People's Plan	HT	March 2024
17	Develop an equity in sport and physical activity policy.	CS	March 2025
Business Operations			
18	Incorporate requirements for grant recipients to provide evidence of engaging their target audience within Service Level Agreements.	JB	March 2024
19	Identify our role in developing progression routes for the wider workforce.	JB	March 2025
20	Identify activities or programmes to support future leaders from diverse communities, and people with different lived experiences.	JB	March 2025

21	Develop a set of minimum EDI requirements for organisations we commission or grant fund.	JB	March 2025
22	Develop a process which uses data and insight to effectively allocate resources and break down barriers to inclusion.	CJ	March 2025
Communications and Engagement			
23	Decide what data is helpful to share and publish in our Annual Report and on our website.	CJ	March 2024
24	Map existing EDI stakeholders, networks and advisory groups.	JB	March 2024
25	Identify opportunities to collaborate with other networks and Advisory Groups to develop our understanding of what outcomes we need from an Advisory group.	JB	March 2025
26	Identify if there is a need for an Inclusion or Lived Experience Forum and what outcomes it would deliver against.	JB	March 2025
27	Have a clear voice based on our equity in sport and physical activity policy, providing continuous consistent messaging around this.	CS	March 2025
28	Set out our clear inclusive language principles within our new Communications Plan	CS	March 2024
29	Review and identify what accessibility issues we need to improve on our communication platforms	CS	March 2025
30	Incorporate storytelling to bring our EDI journey to life and to enable more diverse voices to be heard within our new Communications Plan	CS	March 2024
31	Develop a simple case study template to capture stories from visits to our grant funded groups	CS	March 2024